

## Sanchez, Rodzandra (COE)

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**From:** Diaz-Greco, Gilma M. (COE)  
**Sent:** Monday, December 19, 2016 2:26 PM  
**To:** Sanchez, Rodzandra (COE)  
**Subject:** Flora E. Seff, Esq., Legal Liaison, Office of the Fire Chief, Miami-Dade Fire Rescue (County Employee Ethics Training) INQ 16-284

INQ 16-284 Seff

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**From:** Centorino, Joseph (COE)  
**Sent:** Monday, December 19, 2016 11:46 AM  
**To:** Turay, Radia (COE) <Radia.Turay@miamidade.gov>; Perez, Martha D. (COE) <perezmd@miamidade.gov>; Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>  
**Cc:** Sanchez, Gerald (CAO) <Gerald.Sanchez@miamidade.gov>; Kirtley, Eddie (CAO) <Eddie.Kirtley@miamidade.gov>  
**Subject:** INQ 16-284 Flora E. Seff, Esq., Legal Liaison, Office of the Fire Chief, Miami-Dade Fire Rescue (County Employee Ethics Training)

Flora Seff, Esq., Legal Liaison, Office of the Fire Chief, Miami-Dade Fire Rescue, inquired concerning whether temporary employees are required to take the County online training program, as required under Section 2-11.1(bb) of the County Conflict of Interest and Code of Ethics Ordinance. The latter ordinance required the ethics training for each employee of the County, as defined in Subsection (b)(5) and (b)(6) of the Code. The requirement applies to all personnel "employed" by the county, which makes the issue somewhat redundant. However, in consultation with Andrew Mullings of the MDC Human Services Department, it was determined that temporary employees are not considered County employees, but rather employees of whatever temp agency may have provided them to the County. Such employees are not automatically covered by the Ethics Code, unless specially designated in a County contract as subject to the Code. There is a further problem in including temp employees, insofar as they do not have an employee number, which is required to access the online training. Accordingly, I advised Ms. Seff that temporary employees would not ordinarily be required to undergo the online ethics training, unless so designated.

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**From:** Seff, Flora (MDFR)  
**Sent:** Wednesday, December 14, 2016 3:32 PM  
**To:** Centorino, Joseph (COE) <[Joseph.Centorino@miamidade.gov](mailto:Joseph.Centorino@miamidade.gov)>  
**Subject:** Ethics Training

Hi Joe - Are temp employees required to take the on-line training and if so, how do you get access if you have no employee number?

See you soon,  
Flora

*Flora E. Seff, Esq.*  
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