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INQ 16-44

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**From:** Centorino, Joseph (COE)  
**Sent:** Friday, February 19, 2016 5:50 PM  
**To:** Perez, Martha D. (COE)  
**Subject:** FW: INQ 16-44 Morris Copeland, Director of Juvenile Services Department (JSD) on behalf of Cathy Burgos, Division Director of Operations, JSD (Outside Employment)

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**From:** Ethics (COE)  
**Sent:** Thursday, February 11, 2016 5:11 PM  
**To:** Copeland, Morris (JAC) <[JAC0110@miamidade.gov](mailto:JAC0110@miamidade.gov)>  
**Cc:** Perez, Martha D. (COE) <[perezmd@miamidade.gov](mailto:perezmd@miamidade.gov)>; Diaz-Greco, Gilma M. (COE) <[GDIAZGR@miamidade.gov](mailto:GDIAZGR@miamidade.gov)>  
**Subject:** INQ 16-44 Morris Copeland, Director of Juvenile Services Department (JSD) on behalf of Cathy Burgos, Division Director of Operations, JSD (Outside Employment)

Mr. Copeland:

You have inquired on behalf of Cathy Burgos, Division Director of Operations for the Juvenile Services Department (JSD), regarding whether she may accept outside employment to be involved as a Consultant/Facilitator in a study funded by the National Institute on Drug Abuse (NIDA). The study will identify and test strategies for improving the delivery of evidence-based substance abuse treatment services for justice-involved youth. Ms. Burgos will be paid by the University of South Florida to this work, and will be randomly selected to work with the Florida Department of Juvenile Justice (DJJ) in facilitating groups involved in the study either in Miami or Tampa. Your question is asked in light of the fact that DJJ, State government agency, is one of JSD's local partners and helps fund the operation of the Juvenile Assessment Center (JAC).

You have informed that Ms. Burgos will be working only 6 hours per month and that her work hours will not conflict with her County work hours; that she will not be using County resources in the work; that the work she will be performing is not part of her regular job duties; and that her position with your agency will not be affected in any way by the NIDA study since it deals with probation youth who are out of your department's scope of work. You have also offered that you do not believe that her involvement in this study will impede or influence her judgment while working with JSD on matters involving DJJ.

Inasmuch as there is no relationship between the compensation she will receive from this outside work and her County compensation, I do not see any violation of Section 2-11.1(k). Since the work does not relate to her current County position, and her payment will be from sources unconnected to her position or to the work of your agency, it seems highly unlikely that her independence of judgment in her County position would be impaired by her involvement in this study. I have concluded, therefore, that there is no prohibited conflict of interest in connection with this outside employment by Ms. Burgos.

Sincerely,

## *Joseph M. Centorino*

Executive Director and General Counsel  
Miami-Dade Commission on Ethics and Public Trust  
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Miami, FL 33130  
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**From:** Copeland, Morris (JAC)  
**Sent:** Wednesday, February 10, 2016 1:54 PM  
**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>  
**Subject:** FW: Ethics Inquiry

Good afternoon Mr. Centorino,

Please see my responses in red below.

Thanks

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**From:** Ethics (COE)  
**Sent:** Tuesday, February 09, 2016 12:14 PM  
**To:** Copeland, Morris (JAC)  
**Subject:** RE: Ethics Inquiry

Mr. Copeland:

In order for us to properly consider this matter, we need to be provided with answers to the following::

- 1) The name and job title of the employee. **Catherimarty Burgos, Division Director of Operations**
- 2) The hours that the employee will be doing work for USF and whether those hours will conflict in any way with the hours that he/she is supposed to be working for the County. **She will be working a total of 6 hours a month, it does not conflict with her County work hours.**
- 3) Whether the employee will be utilizing County resources, i.e., staff time, materials, equipment, etc., in performing this outside employment. **No use of County resources.**

- 4) Whether the employee will be paid for performing work that would ordinarily be part of that employee's regular job duties. **No, the work that she will be performing for USF is not a part of her regular job duties.**
- 5) Whether the employee's present position with JAC could be affected in any way by the NIDA project, and, if so, how. **No, this study is based on probation youth which are out of my departments scope of work.**
- 6) Whether there is any reason to be concerned that this employee's involvement with this project would have an impact on the employee's independence of judgment in dealing with issues pertaining to DJJ on behalf of JAC. **No, she has worked closely with DJJ for many years and understands the challenges associated with this work and has assured me that her involvement in this study will not impede or influence her judgement while working in partnership with DJJ.**

Thanks for your cooperation.

### *Joseph M. Centorino*

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**From:** Copeland, Morris (JAC)  
**Sent:** Friday, February 05, 2016 2:19 PM  
**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>  
**Subject:** Ethics Inquiry

Good Afternoon,

We currently have an employee, who is job basis (Administrator), that has been asked to be a part of a National Study funded by the National Institute on Drug Abuse (NIDA). The study's goal is to identify and test strategies for improving the delivery of evidence-based substance abuse treatment services for justice involved youth. Our employee has been asked to be a Consultant/Facilitator and will be paid by the University of South Florida to do this work.

As a facilitator, our employee will be task to work with the Department of Juvenile Justice (DJJ) and a Behavioral Health Provider. Our employee will be randomly selected to work with DJJ either in Miami or

Tampa, Florida. The reason that I write to you is that DJJ is one of our local partners, additionally, we get funding to operate our Juvenile Assessment Center and Diversion services from them. If our employee is selected to work in Miami Dade County or Tampa and charged with facilitating groups with DJJ, would this be allowable?

*Note: Our employee did turn in an Outside Employment Form, but I will wait for your response before it is approved.*

Regards,