

OFFICE OF THE INDEPENDENT ADVOCATE  
REPORT OF INVESTIGATION

K #: K08-012

Date Opened: April 16, 2008

Date Closed: June 6, 2008

Name of investigator: Breno Penichet

**Allegation:**

**This Investigation is predicated upon information received in the form of an Anonymous letter alleging that Ms. Cloudfelter Human Resource Administrator at Miami-Dade County HUD is unfairly making some employees take tests and not others.**

**Exploitation of Official Position:** Section 2-11.1 of the Code of Miami-Dade County, the County's Conflict of Interest and Code of Ethics Ordinance. (g) Exploitation of official position prohibited. No person included in the terms defined in subsections (b)(1) through (6) shall use or attempt to use his official position to secure special privileges or exemptions for himself or others except as may be specifically permitted by other ordinances and resolutions previously ordained or adopted or hereafter to be ordained or adopted by the Board of County Commissioners.

**Investigation:**

- COE Investigator B. Penichet received this investigation in a letter form, upon review of the information received it was noted that the complainant alleged that Ms. Cloudfelter acting as the administrator of HR for HUD had mandated

some employees to take tests and others not to take the test, also it was noted that some employees were terminated as a result of the test scores.

The paper work also showed that another employee was also demoted, and there also a few that were left alone and no action was taken against them

- COE Investigators Art Skinner and Breno Penichet Interviewed Ms. Madeline Cloudfelter reference the allegations. Ms. Cloudfelter advised that she was working at HUD as a Human Resource administrator and during that time the “Section 8 Leasing and Contract specialist” position was upgraded to a higher class “Housing Specialist .“ Ms. Cloudfelter advised that this upgrade required the employee take a test and pass probation, some of the employees agreed to the upgrade and signed agreements. Those employees were offered classes and an opportunity to pass the test some took it more than once others did not pass so they we offered positions in other areas of the department, due to the fact that their positions had been abolished. According to Ms. Cloudfelter some did loose their jobs due to other matters that did not have anything to do with the test.
- Ms. Cloudfelter provided documentation showing the positions along with the criteria. A review of the documents shows the above information to be true.

**\* All documents have been made part of this file.**

**CONCLUSION:** Allegations Unfounded / Case Closed.