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## Miami-Dade County Commission on Ethics and Public Trust

# Memo

**To:** File

**From:** Karl Ross, ethics investigator

**Date:** Nov. 18, 2011

**Re:** K11-120 Niranjan Seepersaud

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**Investigative Summary:** On Sept. 16, 2011, the Office of the Miami-Dade County Inspector General referred its findings to Commission on Ethics and Public Trust (COE) relating to the unauthorized outside employment of a Miami-Dade Transit (MDT) bus mechanic, Niranjan Seepersaud. The inquiry led by OIG found that Mr. Seepersaud worked for American Coach Lines (ACL) while in the employ of MDT and that he did not obtain prior approval, as required by the ethics code. Mr. Seepersaud worked for ACL from March 2007 until June 2010, during which time he failed to file the required paperwork documenting his outside employment.

As part of its review of the situation, COE discussed the status of Mr. Seepersaud with Ysela Lllort, acting director of MDT, and she advised that her staff reviewed the OIG findings and initially recommended terminating Mr. Seepersaud from county service. She said that, upon further review, it was determined that Mr. Seepersaud did not engage in outside employment while on county time and that his use of a county vehicle to travel to ACL occurred during authorized breaks and was only done so that he could pick up his pay checks and did not interfere with his MDT duties. She advised, furthermore, that Seepersaud had a good work history and was well regarded by his supervisors. She said that after weighing these and other factors, she decided Mr. Seepersaud should receive a "Last Chance Agreement."

Llort stated that such an agreement would allow MDT to terminate Mr. Seepersaud if it were to uncover any further instance of misconduct and that, under the terms of this agreement, any right to appeal such a decision would be waived. She said that, in

addition, Mr. Seepersaud would be placed on unpaid leave for a “significant” number of days, though the precise length of this suspension had not been determined.

**Conclusion:** Ms. Llort agreed to provide COE with copies of any subsequent DARs or other disciplinary records from her agency. Accordingly and in consultation with the Ethics Advocate, no further action is required at this time.