



**Miami-Dade Commission on Ethics & Public Trust**

**Report of Inquiry**

**Investigator:** Breno Penichet

<b>Case No.</b>	<b>Case Name:</b>	<b>Date Open:</b>	<b>Date Closed:</b>
PI 13-016	Possible Whistleblower retaliation		
<b>Complainant(s):</b> Judy Campbell-Karpis	<b>Subject(s):</b> Supervisor(s)	September 05, 2013	September 10, 2013

**Allegation(s):**

Retaliation by complainant's supervisors after giving information to the Ethics Commission.

**Relevant Ordinances:**

Whistleblower retaliation, Sec. 2-56.28.17(4).

**Investigation:**

***Interviews***

Dr. Judy Campbell-Karpis  
305-904-6272

Dr. Judy Campbell-Karpis (Karpis) was contacted regarding an e-mail sent to Executive Director Joe Centorino alleging harassment and discrimination by her supervisors. Karpis was interviewed telephonically in order to obtain information concerning her complaint.

Karpis advised that she sent a letter to the Mayor's office complaining that her supervisor Arleen Diaz (Diaz) was using county equipment for personal reasons while on County time in her cubicle. I requested that Karpis e-mail me a copy of the letter in order to make a determination whether this was truly a whistleblower complaint. I also requested that Karpis provide names of persons that can corroborate her allegations. Karpis was questioned about the previous information she gave to the COE (PI 13-003)

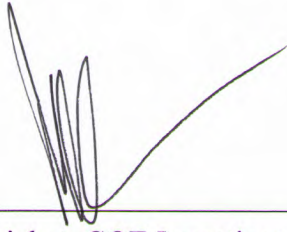
At this point Karpis became agitated and her voice and demeanor became hostile. She was advised that it was my job to obtain the information. Karvis advised she would call Centorino and complaint about my behavior. At this time Karpis hung up.

***Document/Audio/Video Review:***

Reviewed PI 13-003 and found that Karpis had made the same allegations previously. I also spoke to Investigator Larry Lebowitz regarding this matter. Investigator Lebowitz advised that his investigation revealed that Karpis was disciplined for her actions toward her supervisors and that the allegations regarding Diaz's outside employment were known to Diaz' supervisors, and that no outside work was being performed on County time. (see report PI 13-003)

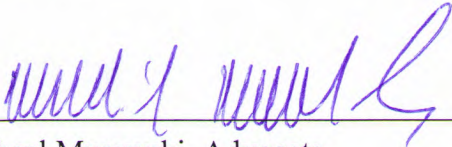
**Conclusion(s):**

Investigator Lebowitz's investigation documents the steps taken on the previous allegations by Karpis. Investigator Lebowitz concluded that Diaz and her supervisor, Juan Hernandez, have done everything possible to accommodate Karpis with no resolution. Unless new information is presented showing Whistleblower retaliation, this inquiry is closed without further action.

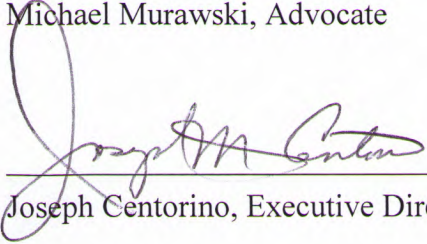


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Breno Penichet, COE Investigator

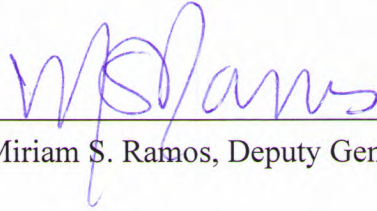
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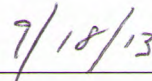
\_\_\_\_\_  
Michael Murawski, Advocate



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Joseph Centorino, Executive Director



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Miriam S. Ramos, Deputy General Counsel



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Date