



Miami-Dade Commission on Ethics & Public Trust
Report of Inquiry

Investigator: Sylvia Batista

Case: PI18-04	Case Name: Stephanie Daniels, Deputy Director, Miami- Dade Police Personnel Management Section	<u>Date Opened:</u> 01/29/18	<u>Closed</u> CASE CLOSED
Complainant(s): N/A	Subject(s):	Date: <u>4/6/18</u>	

Allegation(s):

The COE received anonymous information regarding Stephanie Daniels (Daniels), Deputy Director of police hires for Miami-Dade County Police Department. The source advised that Daniels hired her sister, Carolyn Rolle (Rolle), as a background investigator in 2017, thereby bypassing and neglecting many other more qualified applicants. The Professional Compliance Bureau received the same anonymous letter received by the COE, and commenced an investigation of the allegations.

Relevant Laws:

Florida Statutes, Sec. 112.3135, sets forth the Nepotism Policy under Florida law, which has been adopted administratively by Miami-Dade County, pursuant to a memorandum of the County Manager on June 11, 2007.

The County Policy's relevant provisions include the following:

- Prohibits appointment, employment, promotion or advancement, of specified relatives by any public official who is vested with or delegated the authority to appoint, employ, promote or advance, or is in a position to recommend an individual for appointment, employment, promotion or advancement.¹
- Although it prohibits public officials from employing or promoting their relatives, it does not prevent relatives from working together in the same department.

The Conflict of Interest and Code of Ethics Ordinance, Sec. 2-11.1(g), *Exploitation of official position prohibited*, provides as follows:

No person included in the terms defined in Subsections (b) (1) through (6) and (b) (13) shall use or attempt to use his or her 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.

Interviews:

03/9/18 – Sgt. Michael Watson Jr. of Miami-Dade County Police Department, Professional Compliance Bureau (PCB) –

This investigator spoke to Sgt. Michael Watson who advised that the investigation has been concluded and the matter is closed. At the conclusion of the investigation, it was determined that a Memorandum to File be prepared. Memorandum to File is one of their dispositions. Other dispositions are Sustained or Not Sustained. This investigation resulted in Memorandum to File, which means that a policy failure was found.

Sgt. Watson said that we can order the records through their public records person, Adreann White-McClay. The case number is IA2017-0067, and the Contact Report number is CR2018-064.

Document Review:

¹ Applicable relatives include: Father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, and half-sister.

03/09/18 – An e-mailed Public Records Request was submitted to Ms. White McClay.

01/26/18 – Report prepared by Sgt. Watson related to his investigation of the Complaint of Anonymous Person (I.A. 2017-0067) against Daniels. The allegation investigated by Watson was that Daniels used her current position to influence the promotion of her sister, Carolyn Rolle (Rolle), to the position of Investigative Specialist within the PMB. The anonymous complaint also alleged that Daniels used her position to ensure Rolle qualified for the Investigative Specialist position despite having disqualifying factors.

Summary of Sgt. Watson's Report:

The report is dated 01/26/18 and prepared by Sergeant Michael Watson Jr. of PCB regarding his investigation of the allegations made by an anonymous person against Stephanie Daniels, Miami-Dade Police Department Assistant Director.

Allegations:

Daniels used her position to influence the promotion of her sister, Carolyn Rolle, to the position of Investigative Specialist within the Personnel Management Bureau (PMB); and Daniels used her position to ensure that Rolle qualified for the Investigative Specialist position despite having disqualifying factors.

Chronology:

03/23/05 – Rolle was hired by MDPD in the Court Services Bureau (CSB) as a Court Support Specialist I (CSSI);

09/28/09 – Rolle is reassigned to the Subpoena Services Unit;

Feb. 2012 – Rolle is reassigned to the Warrants Bureau, Extradition Unit. Warrants Technician involves investigating, reviewing, and utilizing databases to confirm the identity of in-state and out-of-state warrants. Rolle's Background Investigative Report indicated she worked as Warrants Technician for two years, however investigation revealed she was there for 19 months. The report revealed that there were 20 bulleted areas of concern of Rolle's performance as documented by Investigative Specialist Jose Diez.

09/30/13 – Rolle is transferred back to the CSB.

03/28/16 – Daniels is promoted to Assistant Director of MDPD Departmental Services. MDPD Departmental Services oversees several divisions and bureaus including the Personnel Management Bureau (PMB).

02/13/17 – Rolle was promoted to Investigative Specialist within the PMB. This is the

position to which Daniels allegedly promoted Rolle.

05/22/17 – Anonymous complaint filed.

05/25/17 – Investigator reviewed Rolle performance evaluation as a CSSI which revealed that Rolle worked at CSSI with satisfactory and above-satisfactory evaluations.

Nepotism Policy of Miami-Dade County:

Relatives of Assistant Director's, Division Directors, and all Managers delegated the authority to make employment or promotion decisions cannot be appointed, employed or promoted within their departments.

Findings:

- The Interview scoresheet revealed that Rolle was ranked #5 after interview scores were tabulated.
- Rolle was promoted to the Investigative Specialist position in PMB because two people above her in the ranking had declined the position.
- After conducting numerous interviews, the statements revealed that all interviewees had become aware at some point that Rolle was Daniels' sister, but no one inquired if Rolle was working under Daniels' command.
- The statements also indicate that there was no concern because Daniels was not involved in the selection or hiring process.
- Although Rolle had concerns in her background investigative file, none of the concerns were disqualifying factors.
- All statements indicated that no one was influenced by Daniels or showed favoritism toward Rolle during the selection and hiring process.
- Daniels stated that PMB is one of the elements under her purview which she indirectly oversees.
- Daniels does not participate in the selection and hiring process conducted at PMB.
- Daniels said she is not concerned because she was not involved in the hiring process and there are many layers of supervision between her and Rolle. She would have no direct supervision of Rolle.
- Daniels denied using her position to influence her sister's hiring;
- Daniels stated that the departmental entity with the vacancy is responsible for hiring an applicant once background file is reviewed through the PMB chain-of-command. The last approval is issued by Chief Byrd and Daniels does not receive those files.

Report's Conclusion:

After review of formal statements and records obtained during the investigation it was determined by MDPD Director Juan Perez that the investigation revealed an "Administrative and Policy failure" on behalf of the MDPD, with no intentional violations of MDPD policy.

Director Perez advised that the following corrective measures would occur:

- Rolle's position of Investigative Specialist was rescinded and she was reinstated to her previous position of CSSI.
- Departmental policy will be corrected to reflect the policy of Miami-Dade County.
- Director will officially assign the responsibility of approving hiring and promotions to the Assistant Director for Departmental Services.
- Retraining of MDPD personnel on the Nepotism Policy.
- Counseling of concerned command staff personnel.

No further action is required by the PCB.

End results:

Daniels kept her position as Assistant Director;
 Rolle was reinstated back to her previous position of CSSI; and
 Departmental Nepotism policy was changed to reflect the Nepotism Policy of Miami-Dade County

Conclusion:


After discussion with the Ethics Advocate, it was determined that no further action would be taken in this matter due to the fact that there was no evidence to show that Daniels exploited her official position to benefit her sister. The MDPD has taken corrective administrative action.



 Sylvia Batista, COE Investigator

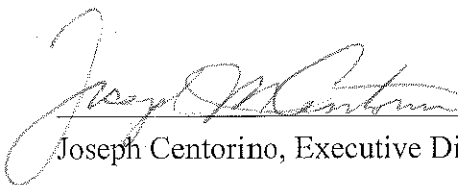
Date: 6/6/18

Approved by:



 Michael Murawski, Advocate

Date: 6/6/18



 Joseph Centorino, Executive Director

Date: 6/6/18