

Sanchez, Rodzandra (COE)

From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, January 31, 2018 9:13 AM
To: Sanchez, Rodzandra (COE)
Subject: Lt. Frantz Angrand, Miami-Dade Corrections and Rehabilitation Department(outside employment) INQ 18-30

INQ 18-30 Angrand

From: Turay, Radia (COE)
Sent: Tuesday, January 30, 2018 4:29 PM
To: Kirkland, Tina (MDCR) <Tina.Kirkland@miamidade.gov>; Angrand, Frantz (MDCR) <Frantz.Angrand@miamidade.gov>; Hinnant-Johnson, Tara (MDCR) <Tara.Hinnant-Johnson@miamidade.gov>
Cc: Centorino, Joseph (COE) <Joseph.Centorino@miamidade.gov>
Subject: INQ 18-30, Lt. Angrand, MDCR (outside employment)

Dear Lt. Angrand,

You have inquired whether a conflict of interest exists under the Ethics Code where you, a Lieutenant for Miami-Dade Corrections and Rehabilitation Bureau (MDCR), has requested permission to engage in outside employment as a reserve police officer for the Opa-Locka Police Department.

Background

You are a Lieutenant at the Pre-Trial Detention Center for MDCR. Your current job responsibilities include care, custody and control of detainees awaiting trial or inmates that have been sentenced to less than a year in County jail.

You are seeking to engage in outside employment as a reserve police officer for the Opa-Locka Police Department. In your role as a reserve officer you will serve and protect the community by enforcing legal statutes and ordinances.

Legal Analysis

The Ethics Code at Section 2-11.1(j) states that a government employee may not accept outside employment that impairs his or her independence of judgment in the performance of public duties. See County's Administrative Order 7-1. Generally, the County Ethics Code does not prevent an employee from being employed by a County vendor, as long as the employee does not have any involvement with the vendor's contract. See INQ 17-236; INQ 15-115; INQ 11-67.

We have discussed this request with MDCR Human Resources, and your supervisor Captain Tara Hinnant-Johnson. We were informed by MDCR Human Resources that pursuant to the department's operating procedures, DSOP 6-026 and DSOP 11-003, you are required to report any serious incident that arises during your outside employment, and arrangements can be made for an inmate to be transferred from your chain of command, if necessary. We were also informed by your supervisor, Captain Johnson indicated that she did not believe that your duties as a reserve officer would conflict with your duties as a Lieutenant at MDCR.

Based on the information that you have provided to us at this time, along with our discussions with MDCR Human Resources and your supervisor Captain Tara Hinnant-Johnson, it appears to be unlikely that the type of outside employment that you are seeking to engage in would impair your independence of judgement in the performance of your County duties as a Lieutenant for MDCR. Further, in your County position, you do not have the authority to approve or disapprove any agreements for services between the County and the City of Opa-locka Police Department; you have no

involvement in the selection, oversight, or administration of the County contract with the City of Opa-locka Police Department: and you have no responsibilities and/or duties that involve the County contract with the City of Opa-locka Police Department.

As a reminder, pursuant to 2-11 of the County Code, County employees are required to request permission to engage in outside employment from their supervisor on a yearly basis. In addition, Section 2-11.1(k)(2) of the County's Ethics Code requires filing a financial disclosure form on a yearly basis. County employees are cautioned that they may not engage in any activity which would require them to disclose confidential information acquired by reason of their official position, nor use such information directly or indirectly for their personal gain or benefit. See Section 2-11.1(h), County Ethics Code. Lastly, a County employee may not use his or her official County position to secure privileges or exemptions for themselves or others. See Section 2-11.1(g), County Ethics Code.

This opinion is based on the facts presented. If any of the facts presented here change, or if you have any further questions, please contact us.

Sincerely,

RADIA TURAY

Staff Attorney
Miami-Dade Commission on Ethics and Public Trust
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Miami, FL 33130
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Fax: (305) 579-0273
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From: Kirkland, Tina (MDCR)
Sent: Friday, January 19, 2018 4:51 PM
To: Turay, Radia (COE) <Radia.Turay@miamidade.gov>
Subject: RE: Corrections guidelines for Frantz Angrand Outside Employment

No problem same to you.

Shawntia Kirkland, Personnel Specialist 2
Personnel Management Bureau, Employee Relations
Miami-Dade Corrections & Rehabilitation Department
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From: Turay, Radia (COE)
Sent: Friday, January 19, 2018 4:41 PM
To: Kirkland, Tina (MDCR) <Tina.Kirkland@miamidade.gov>
Subject: RE: Corrections guidelines for Frantz Angrand Outside Employment

Thank-you very much Ms. Kirkland. I really appreciate this.

Have a wonderful weekend!!

From: Kirkland, Tina (MDCR)
Sent: Friday, January 19, 2018 4:38 PM
To: Turay, Radia (COE) <Radia.Turay@miamidade.gov>
Subject: Corrections guidelines for Frantz Angrand Outside Employment

Hi Ms. Turay,

Pursuant to our telephone conversation, attach is the 2 Department Standard Operating Procedures pertaining to Frantz Angrand 2018 Outside Employment Request.

Shawntia Kirkland, Personnel Specialist 2
Personnel Management Bureau, Employee Relations
Miami-Dade Corrections & Rehabilitation Department
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