

Meyers, Robert (COE)

ING 10-1407

From: Meyers, Robert (COE)
Sent: Monday, August 09, 2010 3:32 PM
To: Fuentes-Johns, Yolanda (MDPR)
Subject: RE: accepting tips

Hi Yolanda:

The County ethics code has no provision that expressly prohibits County employees from accepting tips or gratuities. The prohibition against accepting tips or gratuities is contained in a County Administrative Order, which our office has no authority to interpret or enforce. Therefore, I would conclude that based on the provisions of the County Conflict of Interest and Code of Ethics Ordinance employees can receive tips when working as food servers at a café. For what it is worth, I don't believe the AO would apply either, as the purpose of the AO is to prevent employees from accepting compensation above and beyond their county salaries. With food servers, tips are in essence part of their compensation, so they would not be violating the AO when accepting tips.

If you have any further questions, please contact me at your convenience.

Thanks,

Robert Meyers, Executive Director
Miami-Dade Commission on Ethics and Public Trust

From: Fuentes-Johns, Yolanda (MDPR)
Sent: Monday, August 09, 2010 1:29 PM
To: Meyers, Robert (COE)
Subject: accepting tips

Hi Robert,
Please advise if the Conflict of Interest, Code of Ethics Ordinance provides an exception for employees to receive monetary tips as part of a commissionable job .
(food server at a café)

Thanks.

Yolanda Fuentes Johns, Chief
Human Resources Division
Park and Recreation Department

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"Proud to be a Parks' Employee"

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8/9/2010