
From: Diaz-Greco, Gilma M. (COE)
Sent: Tuesday, May 27, 2014 1:44 PM
To: Sanchez, Rodzandra (COE)
Subject: FW: INQ 14-128

INQ 14-128

From: Ramos, Miriam S. (COE)
Sent: Tuesday, May 27, 2014 12:13 PM
To: 'Anita.Najiy@miami-police.org'
Subject: INQ 14-128

Chief Najiy:

Thank you for your inquiry. Had you remained in the Administrative Division, this type of outside employment would be prohibited as conflicting employment, in violation of Sec. 2-11.1(j) of the Miami-Dade Conflict of Interest and Code of Ethics Ordinance (the Ordinance). You have represented that you have been transferred to a division that is not involved in the promotional process. Therefore, the proposed outside employment is not conflicting. You have also represented that the Miami Police Department does not pay for individuals to take the course. Please be advised that the police department is prohibited from paying for individuals to take the course as if it did, you would be contracting with your department which is prohibited under Sec. 2-11.1(c)(2) of the Ordinance. Also, please remember that you are required to request permission from the Miami Police Department in order to engage in outside employment. You represented that you have always done so in the past. Lastly, please be mindful of the requirement to file an Outside Employment Statement disclosing that income, by July 1st of the year following the year in which you engaged in outside employment (Sec. 2-11.1(k)).

Sincerely,

Miriam S. Ramos, Esq.
Deputy General Counsel



Miami-Dade Commission on Ethics and Public Trust
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From: Ethics (COE)
Sent: Thursday, May 22, 2014 3:38 PM
To: Ramos, Miriam S. (COE)
Subject: FW: Potential conflict?

From: Najiy, Anita (Assistant Chief) [<mailto:Anita.Najiy@miami-police.org>]
Sent: Wednesday, May 21, 2014 8:30 AM
To: Ethics (COE)
Cc: Mcqueen, Craig (Major)
Subject: Potential conflict?

Attention: Ms. Ramos

Good morning. With the submission of my outside employment documentation, it was recommended by in house legal advisor that I contact the commission due to a potential conflict of interest situation.

Since being promoted to sergeant back in 1994, I along with another colleague have been conducting preparatory classes for sergeant, lieutenant, and now captain positions.

What has changed is that I have been appointed as division chief (February 12) of the Administration Division, the division that has historically been involved in the promotional processes.

The Miami Community Police Benevolent Association, a police social organization (primarily composed of people of African descent, though has open membership to all) contracted myself and a colleague to conduct a series of preparatory classes which began on April 21 and scheduled to terminate on August 11 (the captain and sergeant exams are scheduled for sometime in September with the lieutenant exam scheduled for sometime in November). Due to prior problems with past exams and a modified consent decree, 3 months advanced notice of the booklist (suggested reading materials) was to be provided to the applicants. If this practice is maintained, interested personnel should be receiving official notice sometime in June for captains and sergeants positions and August for the lieutenants position.

Though I am the division chief, the chief of police has left the promotional processes under oversight of the prior assistant chief, who currently is assigned to the Field Operations Division (Assistant Chief Gomez).

On yesterday, the chief of police announced changes in assignments effective May 25 - I will be assigned to the Criminal Investigations Division, Deputy Chief Cabrera is assigned to the Field Operations Division, and Assistant Chief Gomez is reassigned to the Administration Division.

The Criminal Investigations Division is not involved in the promotional process.

With the information provided, does being hired by the organization pose a conflict? It is important to note that payment for services will not occur until conclusion of instruction (August 11).

S/N: my colleague is also a member of the executive staff of the chief of police assigned to the Field Operations Division and not involved in the promotional processes.

Please offer your opinion.

Respectfully,

Anita M. Najiy
Assistant Chief of Police
Administration Division
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[Miami, Fl 33128](#)
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