
From: Diaz-Greco, Gilma M. (COE)
Sent: Friday, April 25, 2014 3:59 PM
To: Sanchez, Rodzandra (COE)
Subject: FW: Ethics Opinion (outside employment) INQ 14-83

INQ 14-83

From: Diaz-Greco, Gilma M. (COE)
Sent: Friday, April 25, 2014 3:58 PM
To: Sifontes, Michelle (PWWM)
Cc: Centorino, Joseph (COE); Christensen, Steve (PWWM)
Subject: Ethics Opinion (outside employment) INQ 14-83

Ms. Sifontes:

You requested an opinion regarding outside employment.

As background, Mr. Stephen Christensen is employed by the Miami-Dade County Public Works and Waste Management Department in the Waste Management (WM) section as an Environmental Resources Project Supervisor. The WM department that Mr. Christensen works in focuses on environmental compliance and his job functions involve inspection of County landfills.

Occasionally, Mr. Christensen engages in outside employment with G.M. Selby (GM), a general engineering company. GM is a County vendor, but does not contract with the department Mr. Christensen works in. Mr. Christensen's work with GM is for clients outside of Miami-Dade County, is based on his experience as a marine biologist, and involves Coastal Zone Management such as biological assessments for dredge and fill permits and beach re-nourishment projects.

We concur with Mr. Christensen's supervisor that Mr. Christensen's work for GM is unrelated to the waste management functions he performs in his County employment. Under these circumstances, the Ethics Code does not prohibit Mr. Christensen from engaging in outside employment with GM because it is unlikely that this type of work would impair his independence of judgment in the performance of his County duties at WM as an Environmental Resources Project Manager. *See* the County Ethics Code at Sec. 2-11.1(j)

As a reminder, pursuant to the County Code at Sec. 2-11, County employees are required to request permission for outside employment from their supervisor (Request for Outside Employment form) on a yearly basis. The County Etic Code at Sec. 2-11.1(k)(2) requires filing a financial disclosure form (Outside Employment Statement) on a yearly basis.

If any of the facts presented her change, or if you have any further questions, please do not hesitate to contact us.

Best regards,

Gilma (Mimi) Diaz-Greco
Staff Attorney



Miami-Dade Commission on Ethics and Public Trust

19 W. Flagler Street, Suite 820

Miami, FL 33130

Tel: (305) 579-2594

Fax: (305) 579-0273

gdiazgr@miamidade.gov

www.facebook.com/MiamiDadeEthics

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From: Ethics (COE)
Sent: Thursday, March 27, 2014 1:22 PM
To: Diaz-Greco, Gilma M. (COE)
Subject: FW: Request for Opinion

Please respond.

From: Sifontes, Michelle (PWWM)
Sent: Thursday, March 27, 2014 10:09 AM
To: Ethics (COE)
Cc: Sifontes, Michelle (PWWM)
Subject: Request for Opinion

PWWM requests an opinion concerning outside employment for Department employee, Stephen Christensen, Environmental Resources Project Supervisor .

According to Mr. Christensen, for the purpose of his request for outside employment with the firm, G.M. Shelby. Mr. Christensen asserts that he has no regulatory authority at PWWM. The work that he does for GM Shelby does not involve MDC. The employee also understands that he must recuse himself of all work at G.M. Shelby where a conflict of interest or the perception of a conflict with his work for Miami-Dade County may arise.

Mr. Christensen has also provided the following information concerning the Outside Employment:

“G.M. Selby is a small business, family owned, general engineering company. The owner operators are also my close personal friends. My services for G.M. Selby may be more comparable to that of a sub-contractor, rather than a full or part time employee, as it is on an as needed basis only. G.M. Selby files an IRS 1099 form for my work. It has been several years since my services have been requested. My work there is predicated on my work experience as a Marine Biologist, with an M.S. in Coastal Zone Management. So far the G.M. Selby clients for my projects have been the City of Key West, Florida, and a private party in Key West, Florida. I have performed biological assessments for the purposes of obtaining US Army Corps of Engineers and Florida Department of Environmental Protection dredge and fill permits for rip-rap, beach re-nourishment, and re-construction of a shore-front home in Key West.”

Please advise. Thanks.

Michelle M. Sifontes
Chief, Human Resources Division
Miami-Dade County Public Works & Waste Management Department

(305) 514-6705 (office) (305) 514-6876 (fax)

misi@miamidade.gov

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