

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
11-02	(j), (k)	John Perez, City of Miami Police Detective	Outside employment as a part-time firefighter in Key West is not prohibited per se, but ultimate authority resides with the employee's supervisor.
11-05	(j), (k)	Judy Shepard, Transit purchasing specialist	A Co. employee must obtain permission from her supervisor to engage in outside employment and file the appropriate, signed forms with the Employee Relations Dept. and Elections.
11-16	(j), (k)	Saens Dorcelly, City of Miami, Police Detective	No prohibition in the city code prevents a City employee from holding elected office in Homestead, but he must disclose compensation received for serving on the Council as outside employment.
11-24	(j), (k)	Beverly Hall, GSA	A Co. employee is engaged in outside employment when he sells photos he has taken from a private website, even though the amount of time expended to maintain the website is minimal.
11-25	(j), (k)	Jennifer Roden, WASD	A trainer for WASD may also teach courses for a private entity as long as she is not teaching the same course she teaches for the Co. and she does not use Co. materials in her private employment.
11-27	(j), (k)	Juan Basulto, Airport	A Co. employee who works for his privately owned company must obtain permission from his supervisor to engage in outside employment & file appropriate disclosure forms.
11-34	(j), (k)	Judy S. Shepard, Transit	Co. employee is not prohibited from engaging in outside employee in her cleaning business, but he may not contract with his own department.
11-36	(j), (k)	Gladys Negron-Soto, JSD	No conflict is created if a research manager who does not do training for the Co. Juvenile Justice Dept. accepts outside employment to train in other jurisdictions on juvenile justice issues.
11-42	(j), (k)	Carlos M. Vazquez, Police	Co. employee is not prohibited from engaging in outside employee in his private landscaping business, but he may not contract with his own department.

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11-57	(j)	Beverly Hall, GSA, Sr. HR Manager	A Co. employee may engage in outside employment while on annual leave (as long as permission to engage in outside employment has been approved by his/her supervisor).
11-61	(j)	Carmen Bofill, Elections, Elections, Clerk 3	Nothing in the Ethics Code prevents a Co. employee from earning more from outside employment than from his Co. job, but engaging in outside employment may not impair one's independence of judgment.
11-67	(j)	Duran, Natalie, Fire Rescue Dept., Communications Officer	Although permission to engage in outside employment is ultimately at the discretion of the Department Director, the Ethics Code does not prohibit a Co. employee from being employed as a trainer by a Co. vendor, as long as the Co. employee has no involvement whatsoever with the vendor's contract.
11-93	(j),(k)	Michael Amabile, Captain, Miami-Dade Police Dept.	Serving as a non-compensated, voluntary advisory board member for a local university is not outside employment, and, consequently, no legal requirement exists that would require a Co. employee to obtain permission to engage in outside employment.
11-98	(j),(k),(i) RQO 06-48	Roberto Abrahante, Engineer 3, DERM	A Co. employee who rents only 1 rental unit is not engaged in outside employment. Employees with authority to approve expenditures > \$20,000 are required to file financial disclosure.
11-110	(j),(k) RQO 07-03	Jay Flynn, HR Chief, Transit	Co. employees who engage in outside employment must report to their Co. jobs whenever needed—and not merely for situations that rise to the level of “emergencies.” See also AO 7-1.
11-121	(c),(j),(k) RQO 10-02	Alexander Reines, prospective Security Guard, Parks & Recreation Dept.	A Co. employee must obtain permission to engage in outside employment and, if granted, may not contract with the Co. Dept. that employs him.

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11-122	(j) RQO 05-145	Guillermo Olmedillo, Co. Contractor	A land-use consultant hired by the Co. to prepare the redistricting plan as per the 2010 census does not have an employment conflict accepting work from private citizens regarding zoning matters in the City of Miami.
11-132	(k) C 11-16	Bart Smith, Grant Manager Coordinator, Opa-Locka	A city employee may engage in outside employment with a nonprofit headed by a city councilmember as long as his city supervisor approves his outside employment. The nonprofit organization does not receive any funds whatsoever from the city of Opa-Locka.
11-141	(k) RQO 07-24	Steve Phillips, Lieutenant, Miami Beach Fire Dept.	A city employee who presents a 1-hr. lecture free of charge at a local university is not required to obtain permission to engage in outside employment. Non-compensated voluntary activities are not considered outside employment.
11-143	(k) RQO 06-49	Antonio Fernandez, Contracts Officer, Office of Grants Coordination	A Co. employee may accept outside employment as a bookkeeper with a private company that has contracts with the Co. as long as he does not interact with Co. employees.
11-161	(j), (k) RQOs 09-28; 08-36; 07-24,	Steven VanDesande, Sr., Pilot, Fire Rescue Dept.	A Co. employee is considered to be engaged in outside employment & subject to the requirements in (j) & (k) if he provides a personal service to a non-Co. employer or business associate that is compensated or customarily eligible to be compensated.
11-162	(c),(j),(k) RQO 10-02	Patrick Belus & Rolando Valdes, Firefighters, Fire Rescue Dept., & joint owners of Robelus, Inc.	Co. firefighters must obtain permission to engage in outside employment and, if granted, may not contract through their private company for landscaping or janitorial services with the Fire Rescue Dept. because of their employment with the Fire Dept.
11-168	(c),(j),(k) RQO 10-02	Cristina M. Calderon, Deputy Assistant Director of Safety & Security, Seaport	A Co. employee must obtain permission to engage in outside employment and, if granted, may not contract with the Co. Dept. that employs hers.

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11-179	(j), (k) RQO 08-29 RQO 08-45	Giulio Miglio, Highway Division Designer, Public Works & Waste Management Dept.	Outside employment as a construction “qualifier,” which requires a Co. employee to be at private construction job sites during normal business hours, may violate the Ethics Code, depending on the circumstances.
11-189	(j),(k) RQO 05-95	Leland Salomon, Director, Real Estate Div., ISD (on behalf of Daniel Borges, Co. Real Estate Officer)	A Co. employee who wishes to engage in outside employment as a security guard has no <i>per se</i> conflict as long as his Dept. Director approves of the employment.
11-193	(j), (k) RQO 05-95	Linda Weber, Real Estate Officer, ISD	A Co. employee who works as a real estate officer cannot engage in outside employment as a private real estate agent if her supervisor does not approve of the outside employment.
12-01	(j), (k) RQO 10-08	Michael Pizzi, Town Attorney, Medley	A municipal attorney may engage in outside employment as a private attorney for the local Chamber of Commerce as long as the Chamber has no business before the town. The attorney is further advised to take the necessary precautions regarding fundraising for the Chamber.
12-04	(j) RQO 05-145	Namita Uppal, Procurement Contracting Manager, Internal Services Department	An employee of United Way, which has received a donation from a County bidder, should not sit on the County selection committee involving that bidder because of the potential for divided loyalties.
12-05	(j) RQO 02-07	Lester Sola, Director, Internal Services Department	An architectural firm that completed work on Phase 1 of the West Lot Multi-Use Facility may bid on Phase 2 of the project because Phase 1 has concluded and the firm would not be reviewing its own work.
12-49	(j) RQO 10-08	Francisco Fernandez, Chief Real Estate Officer, WASD	A supervisor has discretion to prohibit a Chief Real Estate Officer at WASD to activate his real estate license & engage in outside employment as a private realtor.
12-64	(j), (n) RQO 10-08	Nelson Caballero, Outside Contractor, So. Fla. Workforce	A private contractor who provides training for clients of the So. Fla. Workforce may not also provide auditing services to the Workforce because of possible impairment of judgment in the performance of official duties & the prohibition on taking official actions when personal financial interests are involved.

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INQ #	Code Sec.	Requester	Holding
12-88	(j),(k) RQO 08-45 RQO 09-36	David Raymond, Executive Director, Homeless Trust	A County employee within two months of retirement is not engaged in outside employment when he takes preliminary steps to form a corporation for future use as a retirement consulting business. He is not currently providing consulting services.
12-94	(j),(k) RQO 11-15	Anselmo Montero, Administrative Officer 2, County Parks Department	A County Parks employee may engage in outside employment as a roofing contractor without violating the County Ethics Code, as long as he receives approval from his supervisor.
12-101	(j) RQO 09-16	Kyndal Campbell, Assistant to the Director, Vizcaya Museum	The Chief of Security at Vizcaya cannot accept outside employment with a private security company to do security work at the museum because the arrangement would create conflicting loyalties for the employee.
12-109	(j), (k) RQO 10-08	Miriam Singer, Assistant Director, Procurement Management Services (ISD), on behalf of Frank Zuloaga, Construction Manager III (ISD)	Proposed outside employment for a County Construction Manager III creates conflicts if the Manager works for a roofing contractor as a secondary qualifier or as a strategic business consultant, but not if he is employed as an expert witness or a trainer.
12-131	(j) RQO 05-140	Frank Giallorenzo, Assistant HR Director, Coral Gables	City employees are not engaged in outside employment when they serve as officers & directors of corporations but do not provide personal services to the corporations or are not compensated.
12-140	(j), (g), (h), (m), (f) RQO 08-45 RQO 08-29 RQO 05-15 RQO 05-09	Margaret Gachelin, Business Process Specialist, WASD	If granted permission to engage in outside employment with a County vendor, Aflac, a County employee may not use County customer and employee information to benefit her private interests nor may she meet with County staff to lobby on behalf of Aflac or Aflac clients.
12-145	(f), (g), (h), (j), (k), (m) RQO 08-45 RQO 08-29 RQO 05-15 RQO 05-09	Maria de los Abreu, Analyst 3, Office of the Commission Auditor (OCA)	A County employee may accept outside employment from a Head Start program that receives a County grant because neither she nor her office oversees CAHS, the County department that issues grants to Head Start programs.

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INQ #	Code Sec.	Requester	Holding
12-153	(j), (k) RQO 02-87	Jennifer Walker, Sr. HR Manager, Dept. of Regulatory & Economic Resources	A County employee is not engaged in outside employment when he runs for office and/or serves as a committeeman for the Republican Executive Committee because this position is voluntary and not customarily compensated.
12-155	(j) RQO 99-50	Grisel Agha-Long, Executive Secretary, Aviation Business Retention & Development	A County employee with the Aviation Dept. cannot accept outside employment with an Aviation concessionaire because the County division that employs her manages concessionaire contracts.
12-159	(j) RQO 12-11	Abel Fernandez, Battalion Chief, Fire Rescue	A firefighter cannot accept outside employment with North Shore Medical Center as a healthcare liaison because the private work parallels his duties as a public employee and would, therefore, create conflicting loyalties for the employee.
12-171	(k) RQO 10-08	Jennifer Walker, Sr. Human Resources Manager, Permitting & Inspection Center	County employees hired to work as movie extras must obtain permission from their supervisors to engage in outside employment and file a statement of outside employment income annually.
12-187	(g), (j) RQO 08-29 RQO 08-45	Jose Govea, Plant Electrician, WASD	A WASD electrician should be denied permission to engage in outside employment in his private electrical repair company because of possible conflicts with County time and use of County resources.
12-217	(j) RQO 07-35	Pedro Betancourt, Senior Contract Officer, Aviation	A non-County selection committee member must not serve on the committee when his employer, who has contracts with 4 of the 5 bidders to be evaluated, may benefit from the selection.
12-218	(j), (k) RQO 12-11	Steve Jablonowsky, Manager, Golf Operations, Parks Dept.	A County golf profession may not accept outside employment as a part-time golf instructor at County facilities when he is employed in his part-time capacity by a company that contracts with the County to provide golf lessons.

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12-221	(j) RQO 12-11	Lonny Craven, Director of Airside Operations, MIA	The County Ethics Code prohibits airport employees from engaging in outside employment with entities that the County employees monitor in their County positions.
13-08	(j), (k) RQO 12-11	Jerrod Neal, Labor Management Specialist, ISD	A County employee who has founded a nonprofit organization and serves as its Executive Director, a position traditionally compensated, is engaged in outside employment and must comport with all outside employment requirements.
13-17	(j) RQO 09-16	Patrick Fiore, Councilman, Palmetto Bay	A councilman's employment with Camillus House, where a fellow councilman serves on the Camillus House board, is not likely to impair his independence of judgment in the performance of his public duties because the board has no supervisory authority over employees.
13-28	(j) RQO 12-11	Luisa Millan, Assistant Director, ITD	Although guidelines presented by the Ethics Commission staff may serve as an aid, final determination as to whether a County employee should engage in outside employment is at the discretion of his/her supervisor.
13-34	(j) RQO 08-29	Cecilia Brewer-McDuffie, HR Chief, WASD	A County employee who performs a personal service for a family business, and that service is customarily compensated, is engaged in outside employment even if she is not actually compensated.
13-57	(j), (g), (c)(2), (o) RQO 12-11	Ana Finol, Capital Improvements Manager, Parks Dept.	A County employee should be denied permission to engage in outside employment as a "qualifier" for a private construction company seeking to do business with the County because the employee would be required to conduct outside employment during regular business hours. Additionally, the employment is similar to the work she does for the County and could, therefore, cause conflicts of interest.
13-59	(j) RQO 12-11	Richard Kuper, Outside Bond Counsel, City of Miami	An outside bond counsel who is under the direct supervision of the city attorney has conflicting employment to serve on the city's selection committee to choose a new city attorney because the bond counsel would be voting on a matter that would directly affect his city employment contract.

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13-72	(j) RQO 12-07	Michael Sarasti, Customer Service Advocate, Community Information & Outreach Dept.	A Customer Service Advocate for the Community Information & Outreach Dept. (CIAO), who does not perform any graphic design functions for CIAO, does not have conflicting outside employment if he works part-time as a graphic designer on special projects at JMH.
13-86	(j) RQO 07-35	Lenora Allen-Johnson, Contracts Administrator, Aviation Dept.	A private citizen has a conflict to serve on a County selection committee because he has a current contractual relationship with one of the bidders whom the selection committee will be evaluating.
13-88	(j) RQO 12-11	Lazaro Solis, Deputy Property Appraiser, Property Appraiser's Office	In order to avoid conflicts between duties to the County as the second in charge of the Property Appraiser's Office and duties to a private employer, the Deputy Property Appraiser was advised to decline outside employment as a consultant with a Colombian company developing IT programs to be used in searching property tax rolls.
13-100	(j) RQO 09-16	Rolando Aedo, employee of Greater Miami Convention and Visitors Bureau (GMCVB) and a Aviation selection committee member	A selection committee member does not have a conflict to evaluate bidders to manage a hotel at the airport even though one of the bidders is a member of the GMCVB, a nonprofit organization that employs him. Because membership rolls account for less than 5% of the GMCVB's overall budget and have a de minimis impact on the committee member's salary, his personal and financial interests are not affected by membership numbers in the GMCVB.
13-109	(j) RQO 09-16	Roberto Suarez, County Hearing Officer, Clerk of the Courts, and Member of Community Council #10	A part-time County Hearing Officer does not have conflicting employment to serve as an appointed member of Community Council #10.
13-116	(j) RQO 98-09	Oriol Haage, Trainer, Regulatory & Economic Resources	A Co. trainer (who is not considered an "officer" under state law) may volunteer as a member of the Broward Board of Rules and Appeals because his volunteer activities in Broward Co, are unlikely to impair his independence of judgment in the performance of his public duties on behalf of Miami-Dade Co.

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13-122	(k)(2) RQO 06-48	Joaquin S. Vila, Detective, Miami-Dade Police Department	A Co. employee who owns 5 rental properties must request permission to engage in outside employment on a yearly basis from his/her department director. Once permission is obtained, the employee must file yearly income statements related to outside employment with the Elections Dept.
13-146	(j),(k) RQO 08-45	Maurice Jenkins, Division Director, Information Systems & Telecommunications, Aviation Dept.	A Co. employee who provides private consulting and advisory services to entities outside of the County must obtain written permission from his or her supervisor to engage in outside employment.
13-157	(j) RQO 12-64 RQO 10-08 <i>also directed to AO 7-1</i>	Darren Altarac, Lieutenant, M-D Fire Rescue Dept.	A Co. fire investigator may have conflicting outside employment as a private fire investigator for private insurance companies and law firms because these private entities are likely to appear before the County on matters related to fire investigations.
13-196	(j) RQO 12-11	J.M. Burns, Lt. Fire Investigator, M-D Fire Investigation Bureau	A County fire investigator who transfers out of the Fire Investigations Bureau to work on a rescue or fire truck, and who will no longer conduct fire inspections for the County, will not have conflicting outside employment as a private fire investigator outside of the County.
13-232	(m),(n), (g), (j) RQO 12-07	Joe Geller, City Attorney, Miami Lakes, Opa-locka, and El Portal	To avoid creating conflicting loyalties, a city attorney cannot proffer the services of a bank to municipalities that employ him as a city attorney when the bank is the attorney's private law client.
13-236	(j) RQO 02-87	Michael Chavez, Manager, County Office of Elevator Safety	A County employee is not prohibited from serving as a non-compensated board member for NAESAI, a nonprofit entity that certifies professionals in his field, as long as the County employee recuses himself from any matters on the board related to County employees' certifications.
13-240	(j) RQO 12-11	Steve Jablonowski, Golf Operations Manager, Co. Parks Dept.	The manager of County golf operations does not have conflicting employment when he creates a private golf management company to oversee golf course operations outside of Miami-Dade County, but his outside work should be closely monitored by his supervisor, to prevent any possible conflicts.

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13-250	(g), (j), (n) RQO 12-07	Ralph Ventura, City Attorney, City of Sweetwater	A city attorney does not have a prohibited conflict of interest representing a city-authorized towing company in his private law practice when the towing company does not have a contractual relationship with the city, the attorney's representation of the company is limited to matters occurring outside of the city that employs him, and the city attorney plays no role in authorizing the towing company to do business in the city.
13-257	(g), (j) RQO 12-07	Helen Rodriguez, Administrative Secretary, M-D Dept. of Regulatory & Economic Resources	A Co. employee may distribute a flyer describing the participation of her privately owned company in a County-sponsored event to support Breast Cancer Awareness because the Mayor's Office has invited her to participate in the event, which plainly serves an appropriate public purpose.
13-268	(d), (j) RQO 12-07	Enbar Cohen, City Commissioner, City of Aventura	A City Commissioner may accept a paid or unpaid law school internship while serving as an Aventura City Commissioner as long as the arrangement does not induce her to place her personal or financial interests ahead of the public's interests. The Commissioner may not vote on any matters affecting her business and/or professional associates.
13-285	(g),(j),(k) RQO 12-07	Troyano, Jorge, Firefighter, Miami Dade Fire Dept.(MDFR)	A County firefighter does not engage in conflicting outside employment when selling fire equipment outside the County for a County vendor that provides firefighting equipment to MDFR where the firefighter has no contact with or authority over the County contract.

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13-308	(j) RQO 09-16	Vivian O. Walters, Jr. Contract Development Specialist II, Small Business Development Division (SBDD)	A County Contract Development Specialist for SBDD obtained permission from his supervisor to serve as a volunteer board member for the Broward County Consumer Protection Board (BCCPB). The Ethics Commission concurs with the supervisor that the County employee does not have a prohibited conflict of interest serving as a volunteer board member for BCCPB where the board member's role includes reviewing consumer complaints and addressing consumer grievances in Broward County and this role does not affect any area of the employee's County employment.
14-07	(k)(2) RQO 06-48	Michaela Doherty, Proj. Admin., Office of Mgmt. & Budget	A County employee who manages 3 or more rental units must seek permission to engage in outside employment and file the required permission and disclosure forms.
14-13	(k)(2),(j), (w),(e)	Morris Copeland, Director, Miami-Dade County Juvenile Services Department (JSD)	The Director of JSD's participation as a <i>paid consultant</i> in the IACP Law Enforcement Leadership Institute constitutes outside employment. Because attendance is for an educational purpose, it would not constitute prohibited outside employment under the Ethics Code. The director would be required to submit a Request for Employment form to his supervisor and would have to complete the Outside Employment statement by July 1 st of each year.
14-14	(k)(2) RQO 06-48	Olga Espinosa-Anderson, Div. Dir., County Public Works & Waste Dept.	A County employee who manages 2 condos does not engage in outside employment. However, County employees that manage 3 or more rental units must seek permission to engage in outside employment and file the required permission and disclosure forms.

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INQ #	Code Sec.	Requester	Holding
14-21	(j) RQO 06-48	Dolores Daily, Computer Services Manager, County Clerk of Courts	A County employee who manages 5 or more rental units through a trust owned by the County employee and her spouse, must seek permission to engage in outside employment and file the required permission and disclosure forms.
14-23	(j) <i>directed to</i> County AO 7-1	Kevin M. Kirwin Assist. Dir. for Operations, County Parks &, Recreation Dept. (PROS)	Although the Ethics Code prohibition on outside employment does not apply to part time employees, the Ethics Code prohibition on employment that would impair the independence and judgment of an employee's performance of public duties applies to both full and part-time employees.
14-32	(j),(k) RQO 09-16	Elisa Crespo, HR Training Specialist II, Seaport	Proposed outside employment providing CPR and first aid training to private school bus drivers which is required for their driver certification, does not create a conflict for a County Seaport HR Training Specialist II.
14-36	(j) (k) Fla. Stat. 112.313 (7)(a) (2012)	Noel Cubela, Park Mgr. II, City of Miami Parks	A City employee should be denied permission to engage in outside employment as a tennis instructor and program management for a non-profit organization youth tennis organization that runs its programs out of the same park that the employee manages. The employee schedules the program for the non-profit organization, and would be required to conduct some of the outside employment during regular business hours. Additionally, the employment is similar to the work he does for the City and could, therefore, cause conflicts of interest.
14-41	(j),(k)	Jennifer Walker, Sr. HR Mgr., County Aviation Depart.	A county employee, who engages in compensated work during the period of time of an approved leave of absence (LOA), is engaging in outside employment. Consequently, the employee must complete the Outside Employment form and file an Outside Employment Statement by July 1st.

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14-49	(j),(k),(d)	Darrell L. Hunter, DLH Professional Services, INC.	A county employee seeking to contract with the county is required to complete Outside Employment procedure and county vendor application procedure, which include applying for and obtaining compliance letters from the Ethics Commission. The County employee is also seeking a Mom & Pop grant. He is required to apply through the Neighbors and Neighbors Association and request a compliance letter from the Ethics Commission.
14-58	(j) RQO 12-07	Hung Do, Zoo Exhibits Technician, Zoo Miami	A Zoo Miami employee's act of providing to a third party photographs he took in the public areas of the Zoo, is not likely to impair his independence of judgment in the performance of his public duties because the pictures were taken several years ago, are in compliance with the zoo's policies on picture taking in public areas and were given free of charge.
14-59	(j),(k),(g), (h) RQO 12-07	Julio A. Rey, Graphics Tech Supervisor, Miami- Dade Transit	A full-time County employee is not prohibited from including in the portfolio for his private graphic design work, samples of work he has already produced in his County employment. The employee has obtained permission for outside employment and it is unlikely that using these samples would impair his independence of judgment in the performance of his public duties where the work samples have already been prepared for a public purpose, in the ordinary course of his employment, are part of the public record, and can be readily obtained by anyone in the general public. In order to avoid exploitation of official position, the employee must not use County time or resources to benefit his private outside employment. Further, the employee may not engage in any activity which would require him to disclose confidential information acquired by reason of his official position, nor use such information directly or indirectly for his personal gain or benefit.

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14-65	(v),(j) RQO 06-52	Victoria Mendez, City Attorney, Miami City Attorney	A board member should recuse himself and abstain from voting on a Developer’s project coming before the board where the member is employed by the same Developer, even though the member will not work on the project being considered.
14-69	(v),(j) RQO 06-52	Gerald Sanchez, Assistant County Attorney	A Construction Trade Qualifying board member should recuse himself and abstain from voting where he is a contractor who has a contract with a condominium that has filed a complaint before the Construction Trade Qualifying board.
14-71	(k)(1) <i>directed to Fla. Stats. 112.312(12)(b) 3, and 112.3149</i>	Victoria Mendez, City Attorney, Miami City Attorney	The Ethics Code does not specifically address honoraria. However, an honorarium type of payment, i.e., a payment made for a single speech or event (rather than payment for expenses, which is not an honorarium), is not considered a gift because it is not given without consideration. Furthermore, Section (k)(1) of the Ethics Code would prohibit the city manager, department heads or employees from receiving any outside compensation for his or her services as an officer or employee of the city. If a particular event was very closely connected to that person’s official duties or job responsibilities, then that person should not accept the honorarium at all.
14-83	(j) RQO 09-16	Stephen Christensen, Environmental Resources Project Supervisor, County Public Works and Waste Management (PWWM)	An Environmental Resources Project Supervisor in PWWM whose work focuses on environmental compliance and inspection of County landfills does not have conflicting employment if he engages in outside employment for a general engineering company in projects outside of the county involving coastal zone management. His work with the engineering company is not likely to impair his independence of judgment in the performance of his public duties because the engineering company does not contract with the employee’s department and the employee’s work for the engineering company is unrelated to the waste management functions the employee performs in his County position.

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14-84	(j),(g) RQO 07-35	Dawn M. Soper, Real Estate Officer, Miami Dade County, Internal Services Department	A Co. employee, employed by the Property Appraiser's Office, would not have a conflict serving on a selection committee where she works in the same department as the mother of one of the associates of a company on the County's approved appraisers list. The employee's independence of judgment is not likely to be impaired given that she is not supervised by the mother of the associate, and the employee does not have any private or financial interest that would be affected by the choice of the selection committee.
14-90	(j),(k) RQO 06-48	Oriol Torres-Haage, Training and Certification Officer, County Department of Regulatory and Economic Resources	Management of three or more rental properties is considered outside employment unless the employee has a management company to manage the properties and the employee is not permanently involved in their management.
14-99	(j) <i>directed to</i> Fla. Stat. 112.313(7)(a)	Aleem A Ghany Interim City Manager City of North Miami	A City Tennis Pro Manager has conflicting outside employment to operate his private tennis pro shop during his city employment, and to provide private tennis lessons to students who also attend City tennis program which the employee manages and teaches.
14-103	(j) RQO 11-15	Eric Miller, Pollution Control Inspector, County Regulatory and Economic Resources Department	A Co. Pollution Control Inspector does not have conflicting employment to work as a substitute teacher in the Miami-Dade public schools because the school system is separate from the Co., and it is unlikely that this type of work would impair his independence of judgment in the performance of the duties of his Co. position.
14-104	(j) RQO 04-127 <i>directed to</i> Village of Palmetto Bay Code Sec. 2-136	John R. Herin, Shareholder, Gray Robinson, P.A.	A prohibited conflict of interest would not occur if a partner of a former Interim Village Attorney (IVA) for the Village of Palmetto Bay, represents a bank client in securing the reduction and/or elimination of a Village code enforcement lien on a bank-owned piece of property because Section 2-11.1(j) of the Co. Ethics Code does not extend to the former IVA's law firm partner. However, pursuant to the Village's Code 2-136, the former IVA would be prohibited from being involved in the code enforcement lien reduction process.

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14-128	(j), (c)(2), (k)	Anita M. Najiy, Assistant Chief of Police	A Police Dept. employee is not prohibited from engaging in outside employment as a private instructor of preparatory classes for sergeant, lieutenant, & captain positions if the Division she works in is not involved in the process of promoting employees. The employee must file a Outside Employment Statement disclosing income from that employment.
14-136	(c)(3), (j), (l) RQO 04-04 RQO 06-52	John Rodriguez, Board Member, Miami Dade International Trade Consortium (MDITC)	The MDITC is a Co. advisory board whose members are subject to the Co. Ethics Code. A Bank Officer would not be prohibited from serving on the MDITC provided that he does not have a prohibited conflict of interest under the Co. Ethics Code. Section (c) (3) of the Code would prevent him from contracting with any agency or department of Miami-Dade Co. subject to the oversight of the MDITC. Section (j) would prohibit him from engaging in employment, which would impair his independence of judgment in the performance of his public duties. Section (l) would prohibit him from having personal investments in any enterprise, either himself or through a member of his immediate family that would create a substantial conflict between both interests.
14-141	(g), (j), (w) RQO 05-110	Richard E. Pena, Senior Berthing Officer, Seaport Department	A Co. employee is not prohibited from accepting paid travel & other incidental expenses from a company that has a sub-contract with a Port Contractor, which the employee does not oversee or administer, inasmuch as the company is not a contractor, vendor or service provider with the Co. & is also not a bidder or proposer on any pending contract. Nonetheless, payment of these expenses constitutes a reportable gift subject to disclosure requirements. Further, the employee may accept outside employment with the company as a consultant because it would not impair his independence of judgment in the performance of his public duties.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-143	(e), (j), (g), (m)	Frantz Devilme, Property Manager, County Aviation Real Estate Management and Development Dept.	A Co. employee is not prohibited from serving as President of a nonprofit organization because as a non-paid volunteer he is not engaged in “outside employment” and consequently is not subject to the filing requirements. However, the employee must refrain from using his or her position in the Co. in order to obtain special benefits for the nonprofit and is prohibited from appearing before any Co. board or agency to make a presentation or to seek a benefit on behalf of the nonprofit entity.
14-144	(k) RQO 08-36	Shanda Mazzorana, (ITD) on behalf of Serafin Suarez, (ETSD)	A Co. employee engages in outside employment when he provides either paid or unpaid services to any firm or business including, but not limited to, those owned by an immediate family member. The Co. employee would therefore be required to request permission for outside employment from his department on a yearly basis & would have to file an Outside Employment Statement report by July 1st of each year.
14-146	(j),(k)(2), (b)(13) <i>directed to</i> County Ordinance 2-11.	Juliette R. Antoine, Assistant County Attorney, County Attorney's Office	Most of the provisions of the Co. Ethics Code concerning conflicting outside employment, apply to all employees, full-time and part-time; however, the disclosure form requirement in (k)(2), as well as the requirement of approval by the department head in 2-11, are specifically limited to full-time employees. None of these requirements apply to a contract employee unless that employee is employed under a contract that has been designated to comply with specified provisions of the Co. Ethics Code pursuant to (b) (13).
14-148	(c), (j), (k)	David Fung-On Miami Dade County Seaport	A Co. employee who works for an unrelated department may volunteer as a “Ranger” at a Co.-owned golf course facility without it constituting outside employment under the Co. Ethics Code because it is an all-volunteer position & no compensation is provided other than incidental usage of the facilities during times that they are not in use.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-154	(j) <i>directed to</i> Fla. Stat. 99.012	Esteban Bovo, County Commissioner, Dist. 3	A board member of the City of Hialeah's quasi-judicial planning & zoning board may serve as an appointed commission aide if a commission aide is not considered to be a Co. officer & consequently the board member would not be required to resign her City position pursuant to § 99.012 Fla Stat. In order to avoid any appearance of impropriety, she should avoid dealing in her Co. position with any issue that could foreseeably come before her as a member of the Hialeah Board.
14-160	(k)(2)	Andrew Bowes, Hydrologist, County Regulatory and Economic Resources Dept.	Pursuant to Section (k) (2) of the Co. Ethics Code, the Outside Employment Statement form must be filed by July 1st of each year. The form should only be filed by employees who have outside employment to disclose. Completed forms must be filed with the Co. Elections Dept.
14-163	(c), (j), (k) RQO 00-13 RQO 12-11	Craig Mcqueen, Central District Major, Miami Police Department (MPD)	An MPD employee who does not participate in the Dept.'s promotional process is not prohibited from engaging in outside employment that involves conducting promotional assessment training outside of the department for fellow MPD members, so long as the MPD does not pay for individuals to take the course. Also, the employee is required to request permission by his department head in order to engage in outside employment and must file an Outside Employment Statement disclosing that income by July 1 st of each year.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-168	(g), (h), (j) RQO 12-07	Tiffani Page, Accountant 3, Finance Division, County Public Housing and Community Development (PHCD)	A Co. PHCD employee does not engage in conflicting outside employment with AME Church when the Church is entering into an agreement with Carrfour, a non-profit developer of low income housing, and Carrfour will be applying for a federally funded block grant administered by the PHCD. The Co. employee works in PHCD's Finance division which is not in the division that administers the block grant nor is her work in any way related to the administration or oversight of the block grant funds program. Further, her outside employment with the Church in the position of CFO/Financial Secretary for the church involves book-keeping and other accounting tasks, but she has no involvement in the decision-making with respect to the Church's agreement with Carrfour.
14-170	(d), (j) RQO 06-64	Bianca Caviglia, Legislative Assistant, Commissioner Juan Zapata	A legislative assistant for a Co. Commissioner does not have a prohibited conflict of interest also serving as an Executive Director of a non-profit organization (Guitars Over Guns) that is applying for Co. funding through a Youth Arts Enrichment Program grant administered through the Co. Cultural Affairs department. The voting conflict provision of the Code does not apply to those on the Commissioner's staff & those who do not have a financial interest in a matter. The employee should completely disengage herself from any participation or discussion on this item while it is being considered.
14-174	(g),(j), (c)(1),(2), (d),(m)(1) RQO 00-13	Beatriz Dominguez, Sergeant, Miami-Dade Police Department (MDPD)	A Sergeant at the Miami-Dade Police Department (MDPD) is prohibited from contracting with her own department, but may contract with the County through her privately- owned company, Does Construction Inc., as long as the contract does not interfere with the full and faithful discharge of her duties, she does not participate in determining the contract requirements or in awarding the contract, and she refrains from lobbying the County.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-175	(j) RQO 12-11	Amelia Cordova-Jimenez, A&E Consultant Selection Coordinator, Internal Services Department	An architect whose private firm is involved in pending contracts at Miami International Airport (MIA) that are overseen by the Cultural Affairs Department (CUA) is prohibited from serving on a selection committee that is also overseen by the CUA because it is likely that the architect's independence of judgment could be impaired in a situation where he is serving under his public duty in the selection process on one project, while being under the oversight of the same department in a contract he is working on through his private firm in another County department.
14-182	(c), (j) RQO 06-64	Cindy Dominguez, Legal Assistant, Patino & Associates, P.A.	A newly-appointed member of the Public Health Trust (PHT), does not have a prohibited conflict of interest in connection with the representation by his firm of the estate of a client, where JMH possesses a lien against a recovery in the amount of \$378,755.84, because JMH is not a party to the lawsuit and at this point has no adverse position to the PHT member or his client in the lawsuit. However, the JMH lien should not be discussed, considered or compromised in any way in connection with that representation. In the event of a final determination that did not result in the full payment of the lien, the PHT member and his firm could not be engaged in further representation of the estate in connection with that lien, either for purposes of litigation or settlement.

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INQ #	Code Sec.	Requester	Holding
14-183	(j) RQO 07-35	Amelia Cordova, A&E Consultant Selection Coordinator, County Internal Services Dept.(ISD)	The Dean of the College of Architecture and the Arts at Florida International University (FIU), whose job duties include fundraising, is prohibited from serving as a Competitive Selection Committee member for the Coconut Grove Playhouse, where four of the respondent firms for the project have an annual financial commitment to FIU as members of the Dean’s Leadership Advisory Board at the School of Architecture and several are contributors to other projects at the School. A conflict of interest would arise because the Dean would be placed in a position where his independence of judgment could be affected by his position at FIU and his close association with some of the applicants on the project.
14-185	(c), (g), (k), (n), (p) RQO 00-13 RQO 12-07	Alex Munoz, Director, Miami-Dade Animal Services Dept.	Animal Services Dept. (ASD) employees, who have private veterinary practices outside of their County employment, are prohibited from contracting with the Animal Services Dept. absent a waiver by the Board of County Commissioners (BCC). Further, Animal Services employees are prohibited from making referrals to private veterinary practices which provide veterinary services not performed by Animal Services and from making referrals to their own private practices or to private veterinary practices which employ them given that referral would likely impair the County employee’s independence of judgment in the performance of his public duties.
14-187	(c), (k) RQO 00-13 RQO 12-07	Kathleen R. Labrada, County Animal Services Dept.	Animal Services Dept. (ASD) employees, who have private veterinary practices outside of his County employment, are prohibited from contracting with the Animal Services Dept. absent a waiver by the Board of County Commissioners (BCC).

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INQ #	Code Sec.	Requester	Holding
14-190	(j) RQO 12-07	Lorena Bravo, Acting City Attorney, City of Hialeah	A City of Hialeah plans examiner employed by Hialeah's Building Dept. is not prohibited from being hired as an employee of Hialeah's Construction Management Dept. as the city's architect of record for the city's public works projects because his work as the city's architect does not interfere with his regular duties as a County employee. The employee should not review and approve the plans he submits to the Building Dept. as the city's architect of record and should not supervise anyone that will be reviewing the plans he submits.
14-195	(j),(g)	Chris Russo, City Manager, City of Sunny Isles Beach	A City Manager of Sunny Isles Beach may receive a financial benefit for work performed for Golden Strand Resort, a time share real estate project, prior to his employment as City Manager and which he disclosed publicly prior to becoming City Manager. However, while employed as City Manager, he should not be involved in any way either as a public servant or a privately-employed individual in connection with this project, because this could lead to a violation of Section 2-11.1(j) (conflicting employment), or Section 2-11.1(g) (exploitation).
14-202	(j)	Richard K. Parrish II, MD, UM Health Bascom Palmer Eye Inst.	No conflict of interest would exist where a Physician seeking a position at PHT/JHS as the Medical Director/Chief Academic Officer overseeing the Graduate Medical Education (GME) residency programs for compliance with the requirements of the Accreditation Council for Graduate Medical Education Programs (ACGME), also serves as a board member advising the Board of Directors of the Center for Haitian Studies (CHS) regarding compliance of the medical functions performed by medical residents with ACGME requirements but resigns his position at CHS.
14-213	(j) RQO 08-29 RQO 05-140	Johnathan Sinkes, City of Miami Beach employee	A Municipal employee, who performs a personal service for his privately, owned business which is customarily compensated, is engaged in outside employment even if the business is not currently generating income.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-215	(j) RQO 08-29	Daniel Payne, Chief of Security, Co. Internal Services Dept.	A County employee, who performs a personal service for a family business, which is customarily compensated, is engaged in outside employment even if he is not actually compensated.
14-220	(j),(k)(2),(h) RQO 12-07	Evelyn Campos Director, Professional Compliance Division, County Aviation Dept. (MIA)	A County Senior Property Manager at MIA does not engage in conflicting outside employment when working on a single project developing a document outlining best practices and procedures in airport leasing for a national business consulting company that is not currently or foreseeably a County vendor or contractor.
14-230	(j)	Gerald Sanchez, Assistant County Attorney,	A County Commissioner is not prohibited from serving on the board of a local civic organization that is not a County vendor or contractor. However, the Commissioner may not lobby the County on behalf of the organization and should refrain from voting on any matters that might affect the commissioner's financial interests.
14-242	(j) RQO 07-35	Charles Anderson, Co. Commission Auditor, Office of the Commission Auditor	A County Director of Information Systems and Telecommunications at the County Aviation Department, will not have a prohibited conflict serving on a County selection committee, where he also serves on the SITA Customer Advisory Board as part of his Co. duties and SITA is one of the bidders that will be considered by the selection committee, because the Co. Director has no financial or personal interest in SITA or the contract. However, in order to avoid an appearance of impropriety created by the Director's close interaction with SITA's current Co. contract and personnel through his Co. employment, the Co. is advised to reconsider appointing the Director to the selection committee.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
14-246	(j) RQO 07-35	Marta Canaves, ASLA, IIDA Graduate Faculty, College of Architecture, Florida International University (FIU)	An FIU Professor of Architecture will not have a prohibited conflict serving on a Co. selection committee where she has had professional relationships with some of the bidders to be considered by the selection committee, because the Professor of Architecture would not personally benefit from the vote and she does not have a prohibited relationship with the parties. However, in order to avoid an appearance of impropriety created by the Professor's close professional relationships with some of the bidders, the Co. is advised to reconsider whether this person is an appropriate appointee for this selection committee.
14-250	(j),(l) RQO 07-35	Lynn Barrett, Chief Compliance Officer, Jackson Health Systems (JHS)	A doctor employed by JHS may not also hold financial interests in a medical tourism company (which engages in matching people in other countries with available medical services in the U.S.), and a Urgent Care Staffing company operating in the Dominican Republic because of possible impairment of independence of judgment in the performance of official duties and the prohibition against taking official actions when personal financial interests are involved.
14-261	(j), (g) RQO 09-16	Arnold Palmer, Major, Miami Dade Police Dept. (MDPD)	An MDPD Major does not have a conflict of interest involving his employment at MDPD and his work for a non-profit organization where the non-profit organization would donate an emergency response program (Project Zero) to the County. It is unlikely that the Major's independence of judgment in the performance of his public duties would be impaired because he would not be involved in the implementation of the emergency response program and has no financial interest in the project given that the program would be donated to the County.

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INQ #	Code Sec.	Requester	Holding
14-267	(d), (g),(j), (m),(n) RQO 11-28 RQO 12-07 RQO 07-39	Jose “Pepe” Diaz, County Commissioner, District 12	A County Commissioner is not prohibited from accepting employment with West Gables Rehabilitation Hospital (WGRH), which is not directly a County vendor, and whose status as a provider under the County’s workers compensation and health insurance programs is not subject to approval by the County Commission. The Commissioner’s work at WGRH is not likely to impair his independence of judgment in the performance of his public duties because his employment duties and responsibilities would not require him to solicit or lobby the County or any of its departments, including Jackson Health Services (JHS), on behalf of the company. However, the Commissioner would be prohibited from voting on any matters involving WGRH, he may not appear before any County board on behalf of WGRH, and he may not use his official position to secure special privileges or exemptions for WGRH.
14-273	(b)(6),(j),(k) RQO 04-48	Lynn Barrett, Chief Compliance Officer, Jackson Health Systems (JHS)	Pursuant to the Ethics Code at Section 2-11.1(b)(6) and previous Ethics Commission opinions, part-time employees are subject to the Ethics Code, including Sections 2-11.1(j)(prohibition on Conflicting employment) and 2-11.1(k) (prohibited outside employment).
14-279	(j) RQO 09-16	Charles Anderson, Office of the Commission Auditor	A selection committee member does not have a conflict to serve on a selection committee where some of the bidders considered by the committee are companies whose County projects he has previously supervised in his County employment because he has no financial, personal, or familial, relationships with these bidders that would prevent him from exercising his independent judgment in connection with his duties on the selection committee.
14-288	(j),(g) RQO 12-11 <i>directed to</i> AO 7-1	Michelle Sifontes, Chief, HR, Co. Public Works and Waste Mgmt.	County real estate officers are not permitted to engage in outside employment as private real estate agents because this type of outside employment is likely to impair the County employee’s independence of judgment in the performance of his or her public duties

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-14	(j) RQO 08-29 RQO 05-140	Carolina Lopez, Deputy Supervisor, County Elections Dept.	A County employee engages in outside employment when he/she is compensated for providing marketing services to a private entity because he/she is providing the type of personal services to the non-County employer that is compensated or customarily compensated. Consequently, these employees should file the Request to Engage in Outside Employment form and the Outside Employment Statement on a yearly basis.
15-22	(j),(k) RQO 12-11 <i>directed to</i> County Code Sec. 2-11	Santiago Pastoriza, Procurement Officer, Miami-Dade County Internal Services Department (ISD)	Although opinions regarding possible conflicts of interest in outside employment and outside employment guidelines presented by the Ethics Commission staff may serve as an aid, final determination as to whether a County employee should engage in outside employment is at the discretion of his/her supervisor.
15-41	(j), (k) RQO 09-16 RQO 12-11	Joan Shen, Chief, Traffic Engineering Division, Miami-Dade County Public Works and Waste Management (PWWM)	Pursuant to Sections (j) and (k) of the County Ethics Code, a Public Works and Waste Management (PWWM) employee whose primary responsibilities include designing roadways for effective traffic flow and safety may provide interior design services for private individuals because this outside employment would not impair his independence of judgment in performing his County duties. The private employment is not related to his County duties, would not conflict with his County employment hours, would not involve work with a County vendor, and would not require him to lobby the County on behalf of his private company.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-49	(j) RQO 10-08 RQO 12-07	Neil McKay, Corporate Director, Physician Services, Jackson Health Systems	The Assistant Medical Director of JHS, whose job duties include recommending medication and medical devices to patients, and participating in JHS' Pharmacy and Therapeutics Committee (which selects drugs listed in JHS's drug formulary) should be denied permission to engage in outside employment as a paid private consultant for private medical vendors that supply drugs and/or medical devices to JHS. His outside employment is closely related to the work he performs at JHS which would likely create divided loyalties which could affect his ability to exercise independent judgment in the performance of his official duties at JHS.
15-53	(j) RQO 05-43 RQO 05-145	Clarence Brown, Division Director, County Public Housing and Community Development (PHCD)	A PHCD Director does not have a conflict of interest serving as a PHCD representative on the South Florida Workforce Investment Board because the Director's service on the board is directly connected to his public duties and he does not have any private financial interests in any of the matters considered by the board.
15-59	(j) RQO 12-11	Roberto Gonzalez, Physician, Jackson Health Services (JHS)	A supervisor at JHS has discretion to prohibit a physician from maintaining a private practice while employed by JHS as Associate Medical Director because of a perceived conflict of interest.
15-61	(v), (m)(2), (g), (j) RQO 06-52	Stanley J. Krieger, Attorney, and Board member, City of Miami Charter Review and Reform Committee (CRRC)	A City of Miami CMCRRC board member may serve on the board at the same time that his employer has a lawsuit against the city as long as he will not be directly affected by any of the board's actions; he will not vote on matters directly affecting his employer; he will not appear before the city on behalf of his employer; and he does not use his official position to gain special privileges or exemptions for his employer.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-71	(j) COE Outside Employment Memo (2014)	Cecilia Brewer-McDuffie, Chief of Human Resources, WASD	A WASD employee may volunteer to assist a Girl Scout Troop in obtaining CPR merit badges for troop members, because the employee's volunteer activities for the Girl Scouts is unlikely to impair his/her independence of judgment in the performance of his/her public duties. Furthermore, given that such traditional volunteer work is customarily uncompensated, it is not considered outside employment. Consequently, there is no need for the employee to complete a Permission to Engage in outside Employment Form.
15-77	(j) RQO 99-50 AO 7-1	Evelyn Campos, Professional Compliance Division Director, MIA	A Property Manager at MIA, whose duties include the oversight of non-terminal leases, should not teach aviation courses for Miami-Dade College's School of Aviation, which is an MIA leaseholder, because it is likely that this type of outside employment will create conflicting loyalties which will impair her independence of judgment in the performance of her official duties.
15-98	(p),(j) RQO 12-11	LaCelveia Morley, Asst. to the Director, on behalf of Kevin Kirwin, Parks Director, City of Miami	The County's Ethics Code does not specifically prohibit the appointment of the City Parks Director to Friends of Belafonte-Tacolcy Park (FOBT), a nonprofit organization formed to raise funds on behalf of Belafonte-Tacolcy Center, Inc. (BTC), which contracts with the City to provide after-school programs. However, the Director should decline appointment to FOBT because as the city's Parks Director, he oversees the Belafonte-Tacolcy Park and the appointment may place him in a situation where he or his board might recommend the continued services of BTC, in violation of section 2-11.1(p) of the County's Ethics Code. Also, the director's efforts on behalf of FOBT could interfere with his independence of judgment regarding allocation of City resources to BTC or to other parks under his supervision.
15-100	(g), (j),(k), (c)(2), (d), (m)(1) RQO 00-13	James Wright, Security Supervisor, Miami-Dade County Water & Sewer Department (WASD)	A County employee may contract with the County through his privately-owned security company, but he may not contract with WASD, the department that employs him, and he may not lobby the County for the contract.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-110	(k) <i>plain meaning</i>	Carmen Bofill, Miami-Dade County Dept. of Elections	County and municipal employees engaged in outside employment are required to file an Outside Employment Statement with the County's Elections Department by noon, July 1st of each year.
15-114	(h),(j), (k)(2), (m)	Jose Garrido, Staff Member to Javier Souto, County Commissioner, Dist. #10	A County employee is not prohibited from serving as an unpaid volunteer for the Westchester Chamber of Commerce (Chamber), a nonprofit organization, because such service is not considered "outside employment". The employee is advised not to disclose any confidential information he might have acquired through his public position; not to appear before any County board or agency on behalf of the Chamber; and avoid taking any position or being involved with any activity within the Chamber that would be inconsistent with his public duties.
15-115	(j),(k),(w) RQO 12-07 RQO 05-110	Eugene Shy, Assistant County Attorney, Jackson Health Systems	A County employee does not engage in conflicting outside employment by working as a consultant for a County vendor that manufactures medical equipment and products where the County employee has no involvement or authority over the contract in his public position. However, the outside employment would likely be prohibited if it would require him to travel on behalf of this employer, since the County Ethics Code prohibits a County employee from accepting travel-related expenses from a County vendor unless he obtains a waiver from the Board of County Commissioners.
15-123	(j) RQO 09-16	Robert Warren, Real Estate Advisor, Miami-Dade County ISD and RER	A County Real Estate Advisor does not have a conflict of interest to serve on a City of Miami Beach evaluation committee for ATM's in city-owned facilities because he has no involvement with ATM's in his County position and has no financial, personal, or familial relationships with ATM bidders that would prevent him from exercising his independent judgment in connection with his duties on the city's evaluation committee.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-126	(k)(2) <i>plain meaning</i> INQ 05-30	Aylin Concepcion, Administrative Coordinator, Medical Examiner	Pursuant to Section 2-11.1(k) (2) of the County Ethics Code, the Outside Employment Statement form must be filed by July 1 st of each year with the Elections Dept. The disclosure form must include the amount of money received from the outside employment.
15-127	(k) <i>plain meaning</i> INQ 11-16	Carmen Bofill, Miami- Dade County Dept. of Elections	Elected officials are not required to file a County Outside Employment Statement for work performed outside of their County or municipal duties. However, they must file State financial disclosure forms as required by Chapter 112, Florida Statutes.
15-138	(k) INQ 09-126	Carmen Bofill, Clerk 3, Miami-Dade Elections Department	A County employee may volunteer as a County Reserve Police Officer without it constituting outside employment under the County Ethics Code because it is an all-volunteer position in the County and no compensation is provided.
15-157	(j), (g)	Aleem Ghany, City Manager, City of North Miami	The City Clerk in North Miami would not have a prohibited conflict of interest serving as Deputy City Manager provided he does not hold both offices simultaneously or use his official position as city clerk to secure privileges in obtaining the position of deputy city manager.
15-164	(j)	Dale Poster-Ellis, Division Director, ITD	A Co. employee working in the ITD department as a computer programmer should not be transferred to a position involving preparing reports for a financial audit that is conducted by an auditing firm that employs her spouse. The spouse is the Head Partner of the Miami office of this firm, and is responsible for overseeing the team that is conducting the audit. The transfer would likely create conflicting employment for this employee, placing her in a situation where her independence of judgment in the performance of her Co. duties could be compromised.
15-165	(k) COE Outside Employment Memo (2014)	Rafael Granado, City Clerk, City of Miami Beach	A city employee who provides paid lodging services to out of town guests must seek permission to engage in outside employment and file the required permission and disclosure forms.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-172	(j), (g) RQO 07-35	Natalia Milian, Director, Miami-Dade County Hispanic Affairs Advisory Board	A County board member is not prohibited from serving as an unpaid member of a Miami-Dade County School Board task force. The board member's responsibilities to the School Board are not likely to impair her independence of judgment in the performance of her public duties on behalf of the County board.
15-192	(d), (j) RQO 10-18 Art.III §3, Public Health Trust ByLaws	Chris Kokoruda, Assistant County Attorney, County Attorneys' Office	A governing member of the Sylvester Cancer Comprehensive Center (SCCC) which is owned and operated by the University of Miami, which has a contract with the Public Health Trust (PHT), may not serve as a board member of the PHT because his relationship with SCCC will create an ongoing <i>per se</i> voting conflict for him whenever matters involving SCCC come before the PHT.
15-193	(j),(k)(2), (m)(1) RQO 07-02 RQO 12-10	Othello Jones, Benefits Coordinator, Co. Water & Sewer Department, (WASD)	A Co. employee with WASD should be denied permission to engage in outside employment as a "qualifier" for a private construction company seeking to do business with the Co. Working as a "qualifier" would likely impair his independence of judgment in the performance of his public duties because this type of work conflicts with the working hours at his Co. employment. However he is not prohibited from working as a general contractor where he would not be involved with any Co. employee, and where the work would be performed outside of his Co. hours. However, his work cannot require him to interact with Co. staff on behalf of third party clients, even if these interactions are routine and ministerial in nature.
15-203	(j), (p) RQO 12-09 RQO 05-27	Pete J. Betancourt, Senior Procurement Contract Officer, County Aviation Dept. (MDAD)	Where Co. bid documents require firms to provide references as part of their application, bidders are not prohibited from requesting professional references from Co. employees as long as this does not impair the employees' independence of judgment in the performance of their public duties.

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
15-205	(j)	Pete J. Betancourt, Senior Procurement Contract Officer, Co. Aviation Dept. (MDAD)	A member of an evaluation/selection committee who is employed by a private entity providing a reference to a vendor appearing before the committee is prohibited from serving on the selection committee because it is likely that his independence of judgment would be impaired in a situation where he is evaluating proposals in a public selection process, while being under the oversight of his private employer, which is competing in the process.
15-216	(j) RQO 09-16	Cassandra Henderson, Zoning Development Analyst, M-D Cty. Dept. of Regulatory & Economics Resources (DRER)	A Co. Zoning Development Analyst for DRER does not have a prohibited conflict of interest in serving as a real estate broker in Broward Co. because her activities in Broward Co. are unlikely to impair her independence of judgment in the performance of her public duties on behalf of Miami-Dade Co.
16-03	(v), (g), (h), (j), (i)	Skarlex Alorda, Administrative Liaison, Commission on Disability Issues (CODI)	A County employee would not be prohibited from serving on a County board. However, he or she would be subject to several limitations. Co. Ethics Code Section 2-11.1 (g) prohibits the use of his or her official position to secure special privileges or benefits; Section (h) prohibits disclosure of confidential information; Section (v) prohibits any appearance before the board in which he or she serves, or voting or participating on matters involving his or her County department if he or she will be directly affected by the vote.
16-05	(j), (k) directed to Miami-Dade County Code § 2-11 A.O. 7-1 INQ 08-118	Jennifer Walker, Chief, Human Resources, Miami-Dade Transit (MDT)	A County MDT employee may engage in outside employment by serving in a temporary position with the County Elections Department, as long as he receives approval from his supervisor.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-08	(k)(2) directed to Miami-Dade County Code § 2-11 A.O. 7-1 RQO 07-24 RQO 08-36	Jose Chao, Senior Specialist, MiamiDade County Communication Department	A County employee who performs a service for his privately-owned business must seek permission to engage in outside employment and file the required permission and disclosure forms. However, his wife, who is also a County employee, is not engaged in outside employment if she does not perform any service for the business and receives no compensation.
16-13	(j), (k), (h), (g) RQO 09-16	Bassam Moubayed, Chief, Construction Division, MiamiDade County Public Works & Waste	Pursuant to Sections (j) and (k) of the Ethics Code, a Public Works and Waste Management (PWWM) employee does not have a conflict of interest involving his employment at the County and his work conducting training classes for storm water operator certification on behalf of a non-profit organization because this outside employment would not impair his independence Management (PWWM) of judgment in the performance of his public duties and it will not conflict with his County employment hours
16-17	(j), (k) RQO 12-11	Dorothy Moljo, Personnel Specialist, MiamiDade County	Internal Services Department (ISD) While the County Ethics Code does not specify the number of hours that a County employee may work in outside employment, the County Ethics Code prohibits a County employee from engaging in outside employment which will impair his or her independence of judgment or performance of his or her County duties.
16-19	(k)(2) directed to Miami-Dade County Code § 2-11 A.O. 7-1 INQ 05-30	Beverly Hall, Miami-Dade County Internal Services Department (ISD)	A County employee is engaged in outside employment when she receives donations or “love offerings” from attendees while serving as a ministry speaker or teacher, in lieu of compensation.
16-22	(j), (m)(1), (h), (g) RQO 12-10	Samantha Jacob, Legislative Aide, Office of the Chair	as long as she does not appear in front of any County board or agency to make a presentation seeking any benefit on behalf of the non-profit organization or, in any other way, exploit her official position with the County to benefit the nonprofit

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-37	(j), (k) RQO 12-11 INQ 16-17	Richard Dunbar, Representative TWU Local 291, AFL-CIO and MDT	While the County Ethics Code does not specify the number of hours that a County employee may work in outside employment, the County Ethics Code prohibits a County employee from engaging in outside employment which will impair his or her independence of judgment or performance of his or her County duties. (MP/MDG)
16-42 (MP)	(j), (v), (m), (g), (h) RQO 07-39 RQO 06-52	Traci Pollock, Special Projects Administrator, MDC Economic Advisory Trust (MDEAT)	A Miami-Dade County Economic Advocacy Trust (MDEAT) board member has a conflict of interest involving his employment at the County as a Juvenile Services Department assessment counselor and his service at the MDEAT because his service at the board would impair his independence of judgment in the performance of
16-44 (JC)	(k), (j) RQO 07-39 RQO 06-52	Morris Copeland, Dir., Juvenile Svcs. Division (JSD), on behalf of Cathy Burgos, Division Dir.	No prohibited conflict of interest exists for a JSD employee to engage in outside employment as a paid consultant working with the Florida Department of Juvenile Justice (DJJ), a County provider, in a study conducted by the National Institute on Drug Abuse (NIDA), because her Operations, Juvenile Svcs. Division (JSD) work with DJJ would not impair her independence of judgment in the performance of her County duties.
16-47	(g), (k)	Fernando Lopez, Supervisor of Graphics, ISD	A County employee is not prohibited from serving as a reference for a County vendor, in response to inquiries concerning the vendor from non-County sources, provided that the employee will not personally benefit or be enhanced financially for providing the reference. (JC)
16-54	(j) directed to Art.III §3, PHT Bylaws RQO 12-01	Desiree Nugent, Nurse Manager, University of Miami Hospital, Prospective Member of Public Health Trust (PHT)	Under the heightened ethics standard established by the Public Health Trust (PHT), an employee at the University of Miami Hospital (UMH), which is owned and operated by the University of Miami and has a contract with PHT, may not serve as a board member of PHT because under PHT bylaws her relationship with UMH will create an ongoing per se voting conflict for her whenever matters involving UMH come before the PHT Board of Trustees. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-57	(k)(2) INQ 05-30 INQ 15-126	Carolina Lopez, Deputy Supervisor, County Elections Department	Pursuant to Section 2-11.1(k)(2) of the County Ethics Code, full-time County employees must file an Outside Employment Statement with the Elections Dept. by noon on July 1st of each year to report the total annual income received in outside employment. Reporting only an hourly wage on the Statement would not accurately reflect the annual income earned by that employee in his or her outside employment. (MDG)
16-60	(g), (j), (k), (c)(2), (d), (m)(1) RQO 09-16	Mirta Santarossa, Court Records Specialist 1, County Clerk of Courts	A full-time employee of the County Clerk of Courts may contract with the County through her privately-owned company, but she may not contract with the County Clerk, the department that employs her, and she may not lobby the County for the contract. (MDG)
16-62	(f), (j) RQO 10-08 RQO 12-07	Miriam Singer, Senior Assistant Director, Internal Services Department	County part-time employees who perform maintenance for ISD Facilities and Utilities Management Division should be denied permission to engage in outside employment as temporary part time employees of Alpha 1, a county vendor that also performs maintenance work for ISD's Facilities and Utilities Management Division. Their outside employment with Alpha 1 is closely related to the work they perform at ISD which would likely create divided loyalties and affect their ability to exercise independent judgment in the performance of their official duties at ISD. (MM)
16-73	(e), (k) (e)(4) RQO 02-46 RQO 11-18	Flora Seff, Legal Liason, MiamiDade Fire Department (MDFR)	A County Fire Rescue employee may not accept a gift in appreciation for the performance of a job-related duty. (JC)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-88	(j), (g), (h), (m)(1)	Cheryse Burgos Santos, Associate Vice President, Department of Managed Care Contracting, Jackson Health System (JHS)	A Jackson Health System (JHS) employee engages in outside employment when she has the ability to earn commissions as an independent distributor for Young Living Essential Oil (YLEO). The employee does not have a conflict of interest involving her employment at JHS and her work as an independent distributor for YLEO because the work is unrelated to her JHS employment and will take place outside of her JHS employment hours. (MP)
16-89	((j), (g), (h), (m), (n), (c), (p), (k)(2), (f) AO 7-1 RQO 15-03 RQO 12-11	Alex Munoz, Director, Animal Services Division	A conflict of interest is created where the County's Veterinarian, Veterinary Technicians and Chief of Veterinary Services engage in outside employment providing the same veterinary services they perform for the County to service providers contracting with their department. (MP)
16-104	(j), (g), (h), (m), (f), (k)(2)	Mary Caraballo, Clerk IV, Miami-Dade Juvenile Services Department (JSD)	No prohibited conflict of interest exists for a JSD employee to engage in outside employment as a paid Zumba instructor with Aquila Limited Health and Fitness (Aquila), a County vendor. Her work with Aquila is not likely to impair her independence of judgment in the performance of her County duties because Aquila does not contract with the employee's department, and the employee's work with Aquila is unrelated to the functions the employee performs in her County position. (MDG)
16-108	(k)(2) RQO 06-48 INQ 14-14 AO 7-1	Sharon Smith, Department of Human Resources, Office of Human Rights and Fair Employment Practices	A County employee who owns 2 rental units (2 single-family homes) does not engage in outside employment. However, County employees who manage 3 or more rental units must seek permission to engage in outside employment and file the required permission and disclosure forms. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-110	(k)(2)	Rafael Cabrera, Sr. Land Surveyor, MiamiDade County WASD	Although COE opinions regarding possible conflicts of interest in outside employment should be sought, determination as to whether a County employee should engage in outside employment remains at the discretion of his/her supervisor. (MP)
16-114	(j) directed to PHT Bylaws Art. III § 3 RQO 12-01	Eduardo M. Sardina	Pursuant to the heightened ethics standard established by Public Health Trust (PHT), an Emeritus Member of the University of Miami Board of Trustees, should not serve as a board member of PHT because under PHT by-laws his relationship with UM will create a perceived ongoing per se voting conflict for him whenever matters involving UM come before the PHT Board of Trustees. However, the perception would be removed if he tenders his resignation from the Emeritus membership. (MP and JC)
16-117	(j) RQO 00-10	Cynthia Maurette, Human Resources, Miami Dade County Elections Department	An employee in the Elections Department does not have a prohibited conflict of interest working as a limousine driver because his outside employment is unlikely to impair his independence of judgment in the performance of his public duties. (MDG)
16-121	(j) RQO 00-10 AO 7-1	Ashiel Callwood, Console Security Specialist, MiamiDade County Internal Services Department (ISD)	Although COE opinions regarding possible conflicts of interest in outside employment and outside employment guidelines presented by the Ethics Commission staff should be sought, determination as to whether a County employee should engage in outside employment remains at the discretion of his/her supervisor. (MP)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-126	(j) INQ 09-66 INQ 15-284	Basil Binns II, Assistant to Deputy Mayor, Miami-Dade County	A County official is permitted to assume the position of Interim Manager of the Village of El Portal after taking a leave of absence from his position at the County. COE advised the County official that should there be a conflict in interests between El Portal and the County, arrangements must be made to delegate his decision-making authority on the matter. The County employee must complete proper filings with the County for Outside Employment.
16-137	(j), (k) Miami-Dade Code § 2-11 § 2-11.1(g), (f), (h), (m) AO 7-1 AO 403	Virginia Washington, Division Director, County HR Recruitment Testing and Career Development Division	A County employee for the HR Recruitment Testing and Career Development Division proposed outside employment as an adjunct professor at Miami-Dade College (MDC), a county vendor, is not likely to create conflicting employment because her public duties as an intern coordinator in the HR department and her job responsibilities as an adjunct teaching Supervisory Skills and Management classes are not closely related.
16-140	(j), (k)(2) INQ 15-22 INQ 15-08 AO 7-1	William Ball, Clerk of the Courts	A County employee for the Clerk of Courts may pursue outside employment as an assistant football coach for Miami Beach Senior High School contingent on his department director's approval. The proposed outside employment is not likely to impair his independence of judgment in the performance of his County duties.

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-174	(h), (g), (j) Miami-Dade County Code at Section (k)(2)	Jean Paul Guillot, Lieutenant, City of Miami Police Department	A County employee of Miami Police Department may engage in Outside Employment operating/managing a self-parking lot because this type of Outside Employment would not likely impair his independence of judgement in the performance of his duties to the County. The Ethics Code at Section 2- 11.1(j) states that a government employee may not accept Outside Employment that impairs the independence of judgment in the performance of his or her public duties.
16-179	(k)	Warren Hodge, Console Security Specialist, Miami-Dade County Internal Services Department (ISD/FUMD)	Although opinions regarding possible conflicts of interest in outside employment and outside employment guidelines presented by the Ethics Commission staff may serve as an aid, final determination as to whether a County employee should engage in outside employment is at the discretion of his/her supervisor. (JC)
16-184	(j), (k)(2)	Robert Meyers, Esq., Weiss Serota Helfman Cole and Bierman	Sections (j) and (k) of the Ethics Code are applicable to municipal employees, and prohibit them from engaging in outside employment that would interfere with an employee's independence of judgment in the performance of his or her public duties, and require employees to file annual disclosure of the outside employment with their respective municipalities. Further, it is recommended that every municipality develop its own policy concerning the granting of permission for outside employment. (JC)
16-187	(j), (k), (g), (h)	Claudia Alzate, Maintenance Inspector 2, Miami Dade County Parks and Recreation Department	Pursuant to Sections (j) and (k) of the Ethics Code, a Parks and Recreation Department employee does not have a conflict of interest involving her employment at the County and her work as a Consulting Arborist with Metric Engineering, Inc. because her outside employment is not likely to impair her independence of judgment in the performance of her public duties. (GDG)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-194	(j), (m)	Patricia Fairclough, Vice Mayor, City of Homestead	The Vice-Mayor of Homestead does not have a conflict of interest to serve as a principal for a school in Homestead that previously received a grant from the City of Homestead several years ago, because there is no connection between her accepting the position and any past action of hers with the Homestead City Council. However, she should avoid any situation where she would be appearing before the Homestead Council or any department of the City of Homestead to make a presentation on behalf of the school where she is employed. (JC)
16-196	(j)	Lazaro Lopez, Videographer/ Editor, Miami Dade Communications Department	A County communications department employee does not have a prohibited conflict of interest in contracting with the City of Hallandale through his private company, Moving Images Productions, because his activities in Broward County are unlikely to impair his independence of judgment in the performance of his public duties on behalf of Miami-Dade County. (MM)
16-199	(j), (k), (c)(2), (d), (h), (g), (m)(1)	Eric Gomez, Owner, EGSC Engineering Consultants	A City of Sweetwater public works contractor may not serve as the City Building official if that position would include award or oversight of his private company or would interfere with the employee's independence of judgment in the performance of his public duties. Further, the municipal employee may not lobby the municipality for the contract; and none of his job responsibilities as Building Official could require him to be involved in the contract in any way. (RT)
16-204	(j), AO 7-1 RQO 15-03	Charles LaPradd, Miami-Dade County's Agricultural Manager, Miami-Dade County Department of Regulatory and Economic Resources (RER)	A Miami-Dade County Agricultural Manager has a conflict of interest involving his employment at the County, which includes identification and eradication of avocado trees infected with "Laurel Wilt" disease, because his proposed outside employment, consisting of personally growing and harvesting avocado trees for financial gain, would expose him to situations that would impair or hinder his independence of judgment in the performance of his County duties. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-205	(v), (j)	Michelle Romano, Director of Procurement Management, Jackson Health Systems	An individual who serves as a director for a nonprofit organization may not serve as a member of a selection committee for the Marketing Services RFP at JHS where one of the firms responding to the RFP has contributed free services to her non-profit which could interfere with her independence of judgment in making a decision regarding that company's application under an RFP, and where a PHT Trustee, who is subject to a heightened standard of ethics, sits as a fellow board member on that committee. (JC)
16-207	(j)	Thomas Pepe, City Attorney, City of South Miami	A City Attorney has a conflict of interest involving his employment by serving as a board member on the City Canvassing Board because his service on the board would impair his independence of judgment in the performance of his City duties, and may also create an attorney conflict where he may need to represent the board on an election matter. (GDG)
16-215	(k)(2), (g), (h), (m)(2)	Natalie Prieto, Millet Drive Park Manager, RAICES, Hispanic Heritage, Arts and Culture Center	A County employee serving as President of a nonprofit organization as an unpaid volunteer is not engaged in "outside employment" and consequently is not subject to the filing requirements. However the employee must refrain from using his or her position in the County in order to obtain special benefits for the nonprofit and is prohibited from appearing before any County board or agency to make a presentation or to seek a benefit on behalf of the nonprofit entity. (MP)
16-218	(j), (k), (g), (h), (m)	Guillermo Guerrero, Professional Land Surveyor, MiamiDade Water and Sewer Department	Pursuant to Sections (j) and (k) of the County Ethics Code, a Miami-Dade Water and Sewer Department (WASD) employee whose primary responsibilities include providing reviewing and providing final approval on "as built" water and sewer installation plans may provide services signing and sealing mortgage surveys because his outside employment would not impair his independence of judgment in performing his County duties. (GDG)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-222	(j), (k), (g), (h), (m)	Yvette Harrell, City Manager, City of OpaLocka	Pursuant to Sections (j) and (k) of the County Ethics Code, the City Manager for the City of Opa-Locka, whose primary responsibilities include directing and supervising the administration of all City departments, may provide legal services to individuals and entities that are not employed by, hold elected office in, or do business with the City of Opa-Locka. (RT).
16-231	(j), (k)	Robert Meyers, Esq, Weiss Serota Helfman Cole Bierman, P.L.	A City Manager of a municipality engages in outside employment when he reactivates his contracting license in order to close out expired permits for projects in which the individual had performed work and received compensation prior to his employment with the municipality. (JC)
16-234	(j), (k), (m), (h) RQO 08-29 RQO 08-45 AO 7-1	Antonio Padron, Plant Electrician SCADA Section, Miami-Dade Water and Sewer Department (WASD)	Pursuant to sections (j) and (k) of the Ethics Code, a WASD employee does not have a conflict of interest with his outside employment performing residential and commercial electrical work through his privately owned company, Padron Electrical Contractor, Inc., because his outside employment would not impair his independence of judgment in the performance of his public duties and it will not conflict with his County employment hours. (GDG)
16-241	(j)	Jose Villalobos, Esq., City Attorney, City of West Miami	The City Attorney for the City of West Miami does not have a conflict of interest when the firm that he is associated with, Akerman Senterfitt, has been retained by a developer to represent it in negotiations with Miami-Dade County with regard to a street closing in the City, because the City Attorney will not be involved in the work being done by Akerman for the developer; he has no private connection with the developer; and the issue being advanced by Akerman's attorney before the County does not conflict with any position taken by the City. (JC)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
16-242	(j), (v)	Scott Mendelsberg, Assistant Director, Miami-Dade Fire Recue Department (MDFR)	The Asst. Dir. of MDFR will not have a prohibited conflict serving on a County negotiation committee where the lobbyist for one of the bidders happens to be his fraternity brother, because the Asst. Dir. would not personally benefit from the vote and he does not have a prohibited relationship with any of the parties. However, in order to avoid an appearance of impropriety created by the close social relationship, he was advised to consider withdrawing from the negotiation committee. (MP)
16-260	(j), (k), (h), (g), (f) A.O 7-1 RQO 00-10 RQO 16-02	Annette PerezRuiz, HR Manager, MiamiDade Water and Sewer Department (WASD)	A County employee does not engage in conflicting outside employment by working as security supervisor/officer for a County vendor, which provides security services to County departments, including WASD where the employee works, as the County employee has no involvement or authority over the contract in his public position. (MP)
16-261	(k)	Miguel Rodriquez, Lieutenant, Miami-Dade Fire Department (MDFD)	A County employee who is listed as an officer in his spouse's corporation but performs no services for that corporation and receives no income from it, is not engaged in outside employment. (RT)
16-262	(k) A.O. 7-1	Shawntia Kirkland, Personnel Specialist 2, Miami-Dade Corrections and Rehabilitation Department	While the County Ethics Code does not address the issue of the requirement of yearly approval to engage in outside employment, Miami-Dade County's Administrative Order 7-1 states that the approval for County employees to engage in outside employment must be renewed on an annual basis. (GDG)
16-266	(k) A.O 7-1	Albert Fernandez, Miami-Dade Information Technology Department	A County employee is engaged in outside employment when he works and is compensated as a DJ during his off-duty hours. The employee must seek permission to engage in such outside employment and file the required permission and disclosure forms. (RT)

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INQ #	Code Sec.	Requester	Holding
16-276	(k) A.O 7-1	Dunbar Corneille, Department of Transportation and Public Works	County employees seeking to engage in outside employment must complete the updated outside employment request form in its entirety, which includes getting the appropriate signatures required by their department. Failure of the department to respond to the employee's request within a "reasonable period of time" does not result in an automatic approval of the request. (GDG)
16-278	(j) directed to Art.III §3, PHT Bylaws	Enbar Cohen, Labor Relations Manager, PHT/JHS	A PHT/JHS employee does not have a conflict of interest involving her employment and her appointment to the Miami-Dade County's Millennial Task Force because her service as a member of the taskforce is not likely to impair her independence of judgment in the performance of her duties. (MP)
16-287	(j), (m)(2), (h), (g)	Dr. Tangier Scott, Manager, MiamiDade Community Action and Human Services Department	A County employee may serve on the board of directors of a nonprofit organization as long as she does not appear in front of any County board or agency to make a presentation seeking any benefit on behalf of the nonprofit organization or, in any other way, exploit her official position with the County to benefit the nonprofit. (RT)
16-288	(j), (k), (g), (h)	Lt. Ernice Elie, Executive Officer, Training Bureau, Miami-Dade Corrections and Rehabilitation Department	No prohibited conflict of interest exists for a MDCR employee to engage in outside employment as a part-time instructor for Miami-Dade College. Her work with MDC is not likely to impair her independence of judgment in the performance of her County duties because MDC does not contract with the employee's department; the employee has no authority to approve or disapprove any agreements for services between MDC and MDCR for purposes of training MDCR staff; the employee has no involvement in the selection, oversight, or administration of County training vendors; and the employee will no longer be involved in the decision-making process regarding which training classes MDCR staff may take at MDC. (RT)

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INQ #	Code Sec.	Requester	Holding
16-296	(k)(2)	Myrlene Summerset, Administrative Office 3, MiamiDade Corrections Department	County corrections officers who serve as unpaid officers of various corrections officer's associations, which are nonprofit entities, need not report their service for these associations as outside employment because unpaid services for nonprofit entities is not considered outside employment and need not be reported under Section 2-11.1(k)(2) of the County Ethics Code. (JC)
17-01	(j), (k), (m)(2), (v)	Jonathan Fried, Executive Director, We Count!	A member of the Living Wage Commission (LWC), a County board, may serve on the board at the same time that his employer, We Count!, a non-profit agency, is applying for a grant from the Office of Miami-Dade County Commissioner Daniella Cava Levine because there appears to be no interaction between We Count! and the LWC; and no likelihood that the board member's independent judgment would be impaired. (JC)
17-04	(j), (k), (h), (g)	Nicole Banks, Personnel Technician, Miami- Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest involving her employment at the County and her work as a concessions supervisor for Levy Restaurants, a County vendor, because her outside employment is completely unconnected to County duties; would not impair her independence of judgment in the performance of her public duties; and would not conflict with her County employment hours. (RT)
17-11	(j), (k) RQO 16-02	Ashiel Callwood, Console Security Specialist, Miami-Dade Internal Services Department (ISD)	Pursuant to Sections (j) and (k) of the Ethics Code, an ISD employee does not have a conflict of interest involving his employment at the County and his work as a security officer for Security Alliance, LLC, a County vendor, because his outside employment would not impair his independence of judgment in the performance of his public duties and it will not conflict with his County employment hours. (RT)

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INQ #	Code Sec.	Requester	Holding
17-14	(j), (k) RQO 16-02 RQO 15-03	Yasenny Camejo, Marketing Coordinator, Miami-Dade Parks, Recreation and Open Spaces (PROS)	A County employee for PROS may pursue outside employment with her own marketing consulting firm, Yasenny LLC, because it will not transact business with the County or any County vendor, and will not involve any use of County time or resources. (MP)
17-24	(k)(2)	Emilio Gonzalez, Director, Miami International Airport	The Director of Miami International Airport would not be prohibited from serving on a federal board, as his board service will not conflict with his duties at the airport. Further, his board service would not be considered reportable outside employment as it is an unpaid position and does not involve service that would ordinarily be compensated. (JC)
17-25	(e)(4), (k)(4)	Eddie Kirtley, Assistant County Attorney, MiamiDade County	An incentive program, in which complimentary admission to the General Bench & Bar Conference, is offered by the Dade County Bar Association to individuals whose memberships have lapsed, as an incentive to renew their membership, is not a reportable gift under Section 2-11.1(e). The incentive indicates a sales/marketing strategy available to a group, rather than an intent to bestow a gift on any individual and may be considered as adequate consideration for the agreement to renew. (JC)
17-32	(j), (k), (g), (h)	John Prats, HR Commander, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to his work as a choir director for Our Lady of the Lakes Catholic Church, a County vendor, because his outside employment is completely unconnected to County duties; would not impair his independence of judgment in the performance of his public duties; and would not conflict with his County employment hours. (RT)

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2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-48	(j), (k) AO 7-1 RQO 00-10	Michelle Aleman, Grants Analyst, Office of Management and Budget	Although opinions regarding possible conflicts of interest in outside employment and outside employment guidelines presented by the Ethics Commission staff may serve as a reference, a County supervisor has discretion to deny permission to a County employee to engage in outside employment. (RT)
17-50	(j), (k), (h)	Natasha Reese, Sergeant, MiamiDade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest involving her work as a correctional consultant with the American Correctional Association (ACA), because she does not have the authority to approve or disapprove any agreements between MDCR and the ACA; she has no involvement in the oversight, administration, or auditing by the County or the ACA regarding the County's compliance with the ACA; and her outside employment would not impair her independence of judgment in the performance of her public duties or conflict with her County employment hours. (RT)
17-54	(j), (k), (g), (h)	Shawntia Kirkland, Personnel Specialist 2, MDC Corrections Dept. (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as an owner/coordinator for TK Creations Printing and Party Planning, because her outside employment is completely unrelated to her County duties and would not impair her independence of judgment in the performance of her public duties. (RT)
17-60	(j), (k), (g), (h), (x)	Annette PerezRuiz, HR Manager, Labor Relations, Miami-Dade Water and Sewer Department (WASD)	Pursuant to Sections (j) and (k) of the Ethics Code, an Energy Management Analyst at WASD does not have a conflict of interest involving her work as a consultant for Dream in Green (DIG), a non-profit environmental organization, because none of her assignments with DIG would include any programs run by WASD or Miami-Dade County; she has no authority to approve or disapprove any agreements for services between Miami-Dade County and DIG; and she would have no involvement in the oversight and/or administration of the Water Use Efficiency Unit at WASD that occasionally works with DIG. (RT)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-64	(k)(2)	Shannon Tookes, Correctional Officer, MiamiDade Corrections and Rehabilitation Department (MDCR)	Under the County Ethics Code, a County employee who owns 2 rental units (2 single family homes) does not engage in outside employment. However, County employees who manage 3 or more rental units must seek permission to engage in outside employment and file the required permission and disclosure form. (RT)
17-65	(j), (k)	Isabel Blanco, Clerk 3, MiamiDade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as an owner/landlord of 3 rental units, because her outside employment is completely unrelated to her County duties and would not impair her independence of judgment in the performance of her public duties. (RT)
17-66	(j), (k), (h), (g)	Trenae Floyd, Administrative Officer 3, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as an owner/President for Von Enterprises International, Inc., because her outside employment is completely unrelated to her County duties; and would not impair her independence of judgment in the performance of her public duties. (RT)
17-67	(j), (k)	Lavern Carlile, Administrative Officer 2, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as an owner/landlord for The LaVerne Carlile DBA LaVerne Carlile Rental Properties, because her outside employment is completely unrelated to her County duties; and would not impair her independence of judgment in the performance of her public duties. (RT)
17-33	(g), (j), (c)(2), (d), (m)(1)	Rhaudal Cooper, Jr., Lieutenant, Miami-Dade Fire Rescue Department (MDFR)	A Lieutenant with MDFR may contract with the County through his privately-owned company, but he may not contract with MDFR, the department that employs him, and he may not lobby the County for the contract. (GDG)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-52	(j)	Rosy Pastrana, Executive Assistant to the Miami-Dade County Elections Supervisor; Miami-Dade Elections Department	The Executive Assistant to the Miami-Dade County Elections Supervisor may accept appointment to the Miami-Dade County Transportation Advisory Board because her position with the Elections Department has no connection with transportation issues in the County; she does not usually interact with County personnel who handle such issues; and it is unlikely that her Board position will impair her independence of judgment in the performance of her duties in the Elections Department. (JC)
17-58	(j), (d)	David Williams, Councilman, City of Miami Gardens	A Miami Gardens Councilman may serve as acting Executive Director of the North Dade Youth and Family Coalition (NDYFC) because the City of Miami Gardens has only a perfunctory pass-through role in the funding of NDYFC, and does not have control over the internal activities of the organization. The Councilman must recuse himself from any votes made by the City of Miami Gardens Commission that affect NDYFC during the Councilman's tenure as acting Executive Director of the coalition. (JC)
17-75	(k)	Sterling Osborne, Librarian Assistant, Miami-Dade Public Library	A County employee who occasionally performs electronic music in public venues for a fee, is engaged in outside employment and must comply with all outside employment requirements. (MP)
17-77	(j), (k), (f)	Juan Armas, Chief, Strategic Business Planning, Miami-Dade County Parks, Recreation and Open Spaces Department (PROS)	Pursuant to Section (j) of the Ethics Code, a PROS employee does not have a conflict of interest involving his employment with the County and his work as a rental concession attendant with Boucher Brothers, a County vendor, because his work with Boucher Brothers would not impair his independence of judgment in the performance of his County duties because it is unrelated to his County position; the employee has no involvement in the vendor's contract with the County; and his outside employment will not conflict with his County work hours. (MM)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-88	(j)	Neil R. Singh, Acting MiamiDade County Commission Auditor, Office of the Commission Auditor	An individual who works for Ross & Baruzzini, a Corporate Member of the Southwest Chapter of American Association of Airport Executives (SCAAAE), may not serve on a selection committee for an RFQ on which the SCAAAE is a competing vendor, because he works for an entity closely related to SCAAAE which would likely impair Mr. Adams' independence of judgment in the performance of his public duties as a selection committee member. (JC)
17-95	(j), (k)	Anita Jones, Special Projects Administrator 1, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as a self-employed motivational speaker, because her outside employment is completely unrelated to her County duties and would not impair her independence of judgment in the performance of her public duties. (RT)
17-96	(j), (k)	Seraphin Bernard, Special Projects Administrator 2, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to his work as a real estate broker, because his outside employment is completely unrelated to his County duties and would not impair his independence of judgment in the performance of his public duties. (RT)
17-97	(j), (k)	Jason Santiago, Correctional Officer 1, MiamiDade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to his work as a reserve police officer, because his outside employment is completely unrelated to his County duties; and would not impair his independence of judgment in the performance of his public duties. (RT)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-99	(j), (k), (g), (h) RQO 12-11	Rudolf Griffith, Human Resources Manager, MiamiDade Corrections and Rehabilitation Department (MDCR)	Pursuant to sections (j) and (k) of the County Ethics Code, the Human Resources Manager for MDCR may provide private legal services to individuals and entities that are not employed by, hold elective office in, do business with, or have filed a lawsuit against Miami-Dade County. (RT)
17-104	(j), (k) (2)	Diana Isidore, Corrections Officer, MiamiDade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to her work as a real estate associate for Keller Williams Realty, because her outside employment is completely unrelated to her County duties; and would not impair her independence of judgment in the performance of her public duties. (RT)
17-107	(k)(2), (m)(1), (g)	Melinda Pearson, Capital Inventory Clerk, Miami-Dade Internal Services Department (ISD)	A County employee who has founded a nonprofit organization and serves as its Executive Director, a position traditionally compensated, is engaged in outside employment and must comport with all outside employment requirements. (GDG)
17-108	(k)(2), (m)(2), (h), (g)	Kimberley Green, Administrative Officer 3, Miami-Dade Homeless Trust	A County employee serving as the Treasurer for a nonprofit organization, as an unpaid volunteer, is not engaged in "outside employment" and consequently is not subject to the filing requirements. However, the employee must refrain from using his or her position in the County in order to obtain special benefits for the nonprofit and is prohibited from appearing before any County board of agency to make a presentation or to seek a benefit on behalf of the nonprofit entity. (RT)
17-111	(j), (c), (d), (l), (n), (h), (m)(1), (x)	Leonard Enriquez, Director, Cambridge Project Development	The Director of Cambridge Project Department Inc. (Cambridge), a solid waste management consulting firm, may be hired as the Assistant Director for Technical Services at the County's Solid Waste Management Department, as long as he removes himself as a director and ceases work for the company; he divests himself of his ownership in the company; and Cambridge withdraws from the County's vendor registration and will not seek a contract with the County or any of its municipalities. (GDG)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-113	(j), (k)	Joel Botner, Commander, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest due to his work as a consultant/trainer for Policy Research Associates, because his outside employment is completely unrelated to his County duties; and would not impair his independence of judgment in the performance of his public duties. (RT)
17-117	(k) RQO 06-48	Maria Perez, Telecommunications Supervisor, Miami-Dade County Aviation Department	A County employee who owns and receives rental income from three or more separate rental units is engaged in outside employment and must comply with all outside employment requirements. (MP)
17-127	(k) RQO 14-03	Adrian Torres, Building Manager, MDC Internal Services Department (ISD)	A County employee requesting military leave is not required to complete the County's Outside Employment paperwork because military service does not constitute outside employment under the Ethics Code. (GDG)
17-128	(j), (k), (h), (g) RQO 06-48	Shannon Tookes, Correctional Officer, MDC Corrections and Rehabilitation Department (MDCR)	A County employee who owns two rental units does not engage in outside employment under the County Ethics Code which, per COE interpretation, requires more than two units to qualify as outside employment. However, County departments may impose stricter requirements than are found in the County ethics code, and may require outside employment permission for only two units. (RT)
17-129	(j), (k), (h), (g) RQO 08-29 RQO 08-45	Guillermo Pastrana, A/C and Refrigeration Mechanic, MDC Water and Sewer Department (WASD)	Pursuant to sections (j) and (k) of the Ethics Code, a WASD employee does not have a conflict of interest with his outside employment performing residential electrical work through his privately-owned company, Thermal Controls, Inc., because his outside employment would not impair his independence of judgment in the performance of his public duties and it will not conflict with his County employment hours. (RT)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-130	(k)	Sherling Osborne, Public Librarian Assistant, Miami-Dade Public Library	A County employee who regularly provides compensated gardening services and other miscellaneous household tasks for someone else, is engaged in outside employment and must comply with all outside employment requirements. (MP)
17-136	(j), (k), (h), (g) RQO 08-29 RQO 08-45	Edgar Roa, Electrician, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to sections (j) and (k) of the Ethics Code, a WASD employee does not have a conflict of interest with his outside employment regarding residential electrical work done through his privately-owned company, Ertech Engineering Services, Inc., because his outside employment would not impair his independence of judgment in the performance of his public duties and will not conflict with his County employment hours. (RT)
17-137 (RT)	(j), (k), (h), (g) RQO 08-29 RQO 08-45	James Zuniga, Trade Superintendent, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to sections (j) and (k) of the Ethics Code, a WASD employee does not have a conflict of interest with his outside employment regarding electrical work done through his privately-owned company, Infinity Plus Electric Inc., because his outside employment would not impair his independence of judgment in the performance of his public duties and will not conflict with his County employment hours. (RT)
17-141	(k)(2), (c), (d)	Antonio Whitley, Officer, MiamiDade Police Department	An officer with MDPD may contract with the County through his privately-owned company, but he may not contract with MDPD, the department that employs him, and he may not lobby the County for the contract. (GDG)
17-148	(j), (k)	Myrlene Summerset, Administrative Officer 3, Miami-Dade Corrections and Rehabilitation Department (MDCR)	A County employee who is compensated for the work that he or she performs for a non-profit entity, is engaged in outside employment and the employee is required to complete the outside employment paperwork. (GDG)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-151	(j), (k)	Eddie Kirtley, Assistant County Attorney, Miami-Dade County Attorney's Office (CAO)	A County employee who performs occasional sales on eBay, is not engaged in outside employment, where the transactions do not involve a clearly commercial purpose. (JC)
17-154	(j), (k)(2)	Lashonda Knight, Sergeant, MiamiDade Corrections and Rehabilitation Department (MDCR)	A County employee who owns two rental units does not engage in outside employment under the County Ethics Code which, per COE interpretation, requires more than two units to qualify as outside employment. However, County departments may impose stricter requirements than are found in the County ethics code and may require outside employment permission for only two units. (RT)
17-162	(j), (k) RQO 16-02 RQO 99-50	Evelyn Campos, Division Director of Professional Compliance, Miami-Dade Aviation Department (MDAD)	A County employee who serves as a Terminal Operations Specialist should be denied permission to engage in outside employment as a part-time employee of Eulen, a County vendor, because in her employment with Eulen she will work in the same facility and concourse that she performs her County duties; she will come in contact with the same or similar people or entities in both her outside employment and her public position; and she would perform similar duties in her public employment and in her outside employment. (GDG)
17-163	(g), (j), (c)(2), (d), (m)(1)	Antonio Whitley, Officer, MiamiDade Police Department (MDPD)	An Officer with MDPD may contract with the County through his privately-owned company, but he may not contract with MDPD, the department that employs him, and he may not lobby the County for the contract. (GDG)
17-165	(k)(2)	Andy Fernandez, Firefighter, Miami-Dade Fire Rescue (MDFR)	A County employee whose home address is exempt from disclosure pursuant to Section 119.071(4)(d)(20(b), Fla. Stat., may use his or her office address as the mailing address in lieu of his or her home address, when filling out the Outside Employment Statement. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-169	(j), (k) RQO 00-10 RQO 12-07	Evelyn Campos, Division Director of Professional Compliance, Miami-Dade Aviation Department (MDAD)	It is recommended that the revised outside employment policy for Miami-Dade Aviation Department include County Ordinance Sections 2-11.1(j) and (k), the conflicting and outside employment sections of the County Ethics Code. (GDG)
17-171	(j), (k) RQO 15-03 RQO 12-11	Michael Mut, Public Information Officer, Miami Dade Department of Solid Waste Management (DSWM)	Pursuant to sections (j) and (k) of the County Ethics Code, the public information Officer for DSWM does not have a conflict of interest involving his work as a founder/consultant for Mut Communications because he does not contract with and is not seeking to contract with DSWM; he will not perform any work for County vendors that contract with DSWM; it is unlikely that he will deal with the same persons or entities in his outside employment that he deals with during his job functions at DSWM; it does not appear that he could solicit business for his outside employment while working at the County; he will not perform any work for private individuals or entities that have positions adverse to the County; and all his work for Mut Communications would occur outside of your County hours of employment. (RT)
17-175	(j)	Dr. Alejandra Duran, Veterinarian, Miami-Dade Animal Services Department (ASD)	Pursuant to sections (j) and (k) of the County Ethics Code, a Veterinarian for ASD may provide private veterinarian services for clinics and private individuals because she will not solicit business for her private practice while she is on duty at ASD; she will not use County resources to advance or promote her outside employment; she will not see the same clients at both ASD and her private practice; and ASD staff will not refer clients to her private practice. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-180	(b)(2), (j)	Charles Scurr, Executive Director, Citizens' Independent Transportation Trust (CITT)	A conflict of interest would exist for the Executive Director of the Citizens' Independent Transportation Trust (CITT) to hire the firm of Cameron Downing for Certified Financial Planning services because Mr. Glenn Downing, a partner in the firm, serves as a member of the CITT board providing oversight of the executive director's position; and a business relationship of this type involving a benefit to Mr. Downing, could impair his independence of judgment in the performance of his public duties. (JC)
17-185	(j), (k) RQO 16-02 RQO 99-50	Sara Del Calvo, Aviation Compliance Professional, Miami-Dade Aviation Department (MDAD)	A County employee who serves as a Maintenance Repairman should be denied permission to engage in outside employment as a part-time employee of Cavotec, a County vendor, because in his employment with Cavotec he would work in the same facility that he performs his County duties; he would come in contact with the same or similar people or entities in both his outside employment and his public position; he could be induced to use confidential information obtained during his County duties to benefit his private employer; and he would perform similar duties in his public employment and in his outside employment. (GDG)
17-194	(j)	Roxana Barba, Projects Administrator, Miami-Dade County Department of Cultural Affairs	The project administrator for Miami-Dade County's Cultural Affairs Department (DOCA) may work for Miami Theatre Center Inc., a recipient of a County SAS-Grant, because she does not have any involvement with the MTC's grant agreement with the County. (MP)
17-202	(j), (k), (h), (g)	Anthony Yeber, Lieutenant, Miami-Dade Corrections and Rehabilitation Department (MDCR)	The Executive Officer for the Monitored Release Unit at MDCR may accept outside employment as an adjunct professor at Florida International University, a county vendor, because his public duties at MDCR and his job responsibilities as an adjunct professor in FIU's Department of Criminal Justice are not closely related and would not conflict. (RT)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-211	(j), (k), (g), (h), (m) RQO 16-02 RQO 15-03	Robert Alvarez, Welder, MiamiDade County Department of Solid Waste Management (DSWM)	A County employee for DSWM may engage in outside employment with his own welding company, General Welder, because it will not transact business with the County or any County vendor, and will not involve any use of County time or resources. (RT)
17-216	(c), (k), (m)(1)	Marilyn Davis, Seaport Field Technician, Miami-Dade County Seaport	A Seaport employee may contract with the County through her privately-owned company, but she may not contract with Seaport, the County department that employs her, and she may not lobby the County for the contract. (GDG)
17-218	(j), (k) directed to Miami-Dade County Code § 2-11.1	Shawntia Kirkland, Personnel Specialist 2, Miami-Dade Corrections and Rehabilitation Department (MDCR)	As the determination regarding whether a County employee should engage in outside employment requires the permission of his/her County supervisor, even where no conflict exists, County departments can set limitations and conditions on a County employee's outside employment that comply with local, state, and federal laws; and with the County human resources procedures. (GDG)
17-221	(j), (k) RQO 09-16 RQO 10-01 directed to AO 7-1	Lynnette A. Chiverton, Paratransit Operations Administrator, Miami-Dade Department of Transportation and Public Works	A County employee who works as a Special Transportation Services Eligibility Interviewer should be denied permission to engage in outside employment as a driver with Uber and Lyft, because such employment is closely related to the work she performs for the County. Her County position requires her to frequently interact with the members of the public that require for-hire transportation services which are the same category of persons that she would transport as an Uber or Lyft driver; and her outside employment would likely affect her ability to exercise independent judgment in the performance of her official duties at the County. (GDG)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-232	(j), (k), (g), (h), (m)	Althea Gardiner, Training Specialist II, Miami-Dade Corrections and Rehabilitation (MDCR)	A County employee for MDCR's Training Bureau's may accept outside employment as an adjunct professor at Miami-Dade College (MDC), a County vendor, because her public duties as at MDCR and her job responsibilities as an adjunct professor teaching Psychology and Human Growth and Development courses are not closely related and would not conflict. (RT)
17-236	(j), (f), (g), (h), (m)(2), (k)(2) RQO 16-02	Elizabeth Shannon, Assistant Curator, Vizcaya Museum and Gardens (Vizcaya)	The assistant curator at Vizcaya may accept outside employment as an adjunct professor at Florida International University (FIU), a County vendor, because her public duties at Vizcaya and her job responsibilities as an adjunct professor teaching a World Art History Survey 1 course are not closely related and would not conflict. (RT)
17-241	(j), (k), (p), (g), (h), (m) RQO 15-03 RQO 12-11 RQO 99-50	David Frutos, Mosquito Control Supervisor, Miami-Dade County Department of Solid Waste Management (DSWM)	Pursuant to sections (j) and (k) of the County Ethics Code, the Mosquito Control Supervisor for DSWM, upon approval by his department director, may provide general pest control services to individuals and entities not located in MiamiDade County, provided he does not use the County's tools or resources in his outside employment. (RT)
17-249	(j), (k), (g), (h), (m), (k)(2) AO 7-1	Jose Burgos, Field Test Engineer, Miami Dade Department of Transportation and Public Work (DTPW)	Pursuant to Sections (j) and (k) of the Ethics Code, a Field Test Engineer at DTPW does not have a conflict of interest involving his work as the owner of Decom, an engineering, construction and management services company, because his outside employment is unrelated to his County duties and would not impair his independence of judgment in the performance of his public duties. (GDG)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-251	(j), (g)	Connie LeonKreps, Mayor, North Bay Village	The Mayor of North Bay Village, who is also a professional nurse consultant, may accept an offer to assist as a nurse consultant/case manager in a Workers' Compensation case involving an elected official from another municipality because her outside employment is unrelated to her duties as Mayor and would not impair her independence of judgment in the performance of her public duties. (JC)
17-257	(j), (k) RQO 14-03	Dorothy Moljo, Personnel Specialist 2, Miami-Dade Internal Services Department (ISD)	A County employee who serves in the United States National Guard is not engaged in outside employment. (GDG)
17-258	(j), (k)(2), (g), (h)	Lashawnia Lewis, Police Records Specialist, Miami-Dade Corrections and Rehabilitations Bureau	A County employee does not engage in conflicting outside employment by working as a mail handler for United States Postal Services (USPS), a County vendor, because she has no involvement or authority over the USPS contract with the County in her public position, and her outside employment would not impair her independence of judgment in the performance of her public duties. (RT)
17-263	(j), (k), (g), (h), (m), (k)(2) AO 7-1	George Poulos, Chief of Security, MiamiDade County Parks, Recreation & Open Spaces Department (PROS)	A County employee does not engage in conflicting outside employment by working as a part-time instructor for MiamiDade College School of Justice (MDC), a County vendor, because he has no involvement or authority over MDC's contract with the County in his public position; he has no involvement in the selection, oversight, management or administration of PROS training vendors; and his outside employment would not impair his independence of judgment in the performance of his public duties. (MP)

**INQ Summary Outside Employment
2-11.1 (j) & (k) -2011-2017**

INQ #	Code Sec.	Requester	Holding
17-267	(j), (k), (f), (g), (h)	Morgan Harris, Pre-trial Services Officer 2, Miami-Dade Corrections and Rehabilitation Department (MDCR)	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest involving his employment at the County and his work as a musician for New Birth Cathedral of Faith International, a County vendor, because his outside employment would not impair his independence of judgment in the performance of his public duties. (RT)
17-272	(j), (g), (d)	David Williams, Councilman, City of Miami Gardens	A City of Miami Gardens Councilman may accept employment at Carol City Senior High School (CCSHS) even though he has donated funds from his City office budget to the school in the past because the last donation was made approximately four years ago. However, he was cautioned against making future donations to a school where he has a paid employment position, due to the possibility that his independent assessment of the most appropriate use of such public funds may be affected by his employment interests at the school. (JC)
17-280	(j), (k), (f), (h)	Vivian Calvet, Personnel Specialist 2, Miami-Dade Corrections and Rehabilitation Department	Pursuant to Sections (j) and (k) of the Ethics Code, an MDCR employee does not have a conflict of interest involving her employment at the County and her work as a Zumba instructor for Fitness International, LLC, a County vendor, because she does not have any involvement in the selection, oversight, or administration of the County contract with Fitness International, LLC, and her outside employment would not impair her independence of judgment in the performance of her public duties. (RT)
17-294	(j),(k)	Lydia Lopez, Assistant to Senior Advisor Michael Spring, Office of the Mayor, Miami-Dade County Senior	Advisor to the Mayor, Michael Spring, and Deputy Mayor, Ed Marquez, who were both appointed to the Frost Museum of Science Board to represent the County's interests, are not required to disclose their County employment on a form generated by the Frost Museum Conflict of Interest Policy, because their County employment is already disclosed by virtue of their appointment and did not create a conflict of interest intended to be disclosed on the board's disclosure form. (JC)