



JAMES REYES
City Manager

Erick Hernandez
Police Officer
400 Northwest 2nd Avenue
Miami, Florida 33128

Officer Hernandez:

You are hereby notified that you are **terminated** as a Police Officer effective APR 1 '4 2026, for having failed to fulfill your obligation as an employee of the Department of Police, City of Miami, Florida, based on the following:

You were the subject of disciplinary action (*refer to the attached Reprimand #26-030 for the particulars of the incidents and the details of the below listed charges*) that resulted in a determination that you were in violation of:

- Departmental Order 1, Chapter 11.6.1.2 - Members to know rules and regulations
- Departmental Order 1, Chapter 11.6.13.4 - Conduct Unbecoming
- Departmental Order 1, Chapter 11.6.17.9 - Neglect or Inattention
- Departmental Order 1, Chapter 11.6.17.17 - Making a false statement, report, communication, or entry
- Departmental Order 1, Chapter 11.6.17.32 - Immorality
- Departmental Order 1, Chapter 11.6.19.4 - Conduct during off-duty Police Work
- Departmental Order 1, Chapter 11.6.53 - Truthfulness
- Departmental Order 12, Chapter 1.4.1 - Extra Duty Police Jobs
- Departmental Order 12, Chapter 1.6.13 - No-Show to an extra duty
- Departmental Order 16, Chapter 7.4.2.2 - Use of and recording with the BWC



MIAMI POLICE DEPARTMENT
P.O. BOX 016777 / Miami, Florida 33101 / (305) 603-6100
E-Mail Address: chiefofpolice@miami-police.org



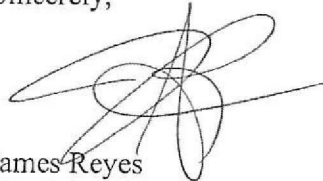
- Civil Service Rules & Regulations 14.2(d) - willfully violated
- Civil Service Rules & Regulations 14.2(e) - failed to obey
- Civil Service Rules & Regulations 14.2(2) - Breach of proper discipline
- Civil Service Rules & Regulations 14.2(h) - disgraceful conduct
- Civil Service Rules & Regulations 14.2(k) - incompetent, negligent, or inefficient
- Civil Service Rules & Regulations 14.2(p) - intentionally falsified a time record
- F.S.S. 812.014 - theft
- F.S.S. 817.569 - providing false information
- F.S.S. 838.022 - Official Misconduct

Officer Erick Hernandez #44829
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(Continuation)

Reprimand #26-030

If you wish to appeal this action, you have 15 calendar days to file your appeal, in writing, to the Civil Service Board. Your appeal must be made before APR 29 2026. Such an appeal should be addressed and delivered to Ms. Tishria L. Mindingall, Executive Secretary, Civil Service Board, 444 Southwest 2nd Avenue Suite 724, Miami, Florida 33130, or you may elect to initiate the grievance procedure as outlined in the current collective bargaining agreement.


Sincerely,

A handwritten signature in black ink, appearing to read "James Reyes", written over a horizontal line.

James Reyes
City Manager

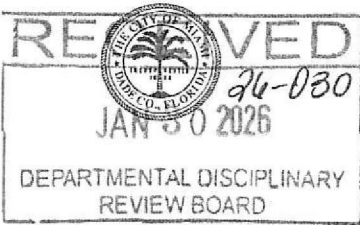
JR:av

RECEIPT OF THE FOREGOING LETTER OF DISCIPLINE AND CORRESPONDING
ATTACHMENT(S) IS HEREBY ACKNOWLEDGED THIS 8th DAY OF
April 2026.


(WITNESS)


Erick Hernandez

Distribution: Kevin Jones, Law Department
Stephanie Panoff, Law Department
Civil Service Board
Labor Relations
A.F.S.C.M.E. (Civilian Only)
A.R.B. (Traffic Accidents)
Internal Affairs
Department of Employee Relations
Payroll (Involving Time Loss, Suspension or Termination)
FOP Insurance Trust Office (Suspension or Termination)
Police Personnel Unit
Employees Division
File (2)



City of Miami Police Department
DISCIPLINARY ACTION

Employee: Erick Hernandez P.I.N. 44829
 Classification: Police Officer Assignment: FOD/Little Havana/A-Shift

TYPE OF DISCIPLINE:

RECORD OF FORMAL COUNSELING REPRIMAND

NARRATIVE:

(If more space is needed, use additional pages)

On Thursday, June 26, 2025, the Internal Affairs Section received an RF121 Administrative Complaint Form from Sergeant Workmond Napoleon #40040 against Officer Erick Hernandez #44829. Sergeant Napoleon explained that he was preparing a Disciplinary Action Form (DAF) for Officer Hernandez, related to incident #LM1250624-00234347. He discovered that on June 24, 2025, Officer Hernandez was supposed to be at an off-duty job at Home Depot, located at 3030 SW 8th St, from 0600 to 1600 hours. Officer Hernandez clocked in for this off-duty job while in Broward County. Upon reviewing the Disciplinary Action Form, Lieutenant Galo Sotomayor #06672, suggested bringing the matter to the attention of the Internal Affairs Section to investigate whether Officer Hernandez was abiding by departmental policies when performing

Distribution:		SIGN	P.I.N.	DATE
Disciplinary Detail	Authored by:	<i>[Signature]</i>	42675	11/19/25
Employee	Sergeant / Supervisor:			
Police Personnel File	Lieutenant:	<i>[Signature]</i>	1107	11/19/25
Internal Affairs	Captain:			
Employee Relations (Original)	Commander:			
Civil Service (if applicable)	Major:	<i>[Signature]</i>	4182	12/12/25
	Assistant Chief:	<i>[Signature]</i>	2308	1/20/26
	First Assistant Chief:	<i>[Signature]</i>	5630	1/28/26
	Chief of Police:	<i>[Signature]</i>	448	1/2/26

Employee **MUST** initial his/her choice for each statement below. The employee is also forewarned that any future similar violation will result in progressive disciplinary action.

- 1) I AGREE EH or I DISAGREE _____ WITH THE FACTS AS STATED
- 2) I AGREE _____ or I DISAGREE EH WITH THE RECOMMENDED PENALTY
- 3) EMPLOYEE INTENDS TO SUBMIT REBUTTAL WITHIN 10 BUSINESS DAYS YES NO

DDRB HEARING REQUEST (SWORN ONLY)- To request a Departmental Disciplinary Review Board (DDRB) hearing, you must submit a written request to the Labor Relations Unit Commander within 10 working days from the date this document is received and signed. Failure to do so will constitute a waiver of this entitlement.

Employee Signature: *[Signature]* P.I.N.: 44829 DATE: 1/30/26

(Continuation)

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Employee: Erick Hernandez P.I.N.: 44829

Extra-Duty Employment. During the course of the investigation, Body Worn Camera (BWC) policy violations were discovered against Officer Hernandez for his failure to wear his BWC and not having it in the standby mode while performing EDW from April 23, 2025, through July 24, 2025. Upon completion of the investigation (ADM25-020) the following was revealed:

An audit of Officer Hernandez' Extra-Duty employment was conducted from April 23, 2025, through July 24, 2025, utilizing data obtained from RollKall. RollKall showed that Officer Hernandez signed up to work and submitted invoices to be paid for forty-eight (48) off duty jobs during this three (3) month period.

An audit of Officer Hernandez' assigned vehicle (V#222501) GPS was conducted from April 23, 2025, through July 24, 2025, for the dates and times Officer Hernandez submitted invoices to be paid for the 48 extra duty jobs. The GPS audit showed Officer Hernandez arrived late, left early or did not show up at all for 39 of the 48 jobs. The RollKall audit showed Officer Hernandez submitted invoices to be paid in full for all 48 jobs.

A review of the GPS and RollKall audits for the same time period showed Officer Hernandez signed into the RollKall application as if he had arrived at the job site while he was still at his home in Broward County for eighteen (18) of the 48 jobs.

An audit of the Premier One Computer Assisted Dispatch system (CAD) for the same time showed Officer Hernandez failed to log on to the CAD to show himself working an off-duty job for thirty-seven (37) of the 48 jobs. Officer Hernandez logged on to the CAD to show himself at an off-duty job for the remaining eleven (11) jobs. GPS shows Officer Hernandez was still outside of the City of Miami when he logged on to the CAD for six (6) of the remaining eleven (11) jobs. Officer Hernandez did not check in on the radio.

A review of the GPS and RollKall audits revealed Officer Hernandez was a "No show" for nine (9) jobs. For eight (8) of those jobs, Officer Hernandez clocked in and out of the RollKall application from home, never leaving his home in Broward County. On one (1) of the jobs, Officer Hernandez clocked in on time on the RollKall application within the City of Miami limits, drove around the City of Miami for approximately two (2) hours, never stopping at the job site, before returning to his home in Broward County.

Officer Hernandez submitted invoices and was paid as if he had performed 332 hours of extra duty work during the audit period. Officer Hernandez was compensated at a rate of \$50.50 an hour. A review of the GPS and RollKall records revealed he failed to work 99.14 of the 332 hours he claimed to have worked. Officer Hernandez submitted invoices and was paid \$5,006.57 dollars for 99.14 hours he did not work. The investigation revealed Officer Hernandez took dozens of steps during the 3-month audit period which concealed the fact he was not showing up, arriving late or leaving early.

The chart below details the actions Officer Hernandez took to be compensated for extra duty work he did not perform.

(Continuation)

Employee:

Erick Hernandez

P.I.N.:

44829

Job #	Date	Duty Hours	RK Clock in	Actual	Departure	CAD	Hours Not Worked
1	23-April	1300-1800	No clock in	No show @home	No show @home	No log in	5 Hours
2	24-April	1300-1800	1245 from home	No show @home	No show @home	No log in	5 Hours
3	25-April	1800-0000	1745 from home	No show @home	No show @home	No log in	6 Hours
4	29-April	0600-1600	0553 from home	0634	On time	Log in from outside the city	.57 Hours
5	2-May	1600-2200	1548	On time	On time	On time	0 Hours
6	6-May	0600-1600	0548 from home	0629	On time	Log in from outside the city	.48 Hours
7	9-May	1600-2200	1554	On time	On Time	On time	0 Hours
8	10-May	1800-0000	1803	On time	2212	No log in	1.8 Hours
9	13-May	0600-1600	0558 from home	0632	On time	Log in from outside the city	0 Hours
10	16-May	1600-2200	1600	1611	On time	No log in	.18 Hours
11	20-May	0600-1600	0546 from home	0647	On time	Log in from outside the city	.78
12	23-May	1600-2200	1551	On time	On time	No log in	0 Hours
13	24-May	1600-2200	1558	On time	On time	No log in	0 Hours
14	25-May	1600-2200	1754	On time	2114	No log in	.88 Hours
15	27-May	0600-1600	0551 from home	0643	On time	No log in	.72 Hours
16	29-May	0600-1600	0545 from home	0652	On time	No log in	.87 Hours
17	30-May	1600-2200	1556	On time	On Time	On time	0 Hours
18	3-June	0600-1600	0545 from home	0700	On time	No log in	1 Hours
19	3-June	1600-2200	1752	1632	1803	No log in	4.48 Hours

(Continuation)

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Employee:

Erick Hernandez

P.I.N.:

44829

20	5-June	0600-1100	0548 from home	0703	On time	No log in	1.05 Hours
21	5-June	1100-1600	1054	On time	On Time	No log in	0 Hours
22	6-June	1600-2200	1549	1622	On time	No log in	.37 Hours
23	7-June	1600-2200	1746	1612	1834	No log in	3.63 Hours
24	8-June	1600-2200	1745	1626	1816	No log in	4.17 Hours
25	9-June	1500-2000	No Clock	1608	1754	No log in	3.22 Hours
26	10-June	0600-1600	0546 from home	0650	On time	No log in	.83 Hours
27	14-June	1200-1800	1205 from home	No show @home	No show @home	No log in	6 Hours
28	14 June	1800-0000	No clock	No show @home	No show @home	No log in	6 Hours
29	20-June	1600-2200	1548	1711	On time	Log in @ 1622	1.18 Hours
30	21-June	1600-2200	1546	1651	On time	No log in	.51 Hours
31	22-June	1800-0000	1753 from home	No show @home	No show @home	No log in	6 Hours
32	24-June	0600-1600	0546 from home	0711	On time	No log in	1.18 Hours
33	27-June	1600-2200	1550	1612	On time	No log in	.20 Hours
34	28-June	1600-2200	1557	No show Arrives home at 1858	No show drove around the City	No log in	6 Hours
35	29-June	1600-2200	1546 from outside the city	1734	1827	No log in	5.12 Hours
36	1-July	0600-1600	0548 from home	0644	On time	Log in from outside the city @ 0625	.73 Hours

(Continuation)

Employee: Erick Hernandez

P.I.N.: 44829

37	4-July	1600-2200	1559	On time	On Time	No log in	0 Hours
38	5-July	1600-2200	1747	1621	2139	No log in	.72 Hours
39	6-July	1800-0000	1750	1823	2043	No log in	3.67 Hours
40	8-July	0600-1600	No clock	0714	On time	Log in from outside the city @0659	1.23 Hour
41	11-July	1600-2200	1605	On time	On Time	No log in	0 Hours
42	15-July	0600-1600	0554 from home	0658	On time	No log in	.97 Hours
43	15-July	2000-0200	1653 from home	No show @home	No show @home	No log in	6 Hours
44	18-July	1600-2100	1553	1629	2020	No log in	1.15 Hours
45	19-July	1600-2200	1549	On time	On time	No log in	0 Hours
46	21-July	1800-0000	1834	1834	1915	No log in	5.32 Hours
47	22-July	0700-1600	0651 from home	0807	On time	Log in @ 1032	1.13 Hours
48	24-July	1300-1800	1336 from home	No show @home	No show @home	No log in	5 Hours

Total hours billed and paid but not worked: 99.14 Hours

An audit of Officer Hernandez' BWC showed his BWC was off for all forty-eight (48) off duty jobs he claimed to have worked during the audit period.

Officer Hernandez provided sworn audio recorded Garrity statements on September 19, 2025, and September 26, 2025. The first interview covered the actions Officer Hernandez took to be compensated for the Extra-Duty work from April 23, 2025, through June 20, 2025.

Officer Hernandez was asked about the instances where he logged in and logged out on RollKall as if he worked while never leaving home. Officer Hernandez explained he was going through a difficult period in his life where he found it difficult to get out of bed and had made some bad decisions as a result.

(Continuation)

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Employee: Erick Hernandez P.I.N.: 44829

Officer Hernandez was questioned about the instances where he arrived late for Extra Duty work but did not amend his invoice. Officer Hernandez explained that he did not amend the RollKall invoices to deduct for the time he did not work because he was focused on arriving at the job and was not paying attention to the missed time.

Officer Hernandez was asked about the instances where he left his Extra-Duty several hours early. Officer Hernandez stated that on those days he was not feeling well.

Officer Hernandez was asked about the 18 instances where he logged into RollKall from his home in Boward County. Officer Hernandez explained that the RollKall software allows an officer to log on and elect an en-route designation and that he considered himself to be "en route" when he was preparing to leave for work.

Officer Hernandez was asked about the instances where he logged on to the CAD as if he was on scene at the job when he was still on the highway in route to the City of Miami. Officer Hernandez did not check in on the radio. Officer Hernandez described his conduct as a bad habit.

Officer Hernandez was asked why an audit of his BWC showed it was off when he was performing off-duty work during the audit period. Officer Hernandez explained that he did not wear his BWC while working extra-duties because he had health concerns about the magnet inside of the device. Officer Hernandez explained that he did not keep the camera on and in the standby mode because the location in his vehicle where he preferred to keep the BWC was close to his knee and that on occasion he had activated the device inadvertently causing a private conversation to be captured. Officer Hernandez explained that he was concerned that if he were to keep the device on and in the standby mode he might inadvertently power on the device and record himself engaged in a personal conversation, so he preferred to keep the device off.

Officer Hernandez provided a subsequent Garrity statement on September 26, 2025, concerning the audit period from June 20, 2025, through July 24, 2025. Officer Hernandez accepted responsibility and apologized for each instance where he failed to amend his time to reflect the hours he actually worked. Officer Hernandez stated that he had gone through a difficult period in his life both "mentally and physically" and made mistakes as a result. Officer Hernandez stated that he obtained help and that he was currently feeling better.

Therefore, Officer Erick Hernandez is found to be in violation of the following Florida statutes:

Chapter 812
THEFT, ROBBERY AND RELATED CRIMES

812.014 Theft.-

- (1) A person commits theft if he or she knowingly obtains or uses, or endeavors to obtain or to use, the property of another with intent to, either temporarily or permanently:
 - (a) Deprive the other person of a right to the property or a benefit from the property.
 - (b) Appropriate the property to his or her own use or to the use of any person not entitled to the use of the property.

(Continuation)

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Employee: Erick Hernandez P.I.N.: 44829

(c) It is grand theft of the third degree and a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084, if the property stolen is:

1. Valued at \$750 or more, but less than \$5,000.
2. Valued at \$5,000 or more, but less than \$10,000.

Chapter 817
FRAUDULENT PRACTICES

817.569 Criminal use of a public record or public records information; providing false information; penalties.—A person who knowingly uses any public record, as defined in s. 119.011, who knowingly uses information obtainable only through such public record, or who knowingly provides false information that becomes part of a public record to facilitate or further the commission of:

(1) A misdemeanor of the first degree, commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083.

(2) A felony, commits a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084.

Chapter 838
BRIBERY; MISUSE OF PUBLIC OFFICE

838.022 Official misconduct.—

(1) It is unlawful for a public servant or public contractor, to knowingly and intentionally obtain a benefit for any person or to cause unlawful harm to another, by:

(a) Falsifying, or causing another person to falsify, any official record or official document;

(b) Concealing, covering up, destroying, mutilating, or altering any official record or official document, except as authorized by law or contract, or causing another person to perform such an act; or

(c) Obstructing, delaying, or preventing the communication of information relating to the commission of a felony that directly involves or affects the government entity served by the public servant or public contractor.

(2) For the purposes of this section:

(a) The term “public servant” does not include a candidate who does not otherwise qualify as a public servant.

(b) An official record or official document includes only public records.

(3) Any person who violates this section commits a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084.

*(Continuation)*Page 8 of 12Employee: Erick Hernandez P.I.N.: 44829

Officer Erick Hernandez is also found to be in violation of the following City Miami Police Departmental Orders:

Departmental Order 1, Chapter 11: Rules and Regulations

11.6 GENERAL RULES OF CONDUCT: (CALEA 26.1.1)

11.6.1.2 Members and Civilian Employees to Know Rules and Regulations: It shall be the duty of all members and civilian employees of the Police Department to thoroughly familiarize themselves with such provisions of the Rules and Regulations that deal specifically and generally with the duties of their rank, grade, or position. This should occur within ten days from the date of issuance. Within thirty days of issuance, every member and every civilian employee shall familiarize himself or herself with all the provisions of the Rules and Regulations. Failure on the part of any member or civilian employee to acquaint himself/herself with the provisions of the Rules and Regulations, as hereby directed, shall be considered negligence of duty and subject to disciplinary action.

11.6.17 Disciplinary Action - General Offenses: A member or civilian employee of the Department found guilty of violating a rule, regulation, provision of a general or special order, or any of the offenses below, or upon conviction in a court having criminal jurisdiction, shall be subject to reprimand, suspension, dismissal, or suffer other disciplinary action as the Chief of Police may impose.

11.6.13 Conduct, Department:

11.6.13.4 Conduct Unbecoming an Officer or Employee: Sworn or civilian employee of the MPD shall not conduct him/herself in a disorderly manner at any time, "on" or "off" duty, or so conduct him/herself in a manner unbecoming the conduct of a sworn or civilian employee of the MPD.

11.6.17 Disciplinary Action - General Offenses: A sworn or civilian employee of the MPD found guilty of violating a rule, regulation, provision of a general or special order, or any of the offenses below, or upon conviction in a court having criminal jurisdiction, shall be subject to reprimand, suspension, dismissal, or other disciplinary action as the Chief of Police may impose.

11.6.17.2 Disobedience of Standard Operating Procedures, General Orders, Rules and Regulations, or any other official directive.

11.6.17.7 Conduct unbecoming a police officer that shall include any act or conduct not specifically mentioned in these Rules and Regulations that tends to bring the Department into disrepute or reflects discredit upon the individual employee as a police officer.

11.6.17.9 Neglect or inattention to duty.

11.6.17.10 General incompetence:

11.6.17.17 Making a false statement, report, communication, or entry into any official police record or other official or required report or record.

11.6.17.32 Immorality: Committing immoral acts, such as, lying, cheating, stealing, etc.

(Continuation)

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Employee: _____

Erick Hernandez

P.I.N.: _____

44829

11.6.19.4 Conduct During Off-Duty Police Work: When engaging in any off-duty police work, sworn and civilian employees shall conduct themselves in a manner consistent with the Rules and Regulations of the MPD. (CALEA 22.2.5 b)

11.6.28 Laws - Ordinances:

11.6.28.3 Sworn and Civilian Employees to Conform: Sworn and civilian employees shall be required to conform to and abide by the Rules and Regulations, Departmental Orders and other directives of the MPD, the Ordinances of the City of Miami and the County of Miami-Dade, and the laws of the State of Florida and the United States of America.

11.6.53 Truthfulness:

11.6.53.1 Sworn and Civilian Employees to be Truthful: Any sworn or civilian employee who departs from the truth, either in giving testimony or in connection with any official order received by them or in their official duties, shall be considered in violation of this rule and subject to charges being filed. Sworn and civilian employees are required to speak the truth at all times and under all circumstances, whether under oath or otherwise, except in cases where they are not allowed by Rules and Regulations to divulge the facts within their knowledge. In those cases, they will say nothing (See Section 11.6.40.1).

Departmental Order 12, Chapter 1: Special Events Unit/Extra Duty

1.4 DEFINITIONS:

1.4.1 Extra Duty Police Jobs: Extra duty police jobs are any approved jobs worked by members in which a non-routine police service is provided to a private entity. Non-routine is defined as any service similar in scope to routine police functions but, because of resource limitations or those that serve a limited segment of the community, cannot be provided by on duty personnel. All uniformed police officers are expected to enforce all laws as they would normally enforce on-duty while working in an extra duty capacity.

1.4.5 RollKall Technologies: A third party extra-duty platform used by the City of Miami Police Department to coordinate all extra-duty assignments. All extra-duty requests must be scheduled, and payment must be processed through RollKall.

1.5.2.6 Upon arrival to the job site, members must check in on the radio and clock in on the RollKall app. At the conclusion of the shift, members must check out on the radio and clock out on the RollKall app.

1.5.2.7 Members are responsible for submitting accurate timecards via RollKall at the conclusion of their shift. In the event the extra duty job is extended longer than fifteen minutes beyond the scheduled time, members, round to the next half hour for the extra time worked. Time cards submitted more than thirty days late, will require a red-line memo.

1.6 General Rules and Responsibilities of Employees Working Extra Duty:

(Continuation)

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Employee: Erick Hernandez P.I.N.: 44829

1.6.1 Conduct During Extra-Duty Assignments: Any member of the department working in an extra-duty capacity will conduct themselves in the same manner as if the member was on-duty; conduct, performance of duty, and compliance with Rules and Regulations shall apply.

1.6.13 No Show to an Extra Duty Job A member who fails to attend a Special Event or temporary extra duty job that was coordinated by the Special Events Unit, as a result of being a "No Show", will be subject to written discipline and suspended from working extra duty for a period of no less than 30 days, unless appealed to the Specialized Operations Section Commander. The Specialized Operations Section Commander, or designee, must approve exceptions to the member's suspension.

1st Occurrence – Written reprimand and 30 day suspension from all Extra Duty Employment

2nd Occurrence – Written reprimand and 60 day suspension from all Extra Duty Employment

3rd Occurrence – Written reprimand and 120 day suspension from all Extra Duty Employment

4th Occurrence – Written reprimand and a one year suspension from all Extra Duty Employment

Departmental Order 16, Chapter 7: Body Worn Camera (BWC)

7.4.2.2 USE OF AND RECORDING WITH THE BWC: (CALEA 41.3.8 b)

a) Employees assigned a Body-Worn Camera (BWC) must wear it in the ON/STANDBY Mode at all times when on duty, and/or operating a police department vehicle to or from work/home or court. This requirement also applies when performing, or likely to perform assigned duties, as well as during extra-duty details or special events. Maintaining the BWC in ON/STANDBY mode ensures compliance with the required 120-second (2-minute) pre-event buffer. Employees shall turn off BWC equipment while in bathrooms, however, will resume On/Standby Mode upon exiting bathroom facilities.

Additionally, Officer Erick Hernandez is found to be in violation of the following **City of Miami Civil Service Rules and Regulations**:

Rule 14, Section 14.2 Grounds for Dismissal, Suspension and Demotion. The following are declared to constitute a breach of duty and to be grounds for dismissal or suspension from the classified service or grounds for demotion, through charges may be based upon causes other than those enumerated: viz, that any employee who has been guilty of conduct unbecoming any employee of the City of Miami, who:

(d) Has willfully violated any of the provisions of the Civil Service law or rules of the Board; or

(e) Has violated any lawful and reasonable official regulation or order, or failed to obey any lawful or reasonable direction made and given by his/her superior, where such violation or failure to obey amounts to:

(2) a serious breach of proper discipline; or

(h) Has been guilty of actions which amount to insubordination or disgraceful conduct, whether committed on duty or off; or

(Continuation)

Employee: Erick Hernandez P.I.N.: 44829

- (k) Is incompetent, negligent, or inefficient in the performance of the duties of the position held; or
- (p) Has intentionally falsified a time record or failed to report absence from duty to superiors; or if, after employment, it is found that an employee has made a false statement in the application for employment or has given false information on his/her pre-employment medical examination; or

(Continuation)

Employee: Erick Hernandez P.I.N.: 44829

DISCIPLINARY REVIEW PANEL:

The Disciplinary Review panel convened and recommended the following penalty:

	PANEL MEMBERS:	IBM:	SIGNATURE:	PENALTY:
1.	Major Jose Rodriguez	6180		Reprimand + 120 + off duty 6 months suspension
2.	Major Keandra Simmons	6515		Reprimand + 120 hrs 6 month suspension off duty
3.	Commander Gilberto Gomez	2369		Repr + 120 6 month susp off duty
4.	Lieutenant Ray Blanco	0413		Repr + 120 6 month susp. off duty
5.	Sergeant Robert Robinson	27430		Reprimand + 120 + extra duty 6 month suspension

FINAL RECOMMENDATION:

- 120 hours of suspension
- _____ hours forfeiture of earned overtime
- Demotion
- Termination

Other Reprimand + 6 MONTH EXTRA DUTY SUSPENSION

CONCERNING PATTERN OF BEHAVIOR OF SIMILAR NATURE ON PROFILE. CRIMINAL STATUTES CITED IN IA SUMMARY. RECOMMEND TERMINATION. ALL

Final discipline - Termination.

JAN 27 2026