



# MEMORANDUM

To: Emile Hollant  
Commander

HAND DELIVERED

From: Larry Juriga  
Interim Chief of Police

A handwritten signature in blue ink, appearing to read "L. Juriga".

Date: December 8, 2017

Re: Termination of Employment

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The City Manager has authorized me to terminate your employment. You were given an Intent to Terminate Letter on June 14, 2017, and an opportunity to present your defense at a pre-determination meeting on July 7, 2017. Attached is a memorandum from me to Larry M. Spring, Jr., City Manager, concerning the charges against you and your defense.

Based on all of the information contained in the above referenced memorandum, we have determined that you are not fit to serve in a sworn law enforcement capacity. Therefore, you are terminated effective 5:00 p.m., today, Friday, December 8, 2017.

LJ/lj/gs

Attachments

Cc: Larry M. Spring, Jr., City Manager  
Jeff P.H. Cazeau, Esq., City Attorney  
Joseph Roglieri, Jr., Personnel Administration Director  
Personnel File

CITY OF NORTH MIAMI

To: Commander Emile Hollant
From: Interim Chief Larry Juriga

Date: 12/8/2017
Subject: Disciplinary Action

You are hereby notified that you are:

- Removed from the service of the City of North Miami effective 5:00 PM, 12/8/2017
Demoted from ... to ...
Suspended from ... to ...
Fined ...
Being reprimanded in writing, a copy of which will be kept in your employee file in the Personnel Administration Department.

If one of the first four actions is checked, the following statement will apply to employees with regular Civil Service status, in accordance with Civil Service Rule XIII:

Written notice of removal given to any employee, or written notice left at or mailed to his/her usual place of residence, shall be sufficient to put any such disciplinary action into effect, and it shall be the duty of the appointing authority taking the action to notify the Personnel Department forthwith.

Any employee in the classified service who deems that he or she has been demoted, removed, fined, or suspended without just cause may, within fourteen (14) calendar days of such action, request in writing a hearing before the Personnel Board to determine the reasonableness of the action, except that any disciplinary action imposed upon an employee following review of an accident or injury by the City's Accident Review Boards pursuant to Administrative Regulation 1-8 or 110-4 shall not be subject to appeal to the Personnel Board, but shall be subject to review in accordance with the respective aforementioned Administrative Regulation or as the same may hereafter be amended.

The Board shall, within sixty (60) calendar days after a request for appeal by a disciplined employee, proceed to hear such appeal.

If the last action (reprimand in writing) is checked, the following statement will apply to employees with regular Civil Service status, in accordance with Civil Service Rule XIII:

You may appeal this reprimand to the City Manager. You must submit your appeal request, in writing, to the Personnel Administration Department within five (5) calendar days of receipt of the reprimand.

If one of the following is checked, no appeal procedure is available:

- Employee on probation does not have regular Civil Service status in present job classification.
Disciplinary Action in accordance with Administrative Regulation 1-8, Accident Review Board for All Employees Except Sworn Police Personnel.
Disciplinary Action in accordance with Administrative Regulation 110-4, Accident Review Board for Sworn Police Personnel.

The disciplinary action was taken for the following reasons: (Remarks from appointing authority. List cause(s) for action as per Rule XIII, Section B, Administrative Regulation, Rule, Policy, or any additional remarks you feel are pertinent to the action.)

See Attachment

Copy to: Personnel [checked] Hand Delivered Employee's Signature Date
Department
Employee [checked] Certified Mail Certified Mail Number Date

Copy must be provided to employee. Forward signed original to Personnel Administration.