



# MIAMI BEACH

OFFICE OF THE CITY MANAGER  
NO. LTC # 021-2007

LETTER TO COMMISSION

RECEIVED  
2007 JAN 29 AM 11:48  
CITY CLERK'S OFFICE

TO: Mayor David Dermer and Members of the City Commission  
FROM: Jorge M. Gonzalez, City Manager   
DATE: January 26, 2007  
SUBJECT: Email Regarding Allegation of Ethnic Slurs in the Police Department

This Letter to the City Commission is to provide background information on the recent email message that was sent to City Commissioners entitled, "Police Supervisors calls Officers SPICS, JEWBOYS, and BEANERS".

This anonymous email is a result of a meeting that was held in the Criminal Investigations Unit with Sergeant A.J. Prieto, Captain Brian Sliman, Lieutenant Robert Elmore and Lieutenant Larry Bornstein on November 14, 2006. During this meeting Sgt. Prieto advised that Lt. R. Elmore had used derogatory names when referring to members of Sgt. Prieto's squad. Sgt. Prieto advised that he had requested that Lt. R. Elmore stop utilizing these derogatory names on several occasions. Sgt. Prieto advised that he and Lt. R. Elmore have been good friends for the last 13 years and that he adamantly did not want to pursue this matter with any formal complaint documentation whatsoever. He stated that he simply wanted the derogatory name calling to stop once and for all. Sgt. Prieto also advised that the members of his squad were not aware of the meeting taking place nor had any of his employees requested to make any complaints regarding this issue.

Captain Sliman met with Lt. R. Elmore to discuss the allegations. Lt. R. Elmore advised that he, Sgt. Prieto, and members of Sgt. Prieto's squad have on several occasions taken part in bantering back and forth. Lt. R. Elmore went on to say that Sgt. Prieto and some of his squad members have made wise cracks and comments to him and he has made comments back to them. Lt. R. Elmore was advised that his conduct unacceptable. He was advised in no uncertain terms that this behavior would not be tolerated and needed to cease immediately. He was also reminded of the City and Police Department's Harassment policy and the ramifications of violating this policy. To further his sensitivity to diversity issues, Lt. R. Elmore was directed to attend a Leadership Diversity for Supervisors course, which he completed on January 24-25, 2007.

Captain Sliman advised Asst. Chief Martinez and Chief De Lucca of this matter on November 14, 2006. It was determined that Sgt. Prieto's request to keep this matter at the division level would be respected. The incident and actions taken were documented by Captain Sliman. During several subsequent informal meetings with Captain Sliman and Chief De Lucca, Sgt. Prieto stated that the comments by Lt. R. Elmore had ceased and there were no further issues. As the result of the above mentioned email, Sgt. Prieto was contacted by the Internal Affairs Unit and a sworn statement was taken on January 25, 2007. Sgt. Prieto stated again that the matter had been addressed and that there were no subsequent incidents since the November 14, 2006 meeting.

JMG:DWD:tr