



OFFICE OF THE  
INSPECTOR GENERAL  
2006 APR 26 PM 2:25

April 25, 2006

**Mr. Christopher Mazzella, Inspector General**  
**Office of the Inspector General**  
**19 West Flagler Street, Suite 220**  
**Miami, Florida 33130**

Dear Mr. Mazzella,

Thank you for the draft report dated April 11, 2006, regarding alleged hiring irregularities involving former Miami-Dade Transit (MDT) Security Program Supervisor, Beatrice Fullerton.

In the report, there are several findings spanning Ms. Fullerton's brief employment with MDT; beginning initially with her employment through a temporary agency and concluding with her separation from County service.

In the Office of the Inspector General's (OIG) draft report, the findings indicate, in significant part, that "efforts to undermine the recruitment process emanated from and were directed out of the Director's Office". Although the report suggests that there were procedural irregularities involving Ms. Fullerton's employment, these stemmed from long standing County business practices as opposed to any unethical, orchestrated attempts to deliberately violate administrative policies and procedures or otherwise circumvent the recruitment process. It is common County business practice to hire temporary employees into permanent positions especially for specialized positions. It also gives an opportunity to "audition" potential employees prior to employment. Moreover, temporary hiring also tends to minimize the bureaucracy associated with the inefficiencies of the standard recruitment/hiring process.

This response will address five (5) critical administrative/procedural issues regarding MDT's then existing recruitment and selection procedures to provide greater insight regarding the circumstances of Ms. Fullerton's employment. More importantly, however, these processes will reveal standard operating procedures, albeit containing systemic procedural inefficiencies, as opposed to any preconceived "special provisions" exclusive to Ms. Fullerton. They are (1) adherence to applicable policies and procedures governing employment of temporary personnel; (2) screening for minimum qualifications through Employee Relations Department (ERD) and MDT Human Resources (HR) quality control; (3) criminal background screening; (4) reallocation of vacate positions and (5) termination procedures.

- ADA Coordination
- Agenda Coordination
- Animal Services
- Art in Public Places
- Audit and Management Services
- Aviation
- Building
- Building Code Compliance
- Business Development
- Capital Improvements
- Citizens' Independent Transportation Trust
- Commission on Ethics and Public Trust
- Communications
- Community Action Agency
- Community & Economic Development
- Community Relations
- Consumer Services
- Corrections & Rehabilitation
- Cultural Affairs
- Elections
- Emergency Management
- Employee Relations
- Empowerment Trust
- Enterprise Technology Services
- Environmental Resources Management
- Fair Employment Practices
- Finance
- Fire Rescue
- General Services Administration
- Historic Preservation
- Homeless Trust
- Housing Agency
- Housing Finance Authority
- Human Services
- Independent Review Panel
- International Trade Consortium
- Juvenile Assessment Center
- Medical Examiner
- Metro-Miami Action Plan
- Metropolitan Planning Organization
- Park and Recreation
- Planning and Zoning
- Police
- Procurement Management
- Property Appraisal
- Public Library System
- Public Works
- Sale Neighborhood Parks
- Seaport
- Solid Waste Management
- Strategic Business Management
- Team Metro
- Transit
- Task Force on Urban Economic Revitalization
- Vizcaya Museum And Gardens
- Water & Sewer

***Adherence to applicable policies and procedures governing the Employment of Temporary personnel***

The OIG's investigation indicated irregularities regarding the application of administrative policies and procedures in the retention of temporary personnel beyond six (6) months. More specifically, the report cites Administrative Order 7-35 (AO), and MDT's Internal Transit Agency Policy and Procedure (TAPP).

The Materials Management division is charged with administrative oversight of the temporary employment agency contracts. As the administrative practitioners, staff is expected to ensure compliance with applicable administrative policies and procedures. However, staff never advised either verbally and/or in writing that MDT's internal procedures, utilized in the retention of temporary employees beyond six (6) months, were incongruent with the County's administrative policies and procedures. In this regard, the OIG's report indicates that this issue dates back to 2003, preceding Ms. Fullerton's employment. Additionally, in e-mails written by the Deputy Director of Administration regarding the subject, there are no references to the requirement that temporary service employees who exceed six (6) months of employment must be approved by ERD and the Office of Strategic Business Management (OSBM) for retention beyond six months. (See attachment #1.) Instead, the e-mails encourage the transition of temporary service employees to regular budgeted County positions, as in the case of Ms. Fullerton and many other County departments, as common business practice.

**Corrective Actions:** Direct the Deputy Director of Administration to conduct an extensive analysis and review of all existing temporary employees to determinate eligibility and retention.

Direct Materials Management staff to adhere to full compliance with all applicable administrative policies and procedures, governing temporary employment contracts, effective immediately.

***Screening of Minimum Qualifications through the Employee Relations Department (ERD) and Human Resources' (HR) Quality Control***

The OIG's report questioned the integrity of the screening of Ms. Fullerton's credentials given their findings that (1) she did not possess the requisite high school diploma and (2) she did not accurately reflect her job experience on the resume utilized to screen her eligibility for the MDT Security Program Supervisor.

As indicated in the report, the County's eligibility determination of an applicant's minimum qualifications, falls under the administrative purview of the County's Employee Relations Department (ERD). ERD provides a cursory review of the applicant's resume (for professional level positions) under the premise of an (implied) honor system. In accordance with established County procedures, Ms. Fullerton's resume was reviewed by ERD and she was deemed eligible for the position of MDT Security Program Supervisor. Additionally, also in accordance with standard operating procedures, ERD accepted Ms. Fullerton's indication of a high school diploma. These procedures, at the time of Ms. Fullerton's employment, were in accordance with standard County operating procedures and not exclusive to Ms. Fullerton. As the findings have suggested, there are vulnerabilities inherent in the use of an honor system for the purpose of employment verification.

MDT Human Resources, as a matter of routine procedure, does not verify employment references, or high school diplomas.

**Corrective Actions:** Direct the Deputy Director of Administration and Chief of Human Resources to ensure compliance with all applicable recruitment and selection policies and procedures prior to extending any offer letters; this includes (1) verification of all academic diplomas and degrees; (2) final results of fingerprint screens; (3) final results of medical exams; and (4) verification of work experience.

### ***Criminal Background Checks***

Effective March 11, 2005, the County implemented fingerprint background screening to afford all County departments a globally comprehensive criminal background screen. (See attached e-mail from Donald Allen, Director, Employee Relations Department; attachment #2.) The prior system had proven antiquated and was limited to Dade County. Prior to this change, Ms. Fullington, pursuant to MDT's standard operating procedures, was only subjected to a Dade County screening at the time of her employment through the temporary agency. There were no findings based on the Dade County background screening. However, upon her fingerprint screen, the Broward County criminal activity was revealed and immediate administrative action was pursued accordingly, which resulted in Ms. Fullington's separation from County service. (See attachment #3.)

It is important to note that all MDT employees, including those employed by temporary agencies, are now subject to fingerprint screens.

**Corrective Action:** All prospective Office of Safety and Security personnel will now also be subject to the OIG's due diligence background screening.

### ***Reallocation of Vacant Positions***

As the MDT Director, it is within my administrative purview to reallocate vacant budgeted positions to meet MDT's organizational needs. This action is not exclusive to the reallocation of the vacant Transit Safety Specialist nor is it exclusive to MDT. During Fiscal Year '05 - '06 a number of administrative level positions were reallocated within the department. (See attachment #4.)

### ***Termination Procedures***

Upon discovery of Ms. Fullerton's criminal background, MDT immediately moved to separate her from County service. She was allowed to resign in lieu of termination. This action, again, is not exclusive to Ms. Fullerton. MDT has historically afforded employees the option of resigning in lieu of termination. More significantly, however, is the requirement that such personnel actions mandate the following language on the final personnel change document (PCD): **"Resignation in Lieu of Termination, Would not Rehire"**. (See attachment #5.) This provides a "flag" throughout the County personnel system and effectively precludes the former employee not only from any prospective employment with MDT, but the County at large.

### ***Additional Facts Germane to the Investigation***

Below are additional details provided to clarify the chronology of events involving the employment of Beatrice Fullerton. As provided in the draft report, two (2) MDT employees received copies of the draft report for their comments and clarification. Their written comments have been provided as additional attachments.

- Although Ms. Fullerton's initial referral for employment was prompted by her husband, Charles Fullerton, through a mutual friend, Marian Smith, Assistant Director of South Florida Employment and Training Consortium (SFETC), Ms. Smith was not aware of Ms. Fullerton's criminal history. (See attachment #6.) In fact, it was later determined that Mr. Fullerton, through his own admission, deliberately

misrepresented the circumstances surrounding his wife's previous employment. (See attachment #7.) During an initial administrative investigation surrounding this issue, Mr. Fullerton admitted his actions to Ms. Smith.

- The SFETC provides thousands of job referrals to various County departments throughout the South Florida Workforce Career Centers. MDT is only one of more than a dozen County departments to receive job referrals, with the greatest number of referrals provided to the Parks and Recreation and Elections Departments. (See Attachment #7-2). These positions include Library Assistants, Correctional Officers, Firefighters and Recreational Aids.
- I was not in possession of Ms. Fullerton's resume at the time of her referral to the temporary agency, nor provide or otherwise direct Armored Guishard to fax the resume as an attachment to the temporary employment services requisition.
- The transitioning of Ms. Fullerton from a temporary employee to a full-time County employee was prompted by a request by the Manager, Safety and Security, Terry Grant. In several unsolicited conversations regarding Ms. Fullerton, Mr. Grant expressed the desire to retain her as a County employee indicating that she was an extremely hard worker. Ms. Fullerton would not have otherwise been considered for transitioning into a County position. However, since the Manager of Safety and Security recommended her employment, based on his observations that she was a hard worker the conversion was initiated. (See Attachment #8.)
- During Ms. Fullerton's temporary employment, she applied for two County positions for which she was not successful: Transit Safety Specialist – she was deemed unqualified; and MDT Security Program Supervisor – another applicant was selected for the position and later hired at the intermediate pay rate. It is not uncommon for temporary service employees to seek County positions during their employment.

Ms. Fullerton's hire was not intended to circumvent the recruitment and hire process. Contrarily, she was transitioned from a temporary services position, based on the recommendation of her Manager, consistent with other long-term temporary employees, and consistent with common practice around the County.

- The hiring of long-term temporary employees into County positions is not exclusive to Ms. Fullerton. Two (2) long-term temporary services employees within the Information and Technology & Support Services division of MDT, were hired as Computer Technician 2's (See attachment #9.)

- In regards to Ms. Fullerton's hire at an intermediate pay rate, the two (2) previous MDT Security Program Supervisors were hired at intermediate pay rate, following the request and justification provided by Mr. Grant. In order to provide parity for the only female MDT Security Program Supervisor, and in consideration of her twelve years of supervisory work experience as indicated on her resume, Ms. Fullington was provided an in-hire pay rate equivalent to her colleagues.
- In regards to the preparation of Ms. Fullerton's resume for the purpose of qualifying for the MDT, Security Program Supervisor position, both Mr. Wellons and Ms. Wardell readily admitted their independent, voluntary actions, neither stemming, nor otherwise directed, from my office. (See Attachments #10 and #10A.)
- Although the OIG report surmises that the telephone call the morning of October 15, 2005, from the residence of the Fullertons, was indicative of my knowing the Fullertons, it is important to note that the call was an incoming call to my County cell number which is a well published record. Therefore, this is an erroneous conclusion.

Additionally, the telephone calls of November 1, 2005, to Marian Smith, were for the specific purpose of advising her of Ms. Fullerton's arrest and notifying her that she had made a bad job referral for an applicant with a pending warrant and unacceptable criminal history. There were several unsuccessful efforts to contact her which accounted for the many phone calls.

In closing, it is important to reiterate that the hiring of temporary employees into County positions is a common practice endorsed by the County's Employee Relations Department. The purpose of which is to facilitate the hiring of experienced, qualified personnel. The conversion of temporary employees to budgeted County positions does not require the standard recruitment/selection process, including job interviews. A.O. 7-35, reads in significant part, "Furthermore, concerned County departments are encouraged to transition temporary employees who have developed a unique familiarity with County operations and performed in a satisfactory manner to regular County employment...."

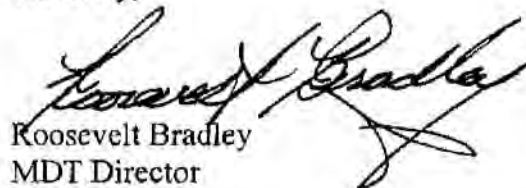
More significantly, since the passage of the People's Transportation Plan (PIP), MDT has hired more that 1,400 employees. Given the volume of MDT's hiring, this isolated incident is minuscule at best. Furthermore, the facts clearly reveal that there was no personal knowledge of the applicant, or her work experience. Moreover, procedurally, even the County's Employee Relations Department employs the use of the "honor system" in evaluating the integrity of applicant resumes.

In addition to the corrective actions cited above, additional procedural changes have been implemented to dispel any further misperceptions. First, the Office of Civil Rights and Labor Relations has been delegated the authority to approve all interview panels and selection packages. Furthermore, the Chief of Human Resources and Deputy Director of Administration shall retain the authority to approve and implement any routine personnel actions including promotions, compensation packages and the overall administration of temporary personnel.

This additional information has been provided to clarify any pending issues, and more importantly reaffirm that there was no deliberate manipulation of the County's recruitment process. Contrarily, this issue was the result of an unfortunate series of events, stemming from an applicant's deliberate intent to falsify her credentials. As a result, she was separated from County service with the indication that she would not be considered for rehire and resigned in lieu of termination.

Finally, it is important to note that the information provided herein is in direct response to the OIG's draft report dated April 11, 2006. In that regard, please contact me should you need any additional information regarding any further issues.

Sincerely,

  
Roosevelt Bradley  
MDT Director

c: George Burgess, County Manager  
Carlos Bonzon, Ph.D., P.E., Assistant County Manager

**Smith-Parker, Linda (MDT)**

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**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 9:26 AM  
**To:** (MDT) Steering Council  
**Subject:** temps

I had sent out the below email to all of you on March 16.m We received a couple of responses and sent them to ERD. Today we were informed that yes we could move the temps into the permanent positions.

So, again I am asking all of you to see if your temps meet the below criteria. Additionally, one thing that was not included in the original memo but that we need is the **Requisition number for the position.**

**Thanks**

-----Original Message-----

**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 16, 2004 8:10 A

There may be a possibility that we will be allowed to move into permanent positions, temps without going through the normal interview process.

To be able to pursue this certain conditions must apply:

1. the positions to be moved into are **ESTABLISHED AND APPROVED BUDGETED POSITIONS**
2. the temp employee must have been in the position for **MORE THAN ONE YEAR**
3. you must prepare a memo from the director to the director of ERD attaching a resume of the person. (Enclosed you will find as a guide the memo prepared by Rosie Perez on her two positions).

We are not yet certain it will work, but the director wants to try it out. Please get this to me ASAP. Thanks

**Mayra S. Bustamante**  
Assistant Director for Administration  
Miami-Dade Transit  
111 N.W. 1st Street suite 910  
Miami, Florida 33128  
(305) 375-5299  
(305) 372-6150 (fax)



**Smith-Parker, Linda (MDT)**

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**From:** Rizzo, Mary Lou (ERD)  
**Sent:** Tuesday, March 30, 2004 11:38 AM  
**To:** Bustamante, Mayra (MDT); Gonzalez, Luis (ERD); Hernandez, Eneldo (ERD)  
**Cc:** Allen, Donald (ERD)  
**Subject:** RE: temps

Glad staff could help you out. Thanks for the recognition.

-----Original Message-----

**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 8:51 AM  
**To:** Gonzalez, Luis L. (ERD); Hernandez, Eneldo (ERD)  
**Cc:** Rizzo, Mary Lou (ERD)  
**Subject:** temps

Just wanted to thank you for your prompt response to the temps issue. Bringing these temps in as regular employees has been a great help and a morale booster!! thanks again.

**Mayra S. Bustamante**  
Assistant Director for Administration  
Miami-Dade Transit  
111 N.W. 1st Street suite 910  
Miami, Florida 33128  
(305) 375-5299  
(305) 372-6150 (fax)

## **Smith-Parker, Linda (MDT)**

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**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 9:12 AM  
**To:** Scott, Melissa (MDT)  
**Subject:** FW: Temporary Computer Tech. 2

**Attachments:** Comp Tech 2 Immed Hire.doc; Lester V. Martinez- Resume1.doc; Joel Pina Resume.doc

Here is the sample memo from Rosie

-----Original Message-----

**From:** Perez, Rosie (MDT)  
**Sent:** Tuesday, March 16, 2004 4:41 PM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** Temporary Computer Tech. 2



Comp Tech 2 Lester V. Martinez- Joel Pina  
nmed Hire.doc (78. Resume1.do... Resume.doc (36 KB)

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***Rosie Perez,***

*Information Technology & Support Services*

*Miami - Dade Transit*

e-mail: [rdp@miamidade.gov](mailto:rdp@miamidade.gov)

phone: (305) 375-3651

beeper: (305) 806-0472

fax: (305) 375-1192

cell: (305) 216-7946

## Smith-Parker, Linda (MDT)

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**From:** Foster, William (MDT)  
**Sent:** Tuesday, March 30, 2004 8:49 AM  
**To:** Bustamante, Mayra (MDT)  
**Cc:** Gamble, Sandra (MDT)  
**Subject:** RE: Eligibility Determination for Clerk 4

We will need to screen the temps as we do all other new hires (criminal, license, sexual pred., past empl., etc) and send them for physicals. Otherwise, we have what we need to do in-hiring paperwork and bring them aboard.

-----Original Message-----

**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 8:15 AM  
**To:** Foster, William (MDT)  
**Subject:** RE: Eligibility Determination for Clerk 4

What does this mean? That now we can do the paperwork to put Michelle and Maria in the positions?

-----Original Message-----

**From:** Foster, William (MDT)  
**Sent:** Monday, March 29, 2004 5:04 PM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Clerk 4

These look like the Temp. Agency people in your package. We are getting them in dribs and drabs so it looks like its working!

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 5:02 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Clerk 4

Please consider this an official eligibility determination for

**Michelle Dearing-Abaunza**  
**Maria Alvarez**

These applicants are **deemed qualified** for the position of **Clerk 4** under requisition number **4670075** and CES number **3670260**. If you should require any additional information, please feel free to contact me.

**Smith-Parker, Linda (MDT)**

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**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 8:29 AM  
**To:** Perez, Rosie (MDT)  
**Subject:** FW: Eligibility Determination for Hector Garnica

Last one!!!!!!

-----Original Message-----

**From:** Foster, William (MDT)  
**Sent:** Tuesday, March 30, 2004 8:26 AM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Hector Garnica

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 4:55 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Hector Garnica

Please consider this an official eligibility determination for **Hector Garnica**. The applicant is **deemed qualified** for the position of **Systems Analyst Programmer 1** under requisition number **4670043** and CES number **3000003**. If you should require any additional information, please feel free to contact me.

**Smith-Parker, Linda (MDT)**

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**From:** Bustamante, Mayra (MDT)  
**Sent:** Tuesday, March 30, 2004 8:27 AM  
**To:** Perez, Rosie (MDT)  
**Subject:** FW: Eligibility Determination for Clerk 4

It worked!!!!!! We can bring them in!!!! Bill is getting the paperwork together for the next steps including physicals.....

-----Original Message-----

**From:** Foster, William (MDT)  
**Sent:** Monday, March 29, 2004 5:04 PM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Clerk 4

These look like the Temp. Agency people in your package. We are getting them in dribs and drabs so it looks like its working!

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 5:02 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Clerk 4

Please consider this an official eligibility determination for

**Michelle Dearing-Abaunza**  
**Maria Alvarez**

These applicants are **deemed qualified** for the position of **Clerk 4** under requisition number **4670075** and CES number **3670260**. If you should require any additional information, please feel free to contact me.

**Smith-Parker, Linda (MDT)**

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**From:** Foster, William (MDT)  
**Sent:** Tuesday, March 30, 2004 8:27 AM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Astrid Grajales

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 5:14 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Astrid Grajales

Please consider this an official eligibility determination for **Astrid Grajales**. The applicant is **deemed qualified** for the position of **Office Support Specialist 2** under requisition number **4670158**. She is already on the Office Support Specialist at the Intake Center. If you should require any additional information, please feel free to contact me.

**Smith-Parker, Linda (MDT)**

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**From:** Foster, William (MDT)  
**Sent:** Tuesday, March 30, 2004 8:27 AM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Computer Technician 2

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 5:10 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Computer Technician 2

Please consider this an official eligibility determination for

**Lester Martinez**  
**Joel Pina**

These applicants are **deemed qualified** for the position of **Computer Technician 2** under requisition number 4670074 and pending approval for requisition number **4670149** and CES number **3150021**. If you should require any additional information, please feel free to contact me.

**Smith-Parker, Linda (MDT)**

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**From:** Foster, William (MDT)  
**Sent:** Tuesday, March 30, 2004 8:26 AM  
**To:** Bustamante, Mayra (MDT)  
**Subject:** FW: Eligibility Determination for Hector Garnica

-----Original Message-----

**From:** Deutsch, Judith (ERD)  
**Sent:** Monday, March 29, 2004 4:55 PM  
**To:** Foster, William (MDT); Gonzalez, Luis L. (ERD)  
**Subject:** Eligibility Determination for Hector Garnica

Please consider this an official eligibility determination for **Hector Garnica**. The applicant is **deemed qualified** for the position of **Systems Analyst Programmer 1** under requisition number **4670043** and CES number **3000003**. If you should require any additional information, please feel free to contact me.




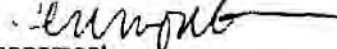
## Memorandum



Date: March 11, 2005

To: Department Directors

From:   
Donald S. Allen, Director  
Employee Relations Department

Jennifer Glazer-Moon, Director   
Office of Strategic Business Management

Subject: Expanded Pre-Employment Fingerprint Based Criminal History Records Check

On January 20, 2005, the Board of County Commissioners (BCC) passed Resolution R-71-05 which authorized an intergovernmental agreement between Miami-Dade County and the Florida Department of Law Enforcement's (FDLE) Volunteer and Employee Criminal History System (VECHS) to enable the County to access state and national fingerprint criminal history records. Under these procedures, a more comprehensive pre-employment criminal background check will be performed for those prospective employees processed by the Employee Relations Department (ERD). In addition, background checks will be expanded to include temporary service workers and volunteers. ERD will conduct pre-employment fingerprint criminal history records checks on all prospective employees, temporary service workers and volunteers prior to their reporting for duty and being added to the county's payroll.

County policy requires a pre-employment review of criminal history information to determine its relevance to the applicant's job responsibilities. Therefore, no person shall be appointed or be permitted to begin work with the County without an appropriate evaluation of this information by each department's hiring authority. Criminal history information shall be used by hiring managers to make informed selection decisions and to ensure that the County does not hire persons whose backgrounds are incompatible with the requirements of the job.

Departments required to conduct background checks under other statutory requirements must comply with the provisions of those statutes. If the requirements of these statutory provisions do not include at a minimum a fingerprint-based check of the FDLE and FBI databases, the applicant will be subject to the background check as administered by ERD.

This new background check process requires your department's involvement. Each Department Director, Department Personnel Representative, and another appropriate administrator will be required to attend the Background Checks Training. Our County Attorney's Office, the Office of Fair Employment Practices, and the Miami-Dade Police Department will be in attendance to provide specific direction on the lawful, fair utilization of this information by County Departments. It must be emphasized that your attendance at this Background Check Training is essential to the successful implementation of this program.

The cost for the State and national records checks is \$47.00 for current or prospective employees and \$36.00 for volunteers. The FDLE collects both payments and forwards the appropriate fees to the FBI. The Employee Relations Department will process billings from the FDLE in the same manner as employee physicals (departments that are required to reimburse the General Fund for employee physicals will also be required to reimburse the General Fund for background checks). Charges for background checks will be applied as follows:



# EMPLOYMENT RESIGNATION FORM

<u>FULLINGTON</u>		<u>BEATRIZ</u>		Initial:	Occupational Title
Department: <b>Miami-Dade Transit</b>		Division: <u>51 - SAFETY + SECURITY</u>		Section <u>SECURITY</u>	
Social Security Number: <u>[REDACTED]</u>		Status:	Dept. <u>067</u>	Div. <u>51</u>	Loc. <u>01</u>
					Occ. Code

I hereby tender my resignation from employment with Miami-Dade County Government effective on the date entered below.

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11-18-05  
Effective Date of this Resignation

Beatriz Fullington  
Signature

11-18-05  
Date

Resignation Received by:

BONNIE L. TODD  
Name

CHIEF, MDT SAFETY & SECURITY  
Title

11-18-05  
Date

[Signature]

County Property Returned	Yes ↓	No ↓
ID Card:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operator Badge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operator Punch	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (list) e.g., keys, radios, tools, ect	[REDACTED]	
<u>Key</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>cyber lock key</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>pager</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

Completed copy must be provided to MDT Human Resources

Social Security:  
Name: **FULLINGTON** , **BEATRIZ**

Effective Date: 11/18/2

1) A ORIGINAL APPOINTMENT B RE-EMPLOYMENT R RETIRED RE-EMPLO

DEPT: DIV: LOC: Employee Status Code:  
Classification: **MDT SEC PROG SUPV** Occupational Code:

Complete only if other than Step 1 &/or 80 hours Step: Bi-Wkly Hrs:

Complete only if Pay Step is 99 Bi-wkly Rate: MTA Hrly:

Will position last for more than 6 months?(Y/N)

Pay Exception Codes

Req. # Eligible List # Index Code Entity Sub-Entity Uniform Allo

2) C TRANSFER D STATUS E REALLOCA G RATE CHANGE J PROMOTION L OTHER N DEM

FROM: DEPT: **067** DIV: **51** LOC: **03** Released by:  
TO: DEPT: DIV: LOC: Employee Status Code:

Classification: **MDT Security Program Supervisor** Occupational Code: **85**

Complete only if Pay Step is 99 Bi-wkly Rate:

Pay Exception Codes **4C**

Req. # Eligible List # Index Code Entity Sub-Entity Uniform Allo

3) F SEPARATION H RESTORATION I PERSONAL M LEAVE OF ABSENCE O OTHER  
Reason Code

FROM: / / TO: / / No. of Days

4) Remarks:  
**RESIGNATION IN LIEU OF TERMINATION "WOULD NOT REHIRE".**

5) Authorization:

*Angela Williams*  
Dept. Appointing Auth. Office of Mgmt. & Budget Personnel Dept  
Signature Date: 11/18/2005

DO NOT WRITE BELOW THIS LINE

Step Biwky\$ Status Dt Bud St Medical Dt Sx Race Citizenship DOB E  
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Marian M. Smith

April 21, 2006

Mr. Christopher R. Mazzella  
Inspector General  
Miami Dade County Office Of The Inspector General  
19 West Flagler Street  
Suite 200  
Miami, Florida 33130

RE: Draft Report  
MDT Hiring of Beatrice Fullerton

Dear Mr. Mazzella:

I am in receipt of the draft report dated April 1, 2006 regarding Beatrice Fullerton prepared by the Office Of The Inspector General (OIG) and would like to respond to the section(s) below:

**Page 7 Paragraph 2**

During our interview with Ms. Smith, she stated that Charles Fullerton approached her and said that his wife, Beatrice was looking for a job. Ms. Smith told the OIG that she told Charles to go to one of the One Stops and try Miami Dade Transit because according to Ms. Smith, "everybody knows that they (MDT) have jobs", Ms. Smith made no mention to the OIG of West Staff Technical Services or any other temporary employment agency.

**Response**

Charles (Chiles) Fullerton, Beatrice 's husband approached me and said his wife was laid off from her job and was looking for work. At the time, I had no reason to doubt the credibility of his statement regarding his wife's employment history. It is only through a working relationship with Charles, that I knew Beatrice. However, Mr. Bradley did not know Beatrice Fullerton. I was not aware of Beatrice Fullerton's criminal record. (see attachment) If I were told of Beatrice's criminal background, I would have suggested to Charles, Transition Inc., an organization that does training and job placement for offenders. It is common to be asked of employment opportunities in Miami Dade County, working for an agency that provides training and employment services. Furthermore, in my existing work capacity, making job referrals is a routine occurrence. Miami Dade Transit hires hundreds of people and is a large County agency. As a result of the expansion of bus routes, service, etc., it is commonly known throughout the community that there are numerous employment opportunities at Miami Dade Transit.

Mr. Christopher R. Mazzella  
Inspector General  
Page 2 of 2

This unfortunate chain of events stemmed from Mr. and Mrs. Fullerton's deliberate efforts to provide false employment information for the purpose of gainful employment. Neither I, nor the South Florida Employment Training Consortium (SFETC) condone this type of unethical misconduct.

Additionally, the Inspector General summary of my testimony as quoted on page 7 of the report, "She acknowledged to the OIG Special Agents that she has known Charles Fullerton since working at the Travelers Insurance Company several years ago, and that she has maintained contact with him over the years" is incorrect. Although Charles and I worked at the Travelers Insurance Company, following my employment at Travelers, there was limited to no contact with him, nor did I know of his whereabouts until his employment with SFETC.

Again, thank you for allowing me the opportunity to respond.

Respectfully,

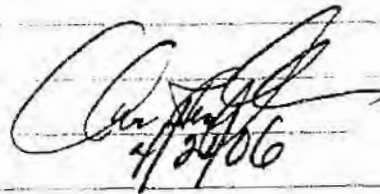
A handwritten signature in black ink, appearing to read "Marian M. Smith", with a long horizontal flourish extending to the right.

Marian M. Smith

Attachment

Cc: Roosevelt Bradley, Director, Miami Dade Transit

I Chile Fullerton (Chico) did not inform Mr. Smith of Beatrice Fullerton my wife's past. When I requested her assistance with employment opportunity for her I informed Mr. Smith that she was laid off from her last job. At this time I did not know of any trouble she had in the past. Mr. Smith would it have known about the situation that happen. I know Mr. Smith but my wife knows her through me. Beatrice does not know Mr. Bradley.

  
4/24/06

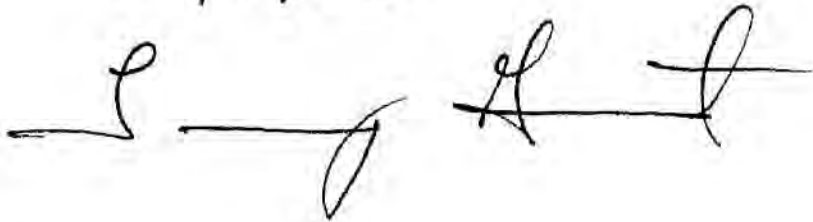
**South Florida Workforce Career Center Job Referrals to Miami-Dade County Departments**  
**July 2005 to April 2006**

	<b><u>Department Name</u></b>	<b><u>Number of Referrals</u></b>
1	Dept of Corrections & Rehabilitation	2
2	Dept of Human Services	116
3	Elections	992
4	Homeless Trust	266
5	Library Dept	41
6	Miami-Dade Aviation Dept	83
7	Miami-Dade Fire Rescue Dept	9
8	Miami-Dade Housing Agency	4
9	Miami-Dade Police Dept	42
10	Miami-Dade Seaport Dept	23
11	Miami-Dade Transit	120
12	Park & Recreation Dept	1188
13	Solid Waste Management Dept	168
14	Public Works Dept	43
15	Legal Aid	421
16	SFETC	61
	<b>TOTAL</b>	<b><u>3579</u></b>

In response to your specific request to provide information regarding my desire to employ Beatrice Fullington as a county employee in the Office of Safety and Security, the following statements are reflective of our conversation on this subject. I have not been offered anything as compensation for my creation of this document nor have I been threatened in any way.

I Terry Grant told the MDT Director Roosevelt Bradley on several occasions as well as the Office of the Inspector General during testimony that I was desirous of keeping Breatrice Fullington as a full time employee. Mrs. Fullington was an extremely hard worker and a pleasure to work with. Several discussions were had between myself and the Director reference my desire to keep her as county employee.

04/19/06

A handwritten signature in black ink, appearing to read "Terry Grant". The signature is written in a cursive style with a horizontal line extending to the right.





## MEMORANDUM

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<b>TO:</b>	Donald Allen, County Manager	<b>DATE:</b>	March 17, 2004
<b>FROM:</b>	Roosevelt Bradley, Director, Miami-Dade Transit	<b>SUBJECT:</b>	Immediate Hire of Temporary Positions

---

In concurrence with the efforts to place long-term temporary employees in permanent county positions, I am requesting the immediate hire of two long-term temporary employees that have been working continuously with Miami Dade Transit for a period of one year and two months under Contract 173. These individuals will be filling two budgeted vacant Computer Technician 2 positions within the Information Technology & Support Services division of Miami Dade Transit.

Before these individuals were accepted for employment as temporary personnel, an internal interview process was conducted by the current supervisor to ensure that minimum job qualifications would be met. Through exemplary job performance, these individuals have proven that they are able to meet and exceed the established Computer Technician 2 job qualifications and requirements. It would be highly preferable to retain these individuals who already possess knowledge of Transit rather than expend training time and resources to bring new candidates up to speed.

I have attached copies of their resumes for your review. If you require additional information or have any questions, please don't hesitate to contact me at (305) 375-2597. Thank you for your prompt attention in this matter.

## Attachments

CC: Carlos Bonzon, Ph.D., P.E., Surface Transportation Manager  
Barbara Jordan, Assistant County Manager  
Mayra Bustamante, Assistant Director, Administration  
Rosie Perez, Senior Chief, Information Technology & Support Services  
Bill Foster, Chief, Human Resources

## Memorandum

**To:** Roosevelt Bradley, Director  
Miami Dade Transit Department  
**From:** Mary Wardell  
**Date:** 4/22/2006  
**Re:** Beatrice Fullerton a.k.a. Fullington

---

This is in response to your request for clarification of the emails addressed in the Office of the Inspector General's (OIG) Draft Report regarding Beatrice Fullerton a.k.a. Fullington. I have reviewed the documents and hereby address the following excerpts from the report:

1. "On July 6, 2005, at 2:49 PM, Mr. Wellons sent an email to both Fullerton and Ms. Wardell titled *Bea's duties.doc*. The email reads: "corrected/revised." Attached to Mr. Wellon's email was a memorandum addressed to Judy Deutsch, ERD, from Beatrice Fullerton, with the captioned subject: *Clarification of My Work History.*" (See the attached Exhibit 16)

On July 6<sup>th</sup>, I was contacted by Mr. Charles Wellons informing me that he was sending a document that he wanted me to review. I then received an email with the attached memorandum. (See the attached Exhibit 16) Due to a busy workload, I was unable to review the document at that time.

2. "On August 30, 2005, at 9:14 AM, Mr. Wellons sent an email to both Fullerton and Ms. Wardell titled *Beatrice Fullerton Resume.doc*. The email reads: "Please store safely in a warm dry place." (See the attached Exhibit 17) Attached to the email was a newer version of Ms. Fullerton's resume. Several minutes later (at 9:36 AM), Ms. Wardell sent Fullerton a revised resume that had some minor changes." (See the attached Exhibit 18) However, a significant enhancement was made from the June 30<sup>th</sup> version to the August 30<sup>th</sup> resume. In addition to the above-noted description of her "current" duties as a Security Program Supervisor, the following sentence was added:

Additional duties include but are not limited to risk assessment analysis as it relates to facilities, vehicles, accident prevention, accident investigation, report preparation, makes recommendation to mitigate or eliminate personal injury to patrons and or employees and conducts training in referenced areas."

The email that I received on August 30<sup>th</sup> included Beatrice's resume. It was noted by OIG that the August 30<sup>th</sup> resume contained a "significant enhancement" from the resume of June 30<sup>th</sup>. However, I did not make that enhancement. (See the attached Exhibit 17) I reviewed the resume and in the Employment History section, under Memorial Health Care System, my revisions were limited to the following: the resume read "was the company liaison for the police department". Based upon my understanding this is an appointed position, therefore I merely changed "was the" to "company appointed liaison" in an effort to make the sentence flow smoothly. After making this revision I sent it to Beatrice with a copy to Charles labeling it Bea's revised resume. (See the attached Exhibit 18) The classification of "revised resume" was made solely to distinguish the resume sent to me from the one I corrected.

- (3) "Several Minutes later (at 9:58 AM) another email was sent from Ms. Wardell to Fullerton, which stated: Bea, What you have on the resume is fine. It is a high profile summary of what your responsibilities are. I would leave it like that and use the detailed description for interview purposes. If you're asked to provide more detail, then and only then would I do so. Use this copy as I made one more correction and that is capitalized Hospital and Healthcare facility." (See the attached Exhibit 19)

After sending the initial resume back to Beatrice, I then was contacted as to whether every item listed in the memorandum sent to me on July 6<sup>th</sup> should be included in the resume. I subsequently scanned the memorandum, reviewed the resume again and realized Healthcare should be capitalized, so I made the grammatical change. I then forwarded the resume back to Beatrice and Charles informing them that I thought the resume was fine. It's been my experience that resumes should be kept short. The fewer the pages the better, therefore, I suggested that the intricate details be saved until the interview.

- (4) Page 13, section entitled, "Material alterations were made to Beatrice Fullerton's resume to falsely qualify her for the position of MDT Security Program Supervisor"...

I have no knowledge of the actions that Beatrice and/or Mr. Wellons may have taken to secure her positio... I can say however that no-one asked me to falsify her resume. Again, my assistance with the resume was limited to grammatical corrections and sentence structure. At no time did I suggest, hint, encourage or advise her to embellish on her resume. Additionally, other than being contacted by Charles Wellons, I had no other communications with anyone else, concerning Beatrice Fullerton's resume.

MW/  
Attachments

*Mary A. Wardell*

**Caldwell, Michael T. (OIG)**

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**From:** Wellons, Charles (MDT)

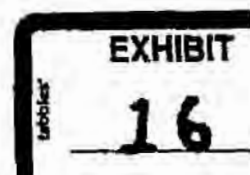
**Sent:** Wednesday, July 06, 2005 2:49 PM

**To:** Fullerton, Beatrice (MDT); Wardell, Mary (MDT)

**Subject:** Bea's duties.doc

corrected/revised

3/31/2006



# MEMORANDUM

To: Judy Deutsch  
Employment Relations Employee Specialist  
From: Beatrice Fullerton, Office of Safety and Security Contract Employee  
Date: Wednesday, July 06, 2005  
Subject: Clarification of My Work History

Ms. Deutsch, the following information relating to my work history while employed at Memorial Health Care System as Security Shift Supervisor is prepared for your consideration per your directive. My official responsibilities at Memorial health Care Systems as a security supervisor included but were not limited to the following:

Conduct roll call and assign security personnel to respective posts.

Ensure that on duty security personnel are properly equipped and are aware of security concerns.

Inspection of personnel for appropriate, neat, and complete adherence to required attire (uniforms)

Query on duty police duty officer and hospital administrators as to their security concerns.

Ensure reports are made when appropriate and that they are submitted, and checked for completeness, accuracy, and legibility before being filed.

Ensure critical posts are covered

Ensure that calls from the dispatcher are appropriately logged

Conduct hourly checks of post where officers are assigned

When short-handed, ensure post assignments are made in order of criticality

Interface with the valet service regarding their security concerns and address them

Check incoming delivery vehicles

Document and maintain employee records of illness, work related injuries, and injury to visitors

Train new security officers on the layout of the hospital

Ensure personnel are in compliance with post orders, operational orders, hospital policy, and with legal obligations/prohibitions.

Assist the nursing staff with unruly patients

Escort troublesome visitors from the hospital premises or summon the duty officer to affect an arrest if warranted.

Relieve on duty officers for lunch and scheduled breaks

Prepare weekly work schedule

Ensure that security personnel appropriately represented the employer

I hope this more detailed breakdown of my responsibilities while employed at Memorial Health Care Systems answers your questions. Should you have further questions, please do not hesitate to contact me at 305-375-5091 or by cell at 954-257-2637.

**Caldwell, Michael T. (OIG)**

---

**From:** Wellons, Charles (MDT)

**Sent:** Tuesday, August 30, 2005 9:14 AM

**To:** Fullerton, Beatrice (MDT); Wardell, Mary (MDT)

**Subject:** Beatrice Fullerton Resume.doc

Please store safely in a warm dry place

3/31/2006

**EXHIBIT**  
tabbler  
17

# **Beatrice Fullerton**

## **PROFESSIONAL PROFILE**

A professional with more than 17 years of administrative management experience in protective security services, safety, law enforcement, customer service and policy development. A dedicated team player with strong supervisory, decision making, leadership and interpersonal skills.

## **EMPLOMENT HISTORY**

**Miami-Dade Transit Agency**  
**Security Program Supervisor**

**Jan 30, 2005**  
**To present**

Assists in managing more than fifty Miami-Dade Transit employees on a daily basis. Additionally, oversees compliance of the Wackenhut Security Corporation contract with Miami-Dade Transit, performs security checks of MDT facilities, assets and conducts special project assignments. Additional duties include but are not limited to risk assessment analysis as relates to facilities, vehicles, accident prevention, accident investigation, report preparation, makes recommendation to mitigate or eliminate personal injury to patrons and or employees and conducts training in referenced areas.

**Memorial Health Care System**  
**Hollywood, Florida**  
**Supervisor**

**1992 to 2004**

Managed staff of 12 Security Officers to monitor and provide protection for employees, patients, vendors, visitors and property for the Memorial Regional Hospital and healthcare facility. Maintained daily logs/reports of all activities and incidents that occurred during operational hours. Prepared all management reports. Ensured all post responsibilities, i.e., post orders and patrols and emergency procedures were adhered to and performed to company standards. Was the company liaison for the police department, radio and television network. Responsible for all human resources functions including scheduling, performance evaluations and attendance records.

**Schering Plough Health Care Products**  
**Ft. Lauderdale, Florida**  
**Security Officer/Customer Service**

**1986 to 1992**

Screened visitors with X-Ray device and metal detectors. Submitted reports to correct Safety Hazards and maintained competencies for response of various alerts i.e., Grey Alert, Redbird, Rainbow, Green Alert and Pink Alert. Maintained Daily Log as a record



of violations of safety/security regulations, or other unusual incidents. Completed incident reports in a timely and accurate manner. Initiate alarms and notify the proper authorities in case of fire, intrusion or other emergencies. Assisted visitors and motorists as required.

**EDUCATION**

1982            Broward Community College, Davie, Florida  
1975            Pearson High School, South Caicos Island

**Training Programs**

Miami-Dade Transit Safety/Security Training  
All Florida Fire Protection  
Triangle Fire Inc.,  
Wackenhut Training Institute

**Awards and Recognition**

2003-2004    Officer of the Month, Memorial Regional  
1999           Outstanding Leadership Award, Memorial Regional  
1996           Customer Service, Schering Plough Heath Care Products

To: Fullerton, Beatrice (MDT)  
Cc: Wellons, Charles (MDT)  
Subject: Bea's RivisedResume

Bea,

Here is the revised resume.

**Mary A. Wardell**, Loss Prevention Coordinator  
**Miami-Dade County, Budget & Finance Performance, MDT**  
Phone: (305) 375-3529 Fax: (305) 375-4362  
miamidade.gov  
*"Delivering Excellence Every Day"*

3/31/2006

tabbler  
**EXHIBIT**  
**18**

# **Beatrice Fullerton**

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**Caldwell, Michael T. (OIG)**

---

**From:** Wardell, Mary (MDT)

**Sent:** Tuesday, August 30, 2005 9:58 AM

**To:** Fullerton, Beatrice (MDT)

**Cc:** Wellons, Charles (MDT)

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**Mary A. Wardell, Loss Prevention Coordinator**  
**Miami-Dade County, Budget & Finance Performance, MDT**  
Phone: (305) 375-3529 Fax: (305) 375-4362  
miamidade.gov  
*"Delivering Excellence Every Day"*

3/31/2006

EXHIBIT

19

# **Beatrice Fullerton**

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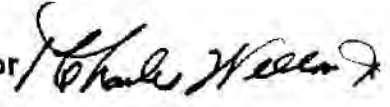
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To: Office of the Inspector General  
From: Charles Wellons, MDT Security Program Supervisor   
Date: Monday, April 24, 2006  
Subject: OIG Draft Report # IG06-04 Re: Hiring of Beatrice Fullerton

I write this response to specific findings of the Office of the Inspectors General's investigative report that state in part: (1) "**efforts to enhance Fullerton's resume for the purpose of falsely qualifying her for the position**" (Security Program Supervisor) occurred at my hand and (2) Mr. Bradley influenced and/or directed my actions as described in item 1.

The long and short of this is as follows:

1. Mary Wardell and I did not act as indicated in item 1 relating to Ms. Fullerton's resume. While it is true that I assisted Ms. Fullerton with her resume, I did so only after Ms. Fullerton sought the assistance of Derrick Woodson who referred Ms. Fullerton to me for assistance.

The revised resume I prepared includes areas that Ms. Fullerton presented to me as her assigned duties while employed at Memorial Hospital. I coupled Ms. Fullerton's former duties as described in the initial resume she presented to me and coupled those areas with areas in which I trained Ms. Fullerton. Terry Grant, MDT Security Manager also asked that I train Ms. Fullerton on conducting post inspections which included checking licensure of Wackenhut security personnel. The areas in which I trained Ms. Fullerton were memorialized in the form of a memo, which I believe, was forwarded to Mr. Grant. Additionally, on one occasion, Ms. Fullerton and I were accompanied by Ms. Wardell, her assistant, and a property manager in conducting a risk assessment at Northside Metrorail station after complaints had been received regarding perceived trip and fall hazards.

My intent was never to mislead or assist in falsifying Ms. Fullerton's resume in for a position for which she was found unqualified. Rather, my intent was simply to assist a colleague who had demonstrated little knowledge of, or comfort in interacting with a computer but who needed the resume in her words, "as soon as possible."

2. I did not receive instruction from Mr. Bradley either directly or indirectly to assist Ms. Fullerton with her resume or with anything else. Further, as previously stated, my assistance to Ms. Fullerton occurred specifically because of her request for assistance. The resumes referred to in the investigative report pertaining to this matter, were forwarded to Ms. Wardell at the request of Ms. Fullerton for the purpose of checking for correctness, clarity, and syntax. Because Ms. Fullerton was not familiar



with her computer, I concluded that Ms. Wardell could provide Ms. Fullerton with a copy of her resume if one was needed in the future when I may not be available.

3. Because Ms. Fullerton was actually the employee of a "temporary agency" no documents including a performance evaluation detailing her duties and areas of training were completed as a matter of policy and because the necessity of such a document apparently had been neither considered nor implemented by management. The fact of the matter is that the areas in which I trained Ms. Fullerton were likely unknown to Ms. Todd because there was little interaction between Ms. Todd and Ms. Fullerton. However, as previously indicated, Mr. Grant was notified via email of the areas in which I trained Ms. Fullerton. Those areas include inspecting Wackenhut guards which Mr. Grant specifically mentioned to me as an area which Ms. Fullerton was expected to demonstrate proficiency. Please take note of the date of the document detailing areas of training in which I trained Ms. Fullerton. I submit that any area on Ms. Fullerton's resume, particularly as relates to conducting post inspections, interacting with Wackenhut security personnel, and risk assessment were areas in which I trained Ms. Fullerton by actually having her assess deficiencies in the MDT security program.

In closing, I reiterate that Ms. Wardell and I did not act in concert, or individually to unjustly qualify Ms. Fullerton for the position of Security Program Supervisor.

My assistance to Ms. Fullerton as relates to her resume was based purely on: (1) her request for assistance (2) information she herself supplied verbally and/or via her initial resume coupled with areas in which I trained her and in which she demonstrated proficiency.

Further, Mr. Bradley and I never engaged in communication regarding Ms. Fullerton.

In closing, I find it necessary to say for the record, none of Ms. Fullerton's colleagues were aware of her pending arrest warrant on a charge of Grand Theft. She told me that her arrest stemmed from an allegation of Unemployment Compensation Fraud which related to Memorial Hospital. I was shocked at the findings of the Miami Herald that Ms. Fullerton, had duped us all.

NOTICE OF THE  
INSPECTOR GENERAL

Marian M. Smith

2006 APR 24 PM 1:41

April 21, 2006

Mr. Christopher R. Mazzella  
Inspector General  
Miami Dade County Office Of The Inspector General  
19 West Flagler Street  
Suite 200  
Miami, Florida 33130

RE: Draft Report  
MDT Hiring of Beatrice Fullerton

Dear Mr. Mazzella:

I am in receipt of the draft report dated April 1, 2006 regarding Beatrice Fullerton prepared by the Office Of The Inspector General (OIG) and would like to respond to the section(s) below:

**Page 7 Paragraph 2**

During our interview with Ms. Smith, she stated that Charles Fullerton approached her and said that his wife, Beatrice was looking for a job. Ms. Smith told the OIG that she told Charles to go to one of the One Stops and try Miami Dade Transit because according to Ms. Smith, "everybody knows that they (MDT) have jobs", Ms. Smith made no mention to the OIG of West Staff Technical Services or any other temporary employment agency.

**Response**

Charles (Chiles) Fullerton, Beatrice 's husband approached me and said his wife was laid off from her job and was looking for work. At the time, I had no reason to doubt the credibility of his statement regarding his wife's employment history. It is only through a working relationship with Charles, that I knew Beatrice. However, Mr. Bradley did not know Beatrice Fullerton. I was not aware of Beatrice Fullerton's criminal record. (see attachment) If I were told of Beatrice's criminal background, I would have suggested to Charles, Transition Inc., an organization that does training and job placement for offenders. It is common to be asked of employment opportunities in Miami Dade County, working for an agency that provides training and employment services. Furthermore, in my existing work capacity, making job referrals is a routine occurrence. Miami Dade Transit hires hundreds of people and is a large County agency. As a result of the expansion of bus routes, service, etc., it is commonly known throughout the community that there are numerous employment opportunities at Miami Dade Transit.


Mr. Christopher R. Mazzella  
Inspector General  
Page 2 of 2

This unfortunate chain of events stemmed from Mr. and Mrs. Fullerton's deliberate efforts to provide false employment information for the purpose of gainful employment. Neither I, nor the South Florida Employment Training Consortium (SFETC) condone this type of unethical misconduct.

Additionally, the Inspector General summary of my testimony as quoted on page 7 of the report, She acknowledged to the OIG Special Agents that she has known Charles Fullerton since working at the Travelers Insurance Company several years ago, and that she has maintained contact with him over the years" is incorrect. Although Charles and I worked at the Travelers Insurance Company, following my employment at Travelers, there was limited to no contact with him, nor did I know of his whereabouts until his employment with SFETC.

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Respectfully,

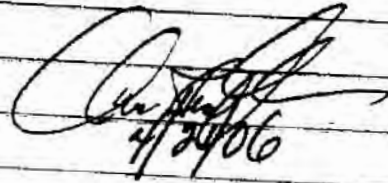
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Marian M. Smith

Attachment

Cc: Roosevelt Bradley, Director, Miami Dade Transit

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of Beatrice Fullerton my wife's past. When I requested  
her assistance with employment opportunity for her I  
informed Mrs. Smith that she was laid off from her  
last job. At this time I did not know of any trouble  
she had in the past. Mrs. Smith would it have known  
about the situation that happen. I know Mrs. Smith got  
my wife knowledge through me. Beatrice does not  
know Mr. Bradley.

  
4/24/06