DATE: June 8th, 2018

To: City of Fort Lauderdale Office of Professional Standards

Attn: Lillian Rose

Cc: Mike Scott Business Agent Teamsters Local 769

 David Rhodes Broward County Inspector Generals Office

Ref: Complaint against my immediate supervisor George Oliva and management.

Each of you are receiving this letter via Fed-X at this time. This letter was sent via Fed X on June 8th, 2018 and you should each receive it on Monday June 11th, 2018.

I am refraining from sending this letter via email in an attempt to keep it off of the public records email system at this time. I am asking you to closely review my letter and open your own investigation into certain people in management within the DSD/ Building Department. I understand that a sexual harassment investigation was launched into me that took place for over 6 months. I trust the City’s findings did not justify any needed follow up for me. If a follow up sit-down meeting is required, please co-ordinate this meeting with the Teamsters Business Agent Mr. Mike Scott. Again, I am willing to try and keep this as private as possible at this time. I sincerely want to be left to do my job to the best to my abilities the way I have for the past 11 years. I hope you investigate these matters and come to the conclusions that I am not the problem and any trouble that I may have caused was to clear my name, my reputation and to protect my licenses.

You will see from the dates of this outline that I have been taking notes for some time. I was honestly hoping I would not have to move forward with filing this complaint. I am at a point where I have no choice and I am at my wits end. I am dammed if I do not file this complaint because the harassment, false rumors and targeting of me will continue. I am dammed if I do file this complaint because I will always be a target by management and certain co-workers. For over 11 years I have gone over and above to do my job correctly, ethically and to the best of my abilities. I wish to be left alone to continue to do my current job duties within my current position.

Thank you!

This is a formal complaint against my supervisor George Oliva and upper management for what I would consider on going harassment, slander and spreading false rumors about me to other employees. I also feel that my job duties as a State Licensed Building Inspector have been interfered with by management. I feel that management is trying to build a false case against me in a an attempt to fire me or remove me from my current position in the near future.

In the last two years I have questioned my working relationship with my direct supervisor and some of the things that he has told me and/ or requested that I do. After I have investigated and cross referenced a few of these issues myself I am lead to believe that my supervisor has not been truthful with me and overall has been intentionally misleading with me. This has now damaged our working relationship and my trust in his position as management. I respectfully request that these matters be looked into, investigated and documented. I feel because I am now coming forward with this letter that I may be subject to future retaliation.

**December 2016 into January 2017:** I do not remember the exact date of the following: Shortly after a meeting took place at City Hall where supposedly 25 people from the Vantage View Condo wanted to make a complaint against me George Oliva told me that I was to work with Alejandro Delrio on the code case for Richard Alalouf. George told me this was the only code case that Alejandro was working or would be involved with at this time for this condo building. After I continued to work other Vantage View condo cases, trying to get access to units, I had a follow up meeting with Bryan the contractor with Watermark Construction. This is when I discovered that Alejandro had already met with Bryan in reference to a couple condo units that were owned by the condo board president and other board members. I was told it was suggested to do some kind of Amnesty deal to allow people to come forward to obtain permits and not to be penalized with any kind of ATF double fees. Rather than my supervisor being upfront with me and telling me that another inspector was working with this contractor and a certain select group of property owners he basically allowed me to spin my wheels per say knowing that private agreements were already made. When I asked Alejandro about this he told me it was true. He told me that George instructed him to work with a select group of condo unit owners and work with this contractor. In my opinion this is an example of selective enforcement because the cases I was handling that were ATF were charged an ATF double fee on the permit as per the requirements of the code case and the Florida Building Code. The code cases that George was involved with, some of them the ATF fee was waived for no apparent reason other than to satisfy the complaints made against me personally. In my opinion this is selective enforcement and a violation of the principle and practices of our licenses. When I reminded my supervisor of this and voiced my concern that this was wrong he implied that at some point I would be written up. He basically threatened me right to my face and this was one was of the few times I ever saw him angry at me for questioning all of this.

I believe this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

**Shortly after this incident took place in George’s office I could see things were changing and I felt that George was working against me.**

**03-08-2017 @ Noon:** I had a private meeting with George Oliva in his office. He told me I was not to go to the Vantage View condo building anymore. He told me people have filed formal complaints against me at City Hall. He told me these people included John Finucane (condo board president), Shannon Farley and her mother (I never even met the mother), and other people who live at Vantage View. George told me that this is a direct order that comes from Chris the A.C.M, Al Battle and John Travers.

My question is where any formal written complaints filed against me from anyone that lives at Vantage View Condo? If so are they in writing? And where are they?

**03-14-2017:** Again, I had a private meeting with George Oliva in his office. This was a follow up to a meeting that took place I believe on 03-09-2017 that George had with upper management. George told me that I need to “lay low”. George told me the meetings in the last couple days and my involvement with code cases for Vantage View were “Not Good”. I told George that I heard the meetings had a positive outcome. George then told me that he was in meetings with upper management where Jorge Maura was not present. George told me that upper management is not happy with me and are considering assigning me back to “regular field inspections”.

Is this true? Did upper management discuss assigning me back to regular field inspections at that time? Which I would consider a demotion of my job title, positon and responsibilities.

**03-20-2017:** The morning of 03-20-2017 George came to me and asked me to give him an update of my dealings and contact with Bryan from Watermark Construction. I gave him an overview of my dealings with him in the last several weeks. George did not inform me that he was having a meeting with Bryan. It was later in the day that I found out a meeting took place with Bryan and certain people in management. I believe it was the following day that I asked George about this meeting. He did not deny the meeting and told me I did not need to be in contact with Bryan or have any dealings with his company.

**04-06-2017:** On this day in the afternoon George called me into his office. George told me that City Hall wants me written up. He told me that he told City Hall that he is not in agreement to write me up at this time. George told me that City Hall told him to find a reason to write me up. George told me that I am being warned and I took this as a threat.

This is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

My question is this true? Did City Hall (City Manager’s Office) tell George Oliva to write me up in April 2017? Why would he tell me something like this?

**April 2017:** (This would have been I believe the week of April 10th) George told me as a result of recent meetings that upper management has suggested that I take a family medical leave because management feels that I am too stressed out. I told George I am fine and I do not need time off and if I did I would take a vacation day. I asked him who suggested this and he told me both Jeremy Earle and Al Battle. It was a couple weeks later when I congratulated Jeremy on his new position that I also asked him about this statement of me taking time off. Jeremy told me this is not true that he never suggested this. Jeremy told me he was not aware of Al Battle making this suggestion unless Al and George had a conversation and he was not aware of this issue.

Is this true that upper management suggested that I take time off under the family medical leave? Why would my supervisor tell me this?

**04-19-2017:** CE17041044 1727 N. Victoria Park Road. George tells me that I made him look bad with an email to management in reference to a sweep with Sonnya with DBPR. George told me that management does not want me involved with Sonnya or the D.B.P.R. George told me that management does not trust me. When I asked him who in management said this he only answered “management”. This whole issue was over my suggestion that we investigate this matter at a local level and within the Building Department to make sure we have all the facts before we would refer the matter over to the D.B.P.R. at the State level. I also had other suspicions why they did not want this matter investigated internally or locally.

Even as I researched the ATF permits on 08-31-2017 for this property only the master permit and the mechanical permit were properly double fee. The electrical and plumbing permits were flagged as ATF and no double fees were applied. My opinion this again is an example of selective enforcement.

**04-20-2017:** George again tells me management does not want me involved with the sweep with Sonnya and DBPR. George told me that I need to “Lay Low’, to only work on my current code cases, prep for the C.E.B., do not do anything new. George told me that management is talking about disassembling the Building and Construction Enforcement team because of problems he says I am causing. George told me that I need to “follow his lead” because this is what the City Manager and Commissioners want. This statement was referring to my involvement and needed follow up with code case for Vantage View Condo.

Is this true? Did management discuss disassembling the Building and Construction Enforcement team saying that I am a problem? So I am perceived as the problem for doing my job??

**Friday 05-05-2017 @ 2PM:** After the ongoing problems and distractions in my work area I had a private meeting with Anthony Fajardo. I brought to his attention concerns I have with George as a supervisor and the distractions in my work area directly from co-workers on our Building and Construction Enforcement team. I brought to his attention the fact that I feel George has not been truthful with me. I asked Anthony if he was aware of anything from City Hall requesting that I be written up or investigated or to find a reason to write me up as George Oliva has told me was suggested. Anthony told me he was not aware of anything like this but that he would look into it. Anthony told me that I need to work better with my co-workers. He told me he is not going to have my co-workers stop having conversations in the hallways. I never said anything about talking in the hallways. I specifically told him these distractions: (excessive/ loud talking, signing, laughing,) was coming directly from staff, the co-workers on this mini team. I told him much of what goes on happens right in front of George and he says nothing about it. I requested that they find me a quitter area to be able to work. Anthony also told me that they are concerned that someone from inside the building is leaking information. He suggested information is continuing to be shared with John Madden. I told him the last time I spoke with John Madden was at Terry Harkins funeral and I have not been in contact with him at all. I felt that it was being implied that I was this person.

**Note:** As of 05-29-2018 I have never had any follow up from Anthony about any of the issues I brought to his attention.

**05-15-2017:** I was told by a very reliable source that George Oliva has told people in the office that there is a case and an investigation because of a complaint filed against me for sexual harassment filed by Mrs. L.F. This is not the first time I heard something like this related to this person. I was also told that George has told people that I do not have a chance at the plan review position because of this sexual harassment complaint and my emails to management. Now I am concerned because I believe false rumors are being spread about me. One of the people that told me this had said that George Oliva told him this directly and he is willing to come forward and disclose what George Oliva told him about a sexual harassment complaint.

 I would also like to know if this is true? Is there a complaint and investigation against me for sexual harassment? (PAST TENCE I KNOW THIS IS TRUE.)

NOTE: After I found out this was all true this only confirmed to me that George Oliva slandered my name and spread false rumors about me causing serious problem and trying to destroy my career!!

**On Thursday 05-18-2017:** I got back to the office at around 4:30PM and found a stack of N.O.V.’s for the old business cases on my deck. The next morning Friday 05-19-2017 around 8AM Jose told me that per George we need to get these reviewed and signed by all the M.E.P. Chiefs. I told him I would work on this and have it by Tuesday. Later in the day around 2PM as I am ready to go to lunch Y.K. comes to me and tells me I must have these signed by the end of the day per George. I already spent time with the mechanical chief in the morning. Then at 2PM I spent over 30 minutes with the plumbing Chief. I then went to lunch at 2:45PM. I got back to my desk at 4PM and the N.O.V.’s are gone. My guess is staff picked them up. This last minute deal was George’s idea. Because B.O.R.A. is going to attend the C.E.B. hearing on Tuesday. We have not done this in my prior 4 years with the code team.

**Tuesday 05-23-2017:** During the C.E.B. hearing I got sick and left at 11:30AM. This was the first time in four years I got sick at a hearing and had to leave. I was out sick Wednesday and Thursday. I had previously scheduled Friday off for a vacation going into the holiday weekend. When I returned on Tuesday I discovered that my sick time was actually entered as vacation time. I sent an email to the time keeper and this was reversed. Everything that happened before the hearing finally caught up to me. The stress and anxiety that management has been causing for me has physically made me sick. When I left the hearing I told George I was sick. When I called the following day I told George I was sick. My guess is he entered my days off as vacation because he felt and said to me a few times that I needed time off. I do not think this was right at all. It was wrong!

**On Tuesday 05-30-2017:** I was informed by George that the inspector general is coming into the building department to review C plus and related permits and code cases in question. I gave him my opinion that if we did nothing wrong that we have nothing to hide. He asked me if I had recent contact with the inspector general. I told him I was not willing to discuss anything because if there is an investigation my opinion was I did nothing wrong and let them investigate me. George basically gave me an attitude over the fact that I did not want to discuss anything with him about this subject.

It was confirmed for me at this time that George thinks I went to the O.I.G. to start an investigation.

**Wednesday 05-31-2017:** This morning a co-worker of mine came to me and told me that the rumor around the office is that I have been in contact with the inspector general office. I am concerned who is spreading this rumor. Later in the afternoon another co-worker approached me in the parking lot and told me the rumor is there is an investigation being done into me for sexual harassment against a woman in the office who I documented in this outline earlier. Again I am concerned if this is true and who is spreading these rumors. I was also told to be very careful because they are trying to find a way to get rid of me. In fact it was suggested that maybe someone started a rumor against me for sexual harassment and this would be used against me because certain people in upper management think I went to the Inspector General’s office to file a complaint which is not true. It is very interesting that I think this tactic was successfully used to get rid of another person that worked at the Bldg. Dept./ DSD being J.D.

Some of the statements and conversation that I have documented are followed by a question. I ask these questions because if they are true then I will accept what I have been told. If the questions related to the statements are not true then why would my supervisor tell me these types of things?

I am also concerned about things that I have been told such as this is what the City Manager and commissioners want. That I need to lay low, follow his lead and not cause problems. I do not think I have caused any problems. I have performed my job duties to the best of my abilities and ethically in the process.

I have also been questioned and criticized for not managing my work load. I have pointed out for over four years now that the workload and cases that are assigned to me are not manageable. I have been told by George Oliva that I need to work faster and sometime just close out cases. My opinion this would not be doing the job correctly or ethically.

**Friday 06-01-2017:** Again the above is an outline that I have continued to document in order to have a timeline of the events that have taken place. This is a rough draft. At this time I am sending this as an email to John Sherman because this morning George Oliva told me that next week I am going to be called in and written up for something and I do not even know what it is for.

NOTE: As much as I was seriously considering submitting this complaint on 06-01-2017 I did not. Maybe I should have.

**Monday 06-19-2017:** I called in sick today after the stress and worry has now caught up to me again.

**Tuesday 06-20-2017 @ 8:15AM:** I had a private closed door meeting with George Oliva and Jorge Maura. The topic was an open complaint for Paul Talbergs unit at Vantage View. George Oliva again told me I am not to go to this condo building and I am no longer to get involved with any code cases for private condo units. He told me I can only follow up with the C.A.M. and any complaints for the common area only. George told me that management “has me in their cross hairs” and “they are looking for a way to get rid of me.” He told me that I need to “be very careful.”

I told him that this all has to do with Vantage View and other code cases where I was sent out to do my job, I did my job, and because I just would not work to per say smooth things over that I am perceived as the problem.

I told George as of today I want nothing to do with the code cases for Vantage View. I also reminded him of the workload and case load that I have and all the dropped cases because it is unmanageable. I referred to a memo from management that it implies that we will be written up for dropped cases and not managing our workload. He said this is true that if we have dropped cases we will be written up. This is an issue that I have brought up with management over and over for five years now. The code cases I work are complicated. They are not the average code case. They are time consuming and require research and basically investigation to resolve. While I am willing to work the cases that are assigned to me I am not willing to simply close them out because management has suggested to close them out without the proper research and inspections being performed. This would be a violation of my principle and practices under my State licenses and State Statues.

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

**06-22-2017:** Today I was told by someone in zoning that George asked them if they have a position open that they could transfer me over to. This leads me to believe he is trying to figure out a way to get me off the Building and Construction Enforcement team that I have spent over four years working on and helping it get to the level it is at.

**06-23-2017 at apr. 5PM:** I was told by Detective Maura that George Oliva had told him that he has a meeting coming up next week with H.R. and he said the meeting is to discuss two sexual harassment complaints that have been made against me by two different women.

Again I would like to know if this is true? Have there been any types of formal complaints made against me for sexual harassment? (past tense, I know this was true.) There is a lot more to the story if I can confirm the name of the second woman.

**NOTE:** This is all examples of retaliation against me from George Oliva and upper management.

**Friday 07-21-2017 @ 12:10PM:** As I am walking past John Travers in the hallway I said good morning to him and all I got was a dirty look and no response what so ever. This is just another example of the uncomfortable and unprofessional working relationship and environment that I am now in with management.

**Sat. 07-22-2017:** Las Olas M.O.T. issue, first I am sent an email to place a stop work order. Then I get a private text message not to do anything. The email was just to show City Hall and upper management that we would take action. Which turns out to be false. This was all communicated to me by George Oliva. I shared this information with Detective Maura at the time because he was directly involved with the complaints from people in the street that had to walk off the sidewalk into traffic because of the dangerous jobsite conditions and work in progress on a Saturday. I feel this was also held against me because George Oliva knew I shared this information with Detective Maura and he expressed his disappointment over this.

**Tuesday 07-25-2017 @ 7:30AM.** In the parking lot T.S. comes to me to inform me of a meeting that took place this past Friday with upper management. He told me per John Travers and Anthony said that if anyone goes to the Broward County Inspector General that it would be considered insubordination and we would be written up. He also told me the rumor is I went to the I.G. I asked him where he heard this and he told me a lot of people are talking and saying me and P.S. went to the I.G. As M.M. was walking by I asked him if he heard anything about this and he told me yes. He also told me a few people have been taking about this. I told T.S. it is not true that I did not go to the I.G and I asked him to stop spreading false rumors.

**NOTE:** Looking back on all of this I completely feel that George Oliva and upper management suspected that I went to the I.G. and at this point are creating problems in an attempt to get me fired.

**Thursday 07-27-2017:** Discovered an issue with property 1860 NE 65th Street and CE17021285 and CE17071524 related to Realty Fire Investments. Follow up story.

**Tuesday 08-01-2017:** In reference to CE16030032 for property 5300 NE 24th Ter. Unit 310-C After I questioned the ATF plan review and the permit that was pending to be issued, that did not meet the requirements for compliance I feel that I have had negative responses from my supervisor for trying to bring an error to managements attention in order to correct the error before it was finalized. There are several emails in reference to this matter and the push back I received from my supervisor. Example:



**NOTE:** This later became more of an issue and problem because George Oliva knew that I talked to Detective Maura about this and George was very anger over this meeting between F.R. and Detective Maura which later I believe management used against Detective Maura.

**Thursday 08-03-2017 @ Noon:** Reference CE17060769 3015 N. Ocean Blvd. unit 18E; George was given a complaint letter from the condo unit owner about me. I asked him to see it and at first he did not get back to me. Then he tells Maura that I got a complaint and he basically had to get me out of trouble which is not true. This is just another example were George tells people or leads people to believe that I am causing problems and that he has to fix the problems and acts like he is getting me out of trouble. He has performed this stunt many, many times around the office. There is a couple people that can confirm this.

**Tuesday 08-08-2017 @ 9:30AM:** CE17071898 4250 Galt Ocean Drive unit 5K As I was preparing an email George Oliva came over to my area. I asked him about the formal complaint that was submitted against me for this code case. He told me he did not have the complaint that it went to a higher level. When I asked him where the complaint went he told me he did not know but that Al Battle brought it to his attention. George told me that there are a lot of people looking at me. George told me he is doing everything he can just to keep me on the B.C.E. team. Then he makes a comment “you are still here, for now” and gives me a sarcastic smile. I asked him why would we allow only a master permit application to be submitted and pass the ATF review without the electrical and plumbing submitted. I told him the 107 violation requires a design professional as well. He would not give me a straight answer but just told me the owner will get all the required permits. The fact that a complaint was submitted apparently against me and was not shared with me I think is wrong. This leads me to believe management is just trying to build a case of complaints against me while I am doing my job. George also has his own way to intimidate me as well example being “you are still here for now”. This is a serious code case and all management did was make things easier for the owner, withdrew the case from the August 22, 2017 C.E.B. hearing and in my opinion is another form of selective enforcement.

**NOTE: My personal opinion what is taking place is by design by management. My opinion the B.C.E. team is corrupted. Some of the ATF reviews that are passed do not meet all the requirements for compliance. This is by design. Some would rather make it easier just to partially comply and close a code case rather than be thorough and make sure full compliance is being meet. This was a radical change that took place I think early 2017. In my opinion it is a serious flaw within the ATF review and permitting process.**

**Tuesday August 15th, 2017 at apr. 9AM:** This is a follow up after I research the submitted plans for the code case related to 4250 Galt Ocean Drive 5K and questioned why was the ATF review passed without the requirements for compliance being met. Me and George Oliva discussed this and I questioned if I am doing my job as required then why would I be in trouble because I am questioning what was submitted for a permit application and plans.

George Oliva told me: “Everyone is watching you”; “people want you off the team”; management wants you “back to doing regular field inspections”; “someone higher than Anthony Fajardo wants your head on a platter” (he basically implied the City Manager Lee Feldman); “ I am trying to keep you on the team for now”.

About 5 minutes later we had a private conversation outside of the breakroom on the West side of the building me, George Oliva and Jorge Maura. George Oliva basically repeated the same things saying that “management is watching me”; “that I am trying to keep you out of trouble”, “and the owner of 5K hired an attorney” (implying because he hired an attorney we should back off on the code case).

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

**Tuesday 08-22-2017:**

Reference The incident that took place at the C.E.B. related to CE17061953 at 2600 NE 9th Street.

**NOTE:** There is a pending police report and investigation regarding what took place at the hearing and what I would consider an assault against me. Please contact F.L.P.D. Jorge Maura in reference to this pending police report and the investigation.

**Wednesday 08-23-2017 in the morning around 8AM:** George came to me in the morning and told me he was concerned with the incident at the C.E.B. yesterday. He told me this person has requested to come to the Bldg. Dept. to talk to management about what happened. George told me that Dorian and at least three board members were witnesses to what happened. George suggested that I follow up with making a police report to protect my interest in what took place.

**Thursday 08-24-2017 at apr. Noon time:**

I was made aware that the person had a meeting at 11AM with George Oliva, Luis Hernandez, and Jose Abin. A witness informed me he was aware of what took place and what was said in this meeting. It was suggested that management more or less sided with this person against me. I was told that George Oliva said he believed this person over me as the inspector. I was told George Oliva suggested to this person that they document what took place and what was said and to file a formal complaint against me. Apparently the approach that was taken by management was very different from what was told to me the previous day by George Oliva and it appears that management was more interested in having a formal complaint filed against me. Apparently it was also said by Luis Hernandez that he does not want someone like me working for him.

Again this is another example of the lies I am told and where management basically tried to have me set up and they solicited and encouraged that a complaint be made against me so that they could use it against me. They in fact are trying to destroy my career!! They will take advantage of any future opportunities to try and continue to build a false case against me in an attempt to fire me or try and get me to quit my job.

**NOTE:** PLEASE TALK TO THE WITNESS I WILL ONLY GIVE THE NAME TO YOU VERBALLY AT THIS TIME.

**Friday 08-25-2017 @ apr. 4PM:**

I talked to a team member. I was told that George Oliva is trying to get me off the team. I was told that George is asking everyone to put a letter together to suggest that they are uncomfortable working with me because they feel that I work against the team. I was told that George and upper management think that I conspire with Detective Maura and bring him information to try and get team members in trouble. I was told that George apparently talked to all the team members independently both inspectors and staff and even suggested he would put together a letter and asked if everyone would sign it. I was told that George told the team members that I cannot be trusted and to be careful when working with me. I was told that management is also going to find a way so that Detective Maura is not allowed to question any inspectors or plan reviews. The person that told me this said they only told me this in order for me to watch my back, that they are not willing to come forward and they will never repeat what I was told. The person wants nothing to do with what is taking place and what management is trying to do to me.

There also was a follow up to a meeting that took place with Detective Maura and F.R. on 08-22-2017 to discuss one of my code cases where the required electrical and plumbing permits were not obtained and the ATF review should not have been approved without those applications. Frank ended up tossing the papers at Maura and walked out of the meeting. My guess is he went to George Oliva and blamed it on me.

**Monday 08-28-2017:**

I was told by a very reliable person that John Travers either said or implied that he thinks I went to the D.B.P.R. to Sonnya and requested some type of investigation. This is not true. I never made any type of complaint to DBPR. I am lead to believe this is another story or rumor started and spread by George Oliva.

**NOTE:** The person that told me this is willing to come forward.

**Tuesday 08-29-2017:**

This morning as I was talking to a zoning plan reviewer someone asked me why I would not attend the Christmas party. I told the person when someone in management tells you “you better watch yourself”; “management is trying to find a way to get rid of you”; “City hall wants your head on a platter”; and I am told I am being investigated for sexual harassment why would I want to attend the Christmas party. The person said she was not aware of this. I asked the three guys that were standing there if they heard anything about this and they all told me they heard about an investigation for sexual harassment. B.F.; M.R.; V.B. and to this date I have not been formally made aware of any complaint or investigation against me for sexual harassment. Apparently it is well known around the office and people told me that George Oliva is the person that has been telling people that I am the subject of a complaint and investigation for sexual harassment.

**10-23-2017** In the course of me getting a tip on an unlicensed contractor I sent an email to George Oliva to make him aware of the complaint. He talked to me a short while later in his office. He told me I am not to do anything with unlicensed contractors. He told me I am not to contact Sonnya or the D.B.P.R. over unlicensed that I can simply give out the State’s 800 number. He told me this “is a direct order from the top”, he was implying City Hall.

So after 4 years of following up on unlicensed persons I am told that I am no longer to get involved unless a case is assigned to me by management.

**NOTE:** In my four years plus in working code cases with Detective Maura and F.L.P.D. I have successfully referred well over 100 code cases mostly involving unlicensed persons illegally engaged in construction activities without being properly licensed. These cases were properly followed up with by F.L.P.D. In most cases I was documented as the witness for The City in order to have an N.T.A. arrest issued and successfully prosecuted. Working with Detective Maura I helped him with investigation and in some cases this lead to the recovery of monies to the victims who are property owners and citizens within The City of Fort Lauderdale.

My opinion this is an example of inferring with the duties and responsibilities of a State Licensed Building Inspector. I would also consider this type of action selective enforcement.

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

**NOTE:** There is a long history behind this mini team that used to be referred to as S.R.T. Special Response Team that involved F.L.P.D. and a Building Inspector arresting unlicensed persons illegally engaged in construction contracting without being properly licensed. Five years ago it was George, Gerry and myself working this mini team into what has been built in the last five years and I am now getting pushed away from.

**10-25-2017 @ 7:30AM**: George Oliva tells me that Bill Kramer wants to talk me about going back to doing regular field inspections. I told George I am not interested and I would consider this a demotion. I also believe this is George’s continuous way of trying to get me off the team that I have helped build for over four years.

**11-03-2017 @ 11:25AM** George told me he voided Serafini permit and that I can close the code case per the City Manager. So again there is a long history of this code case. This property was assigned to me originally via management. Almost a year later the case was not resolved and in my opinion a favor was given to allow this restaurant to expand without being brought up to current code, hence the need for a handi-cap bathroom. In my opinion this is an example of selective enforcement. I was also directly told that Mickey the business owner had a meeting with the City Manager. George Olive told me that City Hall wants this issue closed out. During the course of the code case while I did have a working relationship with the business owner I later found out that he had the impression that it was me personally trying to enforce the requirement for a handi cap bathroom. At the same time a meeting previously took place with the A.B.O. and the owner was informed that the requirement was a handicap bathroom to be added. Then somehow a meeting takes place outside the Building Department that ended up over ruling the A.B.O.

This code case is an example where I did my job and then I am perceived as the problem for doing my job. It is also a case of selective enforcement.

**11-14-2017** I was a witness to George giving F.W. a very unprofessional attitude after she was trying to make a few suggestions.

**12-14-2017 @ 7:15AM:** George told me he has to down size my work space to make room for a code officer to join our team. The history on my workspace: I have been in the same corner for almost 5 years now. The first 2 years I accepted the work space because I was told the office space would be re-worked and that I would get a larger work space. Once the new office furniture was put in place about 2 years ago I did have a nice size cubical to be able to work. Then my work space was cut down by 40 percent. Now my space will be cut almost in half again. I also feel this is George’s way just to make my job more uncomfortable and difficult to work and try to discourage me in the process.

**NOTE:** Also in recent weeks and months I question the working relationship with Aruba Services. I do not think it is right that building inspectors and staff members refer this private company to property owners to resolve code cases. I also see where Aruba Services gets a lot of special treatment and favors from George. This is also an example of selective enforcement and what I would consider an unethical business relationship.

**01-09-2018:** Today I was told that Jorge Martinez from the code side will be joining our team. Apparently Jody was very involved with this process. Interesting she was one of the people that was very against me trying to apply for a plan review position without first having my plan review licenses even after two senior plan reviewers supported me in applying for the position. At the time we even contacted B.O.R.A. and received an email that they would support and issue me a provisional license for plan review.

It is also very interesting the team of inspectors that George choses to hire. A very interesting click and the attitude that I get from some. My opinion what is being built as a team is people that George thinks he can trust to resolve code cases the way that management implies them to be complied. At this point George has created a very uncomfortable working relationship for me with both the inspectors and staff members on this B.C.E. mini team. Part of this complaint is to also bring to your attention George Oliva’s lack of management skills and supervision. He blatantly allows an unacceptable amount of personal conversations and distractions immediately within our work area by the mini staff. This is not simply 20 minute’s worth of distractions during the day. These are distractions and unprofessional acts taking place in the office that are disruptive to others almost every day. I also have a lot of notes what takes place on almost a daily basis for the last couple years. Again I brought this to upper management’s attention before and the fix was short term at best. Of course no one on the administrative staff is going to complain! They love George! They are allowed to continue without say.

It is also very interesting when management wants someone in a certain position that is in their favor they will make it happen. There are several people in this building where this favoritism has applied. To the best of my knowledge George Oliva does not have a plan reviewers license. Management created this position for him and gave him a title that is conflicting and gives a false perception. This is a completely different subject and another potential complaint from other people in this building that have basically been denied potentially job opportunities that would have benefited and advanced their careers.

**01-10-2018 @ 7:10AM:** George told me that Anthony called the contractor related to the code case for 2008 SE 26th Ave. George told me that the contractor has agreed to fix the fence. George told me to close out this code case. I did not agree to this based on the circumstances. I re-assigned the case back to George to handle it the way he wanted to. He ended up closing the code case under my rep number knowing that I would not agree to this.

There is a long back ground of this code case which I will give a complete written explanation of my involvement and how George worked against me on this case as well. George Oliva told me that I am causing damage to a building inspector and the department with my involvement in this case. My opinion the DSD/ Bldg. Dept. was more interested in protecting an inspector or issue rather than supporting and helping the property owner. Instead it was declared a civil matter. This case was assigned to me by the Bldg. Dept.

**NOTE:** I was recently contacted by the Broward County Inspector Generals office because they are investing what took place for this specific case.

**01-23-2018 @ 8:45AM:** In an email staff informs me that they can no longer help prepare the new business folders for code cases. They say they are too busy and they do not have time. I went to George in his office and asked him to talk about this. He told me staff is not going to do me anymore favors. I said this was not a favor that staff has been preparing new business folders and information for over four years now. George told me staff is too busy and they do not have time to help me with my cases. George went on to say that I need to learn to make my code cases simple and don’t spend too much time on a case. George said I need to just start closing code cases out. I reminded him that I am assigned the more complicated cases. I also told George of all the problems that take place with staff, all the talking and all distractions in the work area. I point blank told him that they waste 20% of the day sitting around and talking so yeah I understand why they don’t have time to prepare new business code case folders. These are the same staff people that are under George Oliva supervision or lack thereof. These are the same staff people that take time talking and distracting others. Then at the end of the day they get busy for an hour and bill overtime. This has been going on for a couple years now and the problem is only getting worse. This is also a problem that I have brought to upper management’s attention a few times. Sure, something is said and its quite for a few days. Then I am perceived as the bad guy for speaking up about it. Then the problems always reoccur. George Oliva and Management sees certain people talking away, singing, laughing and distracting others and they do nothing about it. I have brought it to their attention and the problem still exist! In my opinion this is also an example of George Olivas very poor management skills.

**NOTE:** I have had a lot of concerns with what takes place in the office and the time wasted and distractions that come from our team’s mini staff. I have pointed this out to George many, many times in the last couple years. I have a log of the distraction caused by staff and the lack of supervision over them.

**01-23-2018 @ 12:08PM:** George came to my work area to discuss an email I sent to him in reference to The Palms at 2100. He basically gave me an attitude saying I do not have time to work this code case because of the dropped case list. He told me he needs to think about my request. I reminded him this is a complaint where a lot of information has been provided to us that reports an unlicensed person that allegedly performed over 100K$ worth of work without permits. He told me again he would think about it and let me know tomorrow.

**01-25-2018 @ 10:05AM:** George came to my work area for a follow up on the conversation reference 2100 Palms. He told me I am not to do anything with unlicensed activity and said this is “a direct order from the top”!

So I repeated and asked: “This is a direct order that if I come across an unlicensed person on a jobsite I am not suppose to do anything about it?” His reply was “Yes” and said “you have know about this for a few months now”. This was said and K.A. and R.P. where five feet away. When George walked away I asked both of them so you heard this conversation?” and K.A. reply was sounds like you are not suppose to do anything with unlicensed contractors.

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

**01-29-2018:** Just a note: At the opening of the C.E.B. hearing George referred to himself as “Chief Building Inspector”. This is an issue that has come up as a conflict to the previous Chief Structural Inspector and a bad joke that was played in the office with a sign on his door at the time. George also does not hold a Plan Reviewers license to the best of my knowledge. My point on this issue is when management wants something done in their favor they will make it happen. When the previous Senior Structural Plan Reviewer R.R. was leaving the City he was trying to do everything he could for me to take a plan reviewers position. This was something I was very interested in at the time and even a few guys before me got the position the exact same way. Which was for me to obtain a provisional license which we had looked into and I basically had the needed approval from Broward County and the State of Florida in place. Then I was verbally told I did not meet the qualifications for the position. This was an insult and a slap to my face!! Knowing all the false rumors that were being spread about me around the office people came back to me and told me that George Oliva told a person not to give me the position because he was hoping I would be gone soon. So again I was set up for failure! I did have two people that were willing to come forward and support me if I wanted to file a grievance because they thought it was completely wrong that I was denied the opportunity for a plan reviewer position. I did not pursue the grievance because I thought to myself this is an example of the hard time I would be given if I did get the position. In addition, I have no confidence in the leadership of the Building Official and would not be comfortable doing plan review after all that has happened and once this complaint letter is submitted.

**01-30-2018 @ 11AM by phone:** George Oliva called me to give me a lead for 12 Harborage Isle Drive which is one of the highest end areas in the City. This was a lead for work without permits. During the conversation George told me if I do a good job handling this complaint for work without permits that he would “try to get me back in good term with upper management”. I was lead to believe this lead came from City Hall. I did follow up and discovered over 100K$ worth of work being performed without permits. My guess is the work was being performed by unlicensed persons. When I shared this information with George he suggested that I work with the property owner and make sure I gave a 90 day due process before scheduling it for a C.E.B. hearing.

This is an example where based on the circumstances of the code case, previously the case would have moved forward sooner. I do not know the background of the complaint but the impression I got was we were to gently handle the case because of the dollar value of the property. The case eventually went to C.E.B. hearing and as of 05-29-2018 permits still have not been applied for. Also the example of George always reminding me of my statist with management. I am not sure if he meant management within the Building Department or Management at City Hall?

**02-08-2018:** As George was trying to set an appointment for me for the following day I told him I already had a meeting scheduled. He said in front of a few team inspectors “do not do anything with unlicensed contractors and that is a direct order from the top!”. This was in refence to 720 Bayshore Drive and 1400 NE 14th Place.

The only part I was not clear on his statement “from the top” is this within the Building Department? Or City Hall?

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

 **03-09-2018 @ 1:45PM:** George told me not to spend time with F.L.P.D and D.B.P.R. (Sonnya). This was said to me after a closed door meeting I had with both today to discuss a few code cases which were being followed up with by outside agencies. I explained to George my time and involvement and yes I was referring the information for needed follow up for the responsible parties. He told me No! He said all I have to do is give them a lead, an address and let them figure it out. He told me he does not want to see me “get axed” and he is trying to look out for me.

**04-02-2018 @ 7:40AM:** After I started work at 7:30AM after being off work for 4 days he gives me 4 pages of dropped code cases and says how can I approve of you going to the Palms with F.L.P.D.?

**04-02-2018 @ 8:09AM:** After George received an email from F.L.P.D. he came to me and said he is giving me “special permission” to meet with P.D. at this site. He said again this is a direct order that we avoid getting to involved in these cases. He said we do not have the time, money or resources to follow up on unlicensed cases.

**04-05-2018 @ 10:26AM:** After I sent an email to F.L.P.D. to request assistance on a code case George called me to his office. He said to me “how many times do I have to tell you to stay away from unlicensed activity. Again he said “this is a direct order from the top”. George Oliva told me “the person that wants me to stop is now the Mayor!” George went on to say that the City Manager is on the chopping block. He said he does not want me to do anything for him to get a complaint or make the City look bad. He told me simply to write up the case, get the permits and do nothing else. He again told me this is a “direct order from City Hall!”

Again, this is a direct violation of Florida Statue: 468.629 (1) (f)

(f) Threaten, coerce, trick, persuade, or otherwise influence, or attempt to threaten, coerce, trick, persuade, or otherwise influence, any certificate holder to violate any provision of this part.

 In the last few months management still tries to discourage me and tries to beat me down. At this point I feel that everything that has taken places in the last 18 months is being used to work against me. To have the perception that I am the problem within the department.

When it gets to the point that management has creatively pushed a F.L.P.D. Detective out the door for doing his job we have serious problems taking place. A year ago management blantantly found a way to push both the Structural Chief and the Plumbing Chief out the door for what I would consider was their questioning of the business practices taking place under the Building Official and management.

Going forward I feel that George and upper management will continue their ways to discourage me, make my job and working environment more difficult and their goal is either to find a way to get rid of me or drive me to a point where I quit or walk away.

**Below are dates of events that need to be investigated and followed up with:**

**? Date:** My review that was altered.

**Feb 2018:** Illegally warehouses, clubs, business. Follow up.

**04-06-2018:** Workspace cut in half again. Follow up.

**04-19-2018:** George tells me of an email from the new Mayor about the fence investigation. Follow up.

**04-25-2018:** CE18040258. Follow up. Threatens me “very hard” and “very fast”

**05-10-2018:** Misleads me with open position trying to get me off the team again. Follow up.

**06-05-2018:** 545 NE 13th Ave. Follow up.

**NOTE:** The last few entry dates I have not had the time to complete. Because of additional pressure and problems the week of 06-04-2018 I must now finalize this letter and submit it as soon as possible.

**Closing:**

First I want to make it very clear that I love my job and the work that I do that protects and serves the citizens and property owners of the City of Fort Lauderdale. I am Thankful that the City gave me the opportunity to become a Building Inspector in October 2006. I have seen many interesting things take place with in the Department and throughout the City within my 11.5 years. I consider myself fortunate to hold my current job position which is a combination of a Building Inspector/ Code Enforcement Officer. To make it clear I do not wish to leave this position. I do not wish to go back to per say regular field building inspections. I would consider that a demotion and another retaliation by George Oliva and management for the complaints and wrong doings that I bring forward within this complaint letter.

Secondly, I have a long working history with George Oliva (10 years plus) that developed into a personal friendship with him and his family. It is very sad for me to write this letter and make a formal complaint against him. There was a time when management helped both me and George turn around what was a 3-man team five years ago and is now a team of 5 inspectors and 5 staff members. At the same time what was supposed to be the check and balance system for code cases related to work without permits and other construction related violations City wide has failed. My opinion what this team and mini department has turned into is team of selective enforcement. Management went back and forth for a couple years and finally settled on the mini departments name as “Building and Construction Enforcement Team”. Well please do not misunderstand. I do believe we enforce the building code as required. The problem it is done on a selective enforcement basis and with inference from those that do not hold State Building Inspectors licenses or related.

Depending on the follow up of this letter I can foresee a few different options. Some favorable to most and another not so favorable and that would be towards me. Again I sent this letter via Fed X so that it is not documented or part of the City’s public email system. I did this in hopes that this can be kept as confidential as possible. I also did it so not to add additional embarrassment to an already embarrassing management within the Building Department. You can also see I have been documenting much of what I have been experiencing and dealing with in my job almost on a daily basis for well over 18 months now. It is at the point where mentally and psychically I cannot take anymore. People should realize when you push someone and keep pushing, that the person is going to push back. I sincerely hope I do not have to say more than this or add anymore additional information, notes and documentation for this letter.

I also want to reiterate this is a formal complaint letter made against George Oliva, management within the DSD/ Building Department and management or other people involved directly at City Hall. My letter does not touch much or detail at all some of the people within this mini team, staff members, and other Building Inspectors and the ongoing problems, distractions, unethical City and Business practices that take place and the lack of follow up or accountability for much of the same. I also have extensive notes and documentation to support what I am touching on very lightly at this time.

Going forward, again I hope I am left alone to do my job and the work that I do best. **After the negativity surrounding my daily working environment I hope that my work space can be relocated to a quitter and more professional area of the building as soon as possible.** For some time now I feel that staff and other inspectors have basically worked against me and I am in a very uncomfortable working environment at this time.

I am C.c.ing Mike Scott of the Teamsters for obvious reasons. I have been a Teamster member for over ten years now. I hope I do not have to take anymore action on my part to justify why I submitted this complaint letter or the contents of this letter. If the City feels that I have violated or have caused for there to be any disciplinary actions or legal follow up against me please let me know so I can govern accordingly.

**NOTE:** I am not asking the Teamsters to take any additional action at this time.

I am C.c.ing Mr. David Rhodes of the Broward County Inspector Generals Office for very different reasons. As I stated at the beginning of this letter I did not initiate contact with the O.I.G. As a result of an investigations into the DSD/ Building Department and because of complaints brought forward by other people yes I was contacted by the O.I.G. and yes I did meet with them a few times to be interviewed and to co-operate with the O.I.G. and their investigation. As I have stated before I did not do anything wrong and I have nothing to hide. **I do want the O.I.G. to know that yes I have been retaliated against by George Oliva and management.** My guess is the O.I.G. is investigating at least 20 different issues probably for over 20 different property addresses within the City of Fort Lauderdale alone. There are code case probably for at least ten of these properties with my name on it. My opinion there has been unethical violations of persons that hold licenses and people in management that do not hold licenses related to the industry. I believe these people have directly interfered with and influenced the outcome related to certain code cases I was involved with and overall made me look bad trying to cover up the mistakes that were made. I sincerely hope that the O.I.G. fully investigates the people responsible for what has taken place. Then I hope that between the State of Florida Attorneys Office and D.B.P.R. that there are charges brought against those persons responsible.

**NOTE:** I am asking the Broward County Inspector Generals Office for protection if the retaliation continues now or in the future while I am employed with the City of Fort Lauderdale. The O.I.G. will continue to have my co-operation if and when needed.

George Oliva and management has brought me to this point. I am at the point where I have been pushed and pushed and now I am going to push back! I am pissed!! I am angry that I have to risk my career and everything in my life to take the actions I need to take by submitting this complaint letter. The last 18 months or so has taken a toll on me with stress and anxiety caused by George Oliva and management where I do have health problems. I have missed more work in the last 18 months compared to my last 18 years in life for not feeling well and new health problems.

Lillian Rose,

I regretfully! And respectfully submit this formal complaint letter against George Oliva and Management to you. I am taking a leap of faith that you might be able to make the wrong right. I will not take any additional actions unless the City gives me reason to. I pray this will rest.

Bobby Masula