Docusign Envelope ID: 722EC8B1-E35E-872F-803C-8BB03FC5653D

MIAMI-DADE COUNTY COMMISSION ON ETHICS AND PUBLIC TRUST

IN RE: **C 25-101-10**

BRYAN BURITICA,

RESPONDENT.
_____/

PUBLIC REPORT AND FINAL ORDER

The Complainant, Quantell Williams (hereinafter "Complainant"), filed a complaint against the Respondent, Bryan Buritica (hereinafter "Respondent Buritica"), alleging a violation of Section 2-56.28.11 of the Miami-Dade County Code (hereinafter "Whistleblower Ordinance"). The Complainant alleged that the Respondent retaliated against him after learning that he filed an Emergency Medical Treatment and Active Labor Act (hereinafter "EMTALA") complaint against Jackson Health Systems (hereinafter "JHS").

The investigation found no evidence that Respondent Buritica's actions were connected to, or taken in retaliation for, the Complainant's EMTALA filing. The record showed—and the Complainant acknowledged—that prior to filing the EMTALA complaint on September 4, 2024, he had already received disciplinary actions and had repeatedly accused supervisors and Respondent Buritica of retaliation.

On September 7, 2024, the Complainant emailed Labor Relations staff Dalyz Limia and Sha'Tarria Davis, who were investigating one of his retaliation claims against Respondent Buritica and others, stating: "I see how y'all want to do me so Ima be a whistleblower …." Ms. Davis forwarded the email to John "Chuck" Tawwater, JHS' Director of Risk Management.

This agency interviewed Mr. Tawwater. He stated that he never spoke with Respondent Buritica about the Complainant, noting: "That's not who I am…." Anna Kemp, the JHS risk management employee who investigated the incident underlying the EMTALA complaint, also provided a sworn statement. She confirmed that she did not discuss the

Docusign Envelope ID: 722EC8B1-E35E-872F-803C-8BB03FC5653D

Complainant with Employee Labor Relations or Public Safety, and had no reason to believe he was retaliated against for filing the EMTALA complaint.

This agency also reviewed all emails exchanged between Mr. Tawwater and Respondent Buritica, Labor Relations Director Aleshia Stewart, and Public Safety Director Eric Mendez from September 4, 2024, through June 30, 2025. The communications consisted primarily of EMTALA compliance and training updates and contained no reference to the Complainant's EMTALA complaint.

The Complainant alleged that Respondent Buritica "abused his authority to orchestrate retaliatory transfers, pre-filled disciplinary actions, and false administrative leave decisions" after he reported misconduct, including EMTALA violations. He identified six alleged acts of retaliation, but the first four occurred before his EMTALA filing on September 4, 2024.

Regarding the remaining two allegations, the investigation found no evidence that Respondent Buritica's actions were connected to, or taken in retaliation for, the Complainant's EMTALA filing.

First, the Complainant claimed that in May 2025, Respondent Buritica conspired with others, including Lt. Craig Campbell, to place him on unpaid administrative leave for failing to provide personal identifiers required for mandatory driver's license monitoring. The evidence does not support this allegation. JHS Compliance required all Security Specialists to enroll in continuous license monitoring through First Choice Background Screening. Beginning May 5, 2025, the Complainant received twelve email reminders but did not comply.

On May 21, 2025, HR Compliance Administrator Debbie Lawrence reported nine employees were still noncompliant. Assistant Vice President Enbar Cohen then directed that any employees who remained noncompliant would be placed on unpaid administrative leave. Later that day, Respondent Buritica informed Security supervisors that some public safety employees, including the Complainant, had not completed the requirement and would be placed on leave if they did not comply by the next day. On May 27, 2025, the Complainant was placed on unpaid administrative leave for noncompliance.

In his interview, Respondent Buritica explained that the continuous license monitoring requirement originated from JHS Compliance, applied to all Security Specialists, and resulted in discipline for multiple employees. Most ultimately provided the required information and received lesser discipline. The decision to place noncompliant employees on unpaid leave was made by Ms. Cohen, not by Respondent Buritica. The evidence shows the Complainant's leave resulted from his own failure to comply, not from retaliation for the EMTALA complaint.

Docusign Envelope ID: 722EC8B1-E35E-872F-803C-8BB03FC5653D

Second, the Complainant alleged that Respondent Buritica manipulated disciplinary outcomes in the second Corrective Action Report ("CAR #2") by providing pre-filled forms to Wayne Ferdinand, who served as rebuttal leader after Director Hector Llevat recused himself due to statements made by the Complainant. Mr. Ferdinand was the Director of Environmental Safety and Emergency Management at the time. The investigation found no EMTALA related retaliatory motive. Respondent Buritica explained that he is the Labor Relations Specialist assigned to the Public Safety department, as such, he routinely supported directors in the corrective action process. The Complainant objected to both Public Safety directors serving as rebuttal leaders because of their law enforcement backgrounds, so Respondent Buritica assigned the role to Mr. Ferdinand, the only director without such a background.

Respondent Buritica acknowledged handwriting Mr. Ferdinand's name on the CAR form because the system auto-populated Director Hector Llevat's name. When Mr. Ferdinand expressed concern about the pre-filled fields, Respondent Buritica immediately provided a blank set of forms to Mr. Ferdinand. He also told Mr. Ferdinand that the Complainant was a strong employee, and that suspension or termination were not warranted. Mr. Ferdinand stated he felt no pressure from JHS, conducted his own review, and independently issued a Written Reprimand because he concluded that the Complainant's conduct and statements described in CAR #2 warranted formal discipline.

On July 8, 2026, this matter was presented to the Miami-Dade County Commission on Ethics and Public Trust for a probable cause determination. The Ethics Commission voted unanimously, finding that there was **No Probable Cause** to conclude that the Respondent violated Section 2-56.28.11 of the Miami-Dade County Code.

Wherefore it is:

ORDERED AND ADJUDGED that Complaint C 25-101-10 against Bryan Buritica, is hereby **DISMISSED**.

DONE AND ORDERED by the Miami-Dade County Commission on Ethics and Public Trust in public session on this 8th day of July 2026.

MIAMI-DADE COUNTY COMMISSION ON
ETHICS & PUBLIC TRUST

By:

DocuSigned by:
Judith Bernier
229F6B4B89E44EC...

Judith Bernier
Chair
Signed on : 7/24/2026

CC: Respondent

Docusign Envelope ID: 722EC8B1-E35E-872F-803C-8BB03FC5653D

Complainant