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MIAMI-DADE COUNTY COMMISSION ON ETHICS AND PUBLIC TRUST

IN RE: **C 25-86-09**

BRITTNEY PHILLIPS

RESPONDENT.
_____/

PUBLIC REPORT AND FINAL ORDER

The Complainant, Quantell Williams (hereinafter "Complainant"), filed a complaint against the Respondent, Brittney Phillips (hereinafter "Respondent"), 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 Complainant asserts that Respondent Phillips retaliated against him by: (a) issuing a false Corrective Action Report ("CAR #2") alleging he made a "veiled threat" during a December 5, 2024 incident; (b) disregarding the 21-day disciplinary timeline and issuing the CAR shortly after JHS learned that his EMTALA complaint had been upheld; and (c) assigning him to the Jackson Behavioral Health Hospital ER—described by him as the most demanding post—after he reported a back injury and while his accommodation request was still pending.

The investigation showed that the Complainant was employed by JHS as a Hospital Security Specialist. He filed an EMTALA complaint with the Centers for Medicare and Medicaid Services on September 4, 2024. The investigation showed—and the Complainant acknowledged—that prior to submitting the EMTALA complaint, he had been the subject of disciplinary actions and had repeatedly claimed retaliation by supervisors and JHS Labor Relations staff. On September 7, 2024, he emailed two JHS Labor Relations employees who were investigating one of his retaliation claims, stating: "I see how y'all want to do me so Ima be a whistleblower…."

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The investigation found no evidence that Respondent Phillips retaliated against the Complainant because of his EMTALA complaint. The information gathered showed that CAR #2 arose from a December 5, 2024, incident during which the Complainant made a veiled threat toward his supervisor, Respondent Phillips, in the presence of Lieutenant Vincent Evans.

In her sworn statement. Respondent Phillips explained that the Complainant told her, "…I don't want to put you on my list. I don't want to think you're out to get me," which she understood as a threat. She stated that she felt unsafe due to his tone and behavior and noted that Lt. Evans intervened.

On December 10, 2024—five days after the incident—Respondent Phillips reported the matter to Labor Relations Specialist Bryan Buritica by email, noting that Lt. Evans witnessed the exchange. In her email, she stated that she felt "intimidated due to the Complainant's heightened and aggressive tone and described his reference to keeping her "off [his] list" as troubling and threatening.

Lt. Evans also provided a sworn statement confirming that he witnessed the incident. He stated that the Complainant was "argumentative" and that Respondent Phillips "appeared to be a little bit afraid," prompting him to intervene. He recalled the Complainant's remark about a "list," characterizing it as confusing and threatening.

Respondent Phillips also stated that she did not learn of the Complainant's EMTALA complaint until after CAR #2 had already been initiated and the Complainant later claimed retaliation upon viewing the CAR in the Just Culture system.

Regarding the allegation that CAR #2 was issued in violation of the 21-day disciplinary timeline in the CBA, the evidence gathered did not support this claim. Respondent Phillips explained that although she reported the incident on December 10, the CAR was presented to the Complainant on January 4, 2025, because the Complainant was on FMLA leave and Lt. Evans, a key witness, was unavailable. She explained that CAR procedures require presenting the CAR to the employee in person, which could not occur until the Complainant's return.

This agency further interviewed William Orange, President of the JHS Labor Union, regarding the 21-day deadline. He explained that under Article 7, Section 2 of the CBA, the 48-hour disciplinary notice must be issued within 21 days of the supervisor's discovery of the facts supporting discipline—not the date of the incident. He also explained that the 21-day period does not begin until the supervisor completes an initial investigation and that extensions may apply when an employee is on leave or when outside proceedings are pending.

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Additionally, the investigation showed that Lt. Evans provided his written statement to Respondent Phillips and Respondent Buritica on December 20, 2024. Accordingly, the evidence gathered showed that CAR #2 was provided to the Complainant on January 4, 2025, well within the permissible timeframe.

With respect to the Complainant's claim that Respondent Phillips assigned him to the Jackson Behavioral Health Hospital ER in retaliation, she explained that she assigned him to that post because it was the only area under her supervision equipped with ergonomic chairs that could accommodate his reported back injury. She rotated him among the three available posts and stated that the assignment was made to support his accommodation needs, not to retaliate against him. This is corroborated by an email dated July 24, 2025, in which the Complainant informed Ms. Davis, Chair of the Reasonable Accommodation Committee, that Behavioral Health was an acceptable post because it did not use the metal stools, he alleged were causing injury.

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 25-86-09 against Brittney Phillips, 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
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Judith Bernier
Chair
Signed on : 7/24/2026

CC: Respondent
Complainant