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MIAMI-DADE COUNTY COMMISSION ON ETHICS AND PUBLIC TRUST

IN RE: **C 25-97-10**

HECTOR LLEVAT,

RESPONDENT.
_____/

PUBLIC REPORT AND FINAL ORDER

The Complainant, Quantell Williams (hereinafter "Complainant"), filed a complaint against the Respondent, Hector Llevat (hereinafter "Respondent Llevat"), 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 Llevat'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 Labor Relations staff 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, stating: "I see how y'all want to do me so Ima be a whistleblower …." Ms. Davis forwarded the message to John "Chuck" Tawwater, JHS' Director of Risk Management.

This agency interviewed Mr. Tawwater, who stated that he never spoke with Respondent Llevat about the Complainant, remarking: "That's not who I am…." Likewise, Anna Kemp, the JHS risk management employee who investigated the incident underlying the EMTALA complaint, provided a sworn statement confirming she had no discussions with

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

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

The complaint specifically alleges that Respondent Llevat, who serves as Director of Investigative and Administrative Services for JHS, engaged in coordinated retaliation following the Complainant's September 2024 EMTALA filing, culminating in his termination on or about June 18, 2025. The Complainant identifies three incidents as evidence of this alleged retaliatory effort.

First, he claims that around June 10, 2024—months before he filed his EMTALA complaint—Respondent Llevat issued a Written Reprimand for his first Corrective Action Report ("CAR #1"), which was later reduced to a Record of Counseling. Because this event occurred before the EMTALA complaint was filed, it does not constitute retaliation for that complaint.

Second, the Complainant alleges that on February 4, 2025, Respondent Llevat improperly recused himself from serving as hearing officer for the rebuttal of his second Corrective Action Report ("CAR #2"), citing a conflict involving Associate Vice President Eric Mendez. He further asserts that Respondent Llevat interfered with the process by appointing Wayne Ferdinand, whom he believed lacked sufficient experience, and that Mr. Ferdinand was pressured to uphold predetermined discipline. The evidence does not support these claims.

Respondent Llevat explained that he requested recusal because the Complainant's rebuttal suggested that former law enforcement officers, including him, could not fairly assess the matter. The Complainant's written rebuttal, submitted January 17, 2025, included statements implying bias among JHS managers based on their prior police experience. On January 21, 2025, Respondent Llevat requested recusal from CAR #2 and any future rebuttals for this reason; the request was approved.

Respondent Llevat further stated that he did not select his replacement. Employee Labor Relations assigned Mr. Ferdinand, who was the only Public Safety director without a law enforcement background. Although Respondent Llevat later learned that pre-filled disciplinary forms were provided to Mr. Ferdinand, he confirmed he had no involvement in or knowledge of them at the time.

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Labor Relations Specialist Bryan Buritica explained that the Complainant objected to both Public Safety directors with law enforcement backgrounds—Respondent Llevat and Director Raymond Melcon—serving as rebuttal leader. Because the remaining Public Safety directors also had prior law enforcement experience, Mr. Ferdinand, Director of Environmental Safety and Emergency Management, was assigned instead. Thus, the evidence shows that Respondent Llevat's recusal was prompted by statements in the Complainant's own rebuttal and that he (Respondent Llevat) played no role in selecting Ferdinand.

Third, the Complainant alleges that Respondent Llevat mishandled his termination, which stemmed from his refusal to provide his driver's license and identity information to First Choice Background Screening, the JHS vendor responsible for driver's license monitoring. He characterizes the resulting dismissal, following the third Corrective Action Report ("CAR #3"), as "disproportionate" and "pretextual."

The investigation showed otherwise. On or about May 28, 2025, the Complainant received notice of CAR #3 for failing to comply with mandatory 24/7 driver's license monitoring, a requirement for all Security Specialists. Prior to issuance of CAR #3, he received twelve email reminders and multiple phone calls and text messages from his supervisor, Sgt. Craig Campbell, urging him to enroll, but he refused to do so.

As rebuttal leader for CAR #3, Respondent Llevat issued a decision of involuntary dismissal. Respondent Llevat explained that termination was appropriate because the Complainant's refusal meant he no longer met a basic job requirement. Lesser discipline would not resolve the noncompliance. Respondent Llevat also noted that he handled rebuttals for other security specialists with the same issue; all but one ultimately complied and received lesser discipline. The only other termination involved an employee who lacked a valid driver's license. Respondent Llevat stated that the EMTALA complaint played no role in his decision.

The record demonstrates that the Complainant repeatedly failed to comply with a mandatory employer directive and was given numerous opportunities to do so. His dismissal was based on this continued noncompliance.

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 Respondent Llevat violated Section 2-56.28.11 of the Miami-Dade County Code.

Wherefore it is:

ORDERED AND ADJUDGED that Complaint C 25-97-10 against Hector Llevat, is hereby **DISMISSED**.

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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