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MIAMI-DADE COUNTY COMMISSION ON ETHICS AND PUBLIC TRUST

IN RE: **C 25-98-10**

DALYZ LIMIA,

RESPONDENT.
_____/

PUBLIC REPORT AND FINAL ORDER

The Complainant, Quantell Williams (hereinafter "Complainant"), filed a complaint against the Respondent, Dalyz Limia (hereinafter "Respondent Limia"), 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 Limia's actions were connected to, or taken in retaliation for, the Complainant's EMTALA filing. The record showed—and the Complainant acknowledged—that before 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 Respondent Limia and Labor Relations employee 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 Complainant's email to Mr. John "Chuck" Tawwater, JHS Director of Risk Management.

This agency interviewed Mr. Tawwater, JHS' Director of Risk Management. Mr. Tawwater stated that he never spoke with Respondent Limia about the Complainant, explaining: "That's not who I am. We either remove people for legitimate violations of policy, but harassing someone to leave is not something I would support."

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Anna Kemp, the JHS risk management employee who investigated the incident underlying the Complainant's EMTALA claim, also provided a sworn statement. She confirmed that she did not know any individuals named in the ethics complaints, did not discuss the 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 additionally reviewed all emails between Mr. Tawwater and Labor Relations employee Bryan Buritica and Director Aleshia Stewart, as well as 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 Complainant specifically alleged that Respondent Limia, a Senior Labor Relations Specialist, engaged in coordinated retaliation by falsifying grievance findings, omitting exculpatory evidence, and upholding an unlawful termination to protect JHS administrators. He claimed her actions were part of a broader "multi-department pattern of retaliation" and identified three incidents to support his allegation.

First, he asserted that Respondent Limia violated the 21-day discovery requirement in the Collective Bargaining Agreement ("CBA") during the Step 3 grievance review of a second Corrective Action Report ("CAR #2"). CAR #2 arose from a December 5, 2024, incident in which the Complainant made a veiled threat toward his supervisor, Brittney Phillips, in the presence of Lieutenant Vincent Evans. Although Ms. Phillips reported the incident on December 10, the CAR was issued on January 4, 2025, after the Complainant returned from FMLA leave and Lt. Evans—an essential witness—became available. JHS Union President William Orange clarified that under Article 7, Section 2 of the CBA, the 21-day period begins when management discovers and verifies the facts supporting discipline. Lt. Evans' statement was received on December 20, 2024, placing the CAR within the allowable timeframe. Respondent Limia upheld the Written Reprimand after determining that the investigation was credible and finding no evidence of retaliation.

Second, the Complainant alleged that Respondent Limia withheld exculpatory evidence during her review of a third Corrective Action Report ("CAR #3"), including proof of a valid driver's license and references to an unrelated HIPAA claim. Respondent Limia explained that she reviewed only evidence directly relevant to the allegation at issue—his repeated refusal to comply with mandatory driver's license monitoring through First Choice Background Screening, a JHS vendor. The Complainant declined a hearing and submitted only a written rebuttal, which she determined did not refute the misconduct.

Third, the Complainant asserted that Respondent Limia improperly denied his grievance challenging his June 2025 termination and intentionally delayed scheduling the Step 3 hearing beyond the 10-day CBA requirement. Respondent Limia stated that any delays resulted from scheduling constraints and workload demands. She indicated that she attempted to offer dates within the required timeframe, but the Complainant declined them

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and ultimately opted to submit a written rebuttal instead of participating in a hearing. She further stated that his termination resulted from his continued refusal to provide required documentation, despite repeated attempts by management—including Sgt. Craig Campbell, his supervisor at the time—to obtain it.

Respondent Limia emphasized that her decisions were based solely on the evidence and that no one at JHS attempted to influence her to retaliate for the EMTALA complaint. She noted that progressive discipline was bypassed because the Complainant's ongoing refusal to comply prevented him from meeting essential job requirements. The investigation revealed no evidence linking her actions to the EMTALA complaint.

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 25-98-10 against Dalyz Limia, 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