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MIAMI-DADE COUNTY COMMISSION ON ETHICS AND PUBLIC TRUST

In Re: Toni Thomas-Stacey C 26-26-06
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PUBLIC REPORT AND FINAL ORDER

Complainant, Courtney Jenkins, filed a sworn complaint against Respondent, Toni Thomas-Stacey, Division Director of Human Resources, for the Miami-Dade County Aviation Department (MDAD), alleging violations of the Conflict of Interest and Code of Ethics Ordinance (County Ethics Code) and the Miami-Dade County Employee Protection Ordinance (i.e. Whistleblower retaliation). Complainant alleged that she was interviewed for an Airport Attendant position with MDAD. On or about February 2026 through May 2026, Complainant reported the following complaints: (1) she was interviewed for a position that required a CDL license, but no staff member employed with Miami-Dade County Aviation Department held the credentials required by the DOT and FMCSA to train employees who operate commercial vehicles on the airfield; (2) she was trained and forced to work for positions that she did not apply for (Airport Specialist & GAC Desk Agent); (3) she was terminated for a position that she was never trained for; and (4) Miami-Dade County documents as it relates to job announcements/positions, hiring, training, terminations, and protected activities were falsified. Complainant indicated that after making these complaints, she experienced discipline, harassment, retaliation, and termination.

Legal sufficiency exists where the complaint adequately alleges a violation of an ordinance within the jurisdiction of the Ethics Commission, committed by an individual within the authority of the Ethics Commission, based substantially on the personal knowledge of the Complainant and filed with the Ethics Commission within three years of the alleged violation.

First, Complainant indicated on her complaint form that her allegation refers to Section 2-56.28.11 through 2.56.28.22 of the Miami-Dade County Code entitled, "Protection of Employees Disclosing Specified Information" (the Ordinance), which prohibits County officials from taking any adverse personnel action against an employee for disclosing information as provided in Section 2-56.28.14 of the Ordinance. The complaint fails to allege or provide proof of completion of the required prerequisite steps as detailed in Section 2-58.28.17(4)(a). Specifically, while Complainant may have been terminated from her County position, there is no indication that she disclosed the type of information that would be covered by whistleblower protection. Her disclosure appears purely personnel in nature, reflecting concerns pertaining to her own position. Additionally, the complaints fail to provide any information to show that Complainant has exhausted her administrative remedies.

Above all, pursuant to Section 2-1067 of the Miami-Dade Commission on Ethics and Public Trust's enabling ordinance, the Ethics Commission is not intended to serve as a personnel

cc: Respondent and Complainant

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board resolving personnel matters involving County employees. This complaint addresses several personnel issues not within the jurisdiction of this Commission.

On July 8, 2026, the Ethics Commission dismissed the complaint for lack of legal sufficiency.

Wherefore it is:

ORDERED AND ADJUDGED that COMPLAINT C 26-26-06 against Respondent is hereby dismissed.

DONE AND ORDERED by the Miami-Dade County Commission on Ethics & Public Trust in public session at the public meeting held on July 8, 2026.

MIAMI-DADE COUNTY COMMISSION ON ETHICS & PUBLIC TRUST

By: DocuSigned by: Judith Bernier 229F6B4889E44EC...
Dr. Judith Bernier
Chair

Signed on: 7/21/2026