

**City of Coral Gables City Commission Meeting  
Agenda Item C-1  
April 24, 2018  
City Commission Chambers  
405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Raul Valdes-Fauli  
Vice Mayor Frank Quesada  
Commissioner Pat Keon  
Commissioner Vince Lago  
Commissioner Michael Mena**

**City Staff**

**City Manager, Cathy Swanson-Rivenbark  
Assistant City Manager, Peter Iglesias  
City Attorney, Miriam Ramos  
City Clerk, Walter J. Foeman  
Deputy City Clerk, Billy Urquia  
Police Chief, Edward Hudak**

**Public Speaker(s)**

**Fausto Gomez  
Gus Fonte  
Juan Diaz  
Millie Ruiz Garcia Navarro  
Gabriel De La Campa  
Silvia Unzueta  
Rene Lamar  
Raul Mas Canosa  
David Bernhardt  
Osi Rind  
John Baublitz  
Carl Leon Prime  
Maria Cruz  
Sue Kawalerski**

---

City Commission Meeting  
April 24, 2018

Agenda Item C-1 - Administrative Investigation Report of Chief Edward Hudak, including the final report, conclusion and costs.

**Ana Lam**  
**Roberto DeStephen**  
**Nicolás Gutierrez**  
**Courtney Thompson**  
**James Butler**  
**Ana Ortiz**  
**John Angele**  
**Ettore DeTorres**  
**Maria Reyes**

---

Agenda Item C-1 [9:34:24 a.m.]

Administrative Investigation Report of Chief Edward Hudak, including the final report, conclusion and costs.

Mayor Valdes-Fauli: And now we have a time certain, 9:30, administrative investigation report of Chief Hudak, including the final report, conclusions and costs. Madam City Manager.

City Manager Swanson-Rivenbark: Mr. Mayor, I know that I received several calls of concern on the investigation itself and the conclusion. And I've addressed my concerns related to this matter, and I've decided to rescind the reprimand in the best interest of the City. I'll reserve additional comments, if necessary, but at this point, as a final, I have rescinded that reprimand, because I believe it is in the best interest of the City.

(APPLAUSE)

City Attorney Ramos: I appreciate...

(APPLAUSE CONTINUES)

Mayor Valdes-Fauli: Thank you, thank you.

---

City Commission Meeting  
April 24, 2018

Agenda Item C-1 - Administrative Investigation Report of Chief Edward Hudak, including the final report, conclusion and costs.

(APPLAUSE CONTINUES)

Mayor Valdes-Fauli: Is the Chief around? I hope he is.

Commissioner Mena: There he is.

City Attorney Ramos: While the Chief comes up, I appreciate everybody's enthusiasm, but if we could refrain from...

Mayor Valdes-Fauli: Yes.

City Attorney Ramos: Yelling and clapping, that would be in compliance with our rules of decorum. Thank you.

Mayor Valdes-Fauli: I let them applaud for once, yeah. Chief.

Chief Hudak: I appreciate the Manager revisiting the issue today. I am very proud to be your chief of police. And, it is my honor to represent the men and women of the Coral Gables Police Department and the residents. And more importantly, I appreciate everyone's outpouring of support today for the city government, the -- my family, and more importantly, the 14 officers that were also involved in this. And that's all I have to say.

(APPLAUSE)

Mayor Valdes-Fauli: Come on. Whoever is whistling, I'm going to remove you from the place if you do it again. Let's stop it. Go ahead, City...

City Attorney Ramos: And if I could ask again if you all could refrain, please, from clapping.

Mayor Valdes-Fauli: You're lowering the standards and the quality of this meeting by whistling and doing that. Go ahead.

Vice Mayor Quesada: I...

Commissioner Keon: You have no more to say?

Mayor Valdes-Fauli: What?

Vice Mayor Quesada: I have...

Commissioner Keon: You have no more to say?

Chief Hudak: No, ma'am.

Vice Mayor Quesada: So, I'm happy to see that's resolved. I know we have a lot of time constraints today. Move on to the next item?

Mayor Valdes-Fauli: What?

(COMMENTS MADE OFF THE RECORD)

Mayor Valdes-Fauli: What did you say?

City Attorney Ramos: Again, I need to ask...

Vice Mayor Quesada: I said...

City Attorney Ramos: To keep some...

Vice Mayor Quesada: Seeing that the issue has...

City Attorney Ramos: Decorum in this room and not...

Vice Mayor Quesada: Been resolved, I think it's...

City Attorney Ramos: Have people yell from the audience.

Vice Mayor Quesada: We can move on to the next item.

Commissioner Lago: Listen, I'm...

Mayor Valdes-Fauli: What's the pleasure of the Commission?

Commissioner Lago: Vice Mayor, I'll be honest with you. I think that, obviously, you have a full house today here, as you can tell, and we work at the pleasure of the residents of this community. And, when you have all these individuals in the room today, it is my duty to make sure that at least we hear a handful of the individuals that are here that may represent the opinions -- no matter what side they're on -- their opinions should be heard. If my colleagues disagree, I will respect my colleagues' wishes, but that's just my opinion.

Vice Mayor Quesada: Commissioner Lago, as you know, I always want to have input from the residents. This wasn't set as a public hearing, and we have a big agenda today that we have to get through certain items.

Commissioner Keon: I have to leave here...

Vice Mayor Quesada: So, I mean...

Commissioner Keon: At 1:30.

Commissioner Lago: Well, I'm going to remove my item. I just heard -- just from Chelsea right now via text that our School Board member will not be here. She's sending a surrogate. I've asked her to defer that item for the next Commission meeting, so that will save a significant amount of time. I also have to leave here at 12 o'clock -- I will be back -- because I have to be somewhere for work from 12 to 1. But again, if we can listen to a handful of individuals who will treat this with respect, I think it's in the best interest of not only this Commission, but the City. But again, like I mentioned before, I will do whatever this Commission decides. I'm willing to listen, as always.

Mayor Valdes-Fauli: Let me see if I can reach a halfway point here. The issue before us is the administrative investigation report and the reprimand, the six-page reprimand, which has been withdrawn. There's also a bigger issue here, and that is the relationship between the City Manager, the Chief of Police, and the need or not need for a public safety officer on top of the Chief of Police. And -- on top of the Chief of Police and also interfering with the running of the Police Department. That's another issue, and I am very, very willing to put that issue at the next Commission meeting -- the next Commission agenda, to discuss it because that issue, I think, pervades what has happened here. And I -- the issue before us here was, again, the reprimand, the administrative complaint, and the conclusions of the investigator, which is this thick thing here, which exonerated Chief Hudak. With your pleasure -- I mean, with your consent, I would like to put the discussion of this item off until the next Commission meeting, where we will discuss...

(COMMENTS MADE OFF THE RECORD)

City Attorney Ramos: I need to ask that you please refrain from yelling from the audience. We need to keep decorum in this room, please.

Mayor Valdes-Fauli: Alright, then maybe I will not put this on in the next agenda. Go ahead.

Commissioner Keon: I would -- you've dealt with the issue. I'm sad -- or I'm sorry to not hear the Chief say that he will work with the Manager, he will work with the Public Safety Director, he will be part of whatever strategic plan that comes forward for the City. But, I think the issue that was on the agenda has been dealt with. It's done; it's over. It is up to this Administration to figure out how to make it work on behalf of this City. This has created a tremendous amount of turmoil in our city and truly affects our ability to recruit high-quality applicants for some very significant positions that we have open in the City, like an Economic Development Director and some other assistant directors in other departments. This -- I mean, this is -- this turmoil is -- it does not reflect well on us as a community. So, I will really like you to move on because there are many issues on here, and I have told you, for the last six weeks -- or eight weeks, that I have to leave here by 1:30 today and ask that the...

(COMMENTS MADE OFF THE RECORD)

Commissioner Keon: The agenda...

City Attorney Ramos: Again...

Commissioner Keon: Be allowed to...

City Attorney Ramos: I need to ask...

Commissioner Keon: Accommodate that.

City Attorney Ramos: That you refrain from yelling from the audience.

Commissioner Keon: I don't think that this -- what -- the behavior or what -- you know, you could line this chamber 50 deep and I will tell you that I will do what I believe is the right thing regardless. So, I'm asking you, if you want to put it on another agenda, if you want to have a community meeting, where everyone is free to speak, then I'll ask that -- I mean, that is -- certainly, as Mayor, that's up to you to do. But for now, the issue has been dealt with.

Mayor Valdes-Fauli: Commissioner Mena.

Commissioner Keon: You know, and I'd like you to move on and please get through -- or else, if you want to schedule it for 1:30 and people want to come back, that's fine. But, there are issues on here that I would like the opportunity to be able to discuss and to vote on. This one...

Mayor Valdes-Fauli: Commissioner Mena.

Commissioner Keon: Doesn't require a vote. It doesn't require my presence, so I would like us to move on, please. You can reschedule it for whenever you want...

Vice Mayor Quesada: Just before...

Commissioner Keon: So, that's all I ask.

Vice Mayor Quesada: Just one quick point, Mr. Mayor. Look, I'm not against having the conversation today. I just, you know -- I actually think Commissioner Keon phrased it properly what -- that the fact -- yeah, we do need to have the conversation of all aspects of it. But typically, when we have those big conversations, there's an opportunity ahead of time for staff to get together and discuss it with each other before it comes to us. Typically, we've had situations where we've tried to create something on the agenda that wasn't on the agenda and have a



discussion, and it goes a number of different directions. And I just want to make sure if we're going to have the conversation, it's properly tailored to address what the concerns are. That's it. My thoughts.

Mayor Valdes-Fauli: Commissioner Mena, what's your pleasure?

Commissioner Mena: I think it's at your pleasure, Mr. Mayor. But...

Mayor Valdes-Fauli: No, everybody.

Commissioner Mena: I think it's important -- there's two things I would say.

Mayor Valdes-Fauli: I'm one vote.

Commissioner Mena: There's two things I would say. One is -- and I think it's important for everybody in the crowd to understand this. I think the result that you just heard, which is the reprimand has, in fact, been withdrawn, I think is in -- is very much in part to the support and the outpouring of feedback that we've received from the residents, including many of whom I see in the audience here today I've spoken to directly and I think have spoken to many of us. So, I don't want people to feel like, you know, their voice hasn't been heard because I think it's clear that it has. Whether or not you deal with it today or in another meeting, Mr. Mayor, you know, is really your call. I think it should be discussed at some point. I think it merits public hearing, but whether or not we do it today, again, is up to you as to how you manage the agenda.

Mayor Valdes-Fauli: Commissioner Lago.

Commissioner Lago: No. I voiced my opinion very clearly. I mean, I'm willing to have the discussion today. I've actually taken some of my items off the Commission agenda today to make sure that we can discuss it today. But again, I don't want to inconvenience anyone. I think

people here have made a concerted effort not only to write us, but to contact us, but they're here today on a work day, at 9:30, to make sure that their voices are heard either in favor or against the process. So, I'll make time to be here. I've already scratched certain items off the agenda. It just happened to be that I wasn't the reason why it's not going to be heard at this Commission meeting, but we should have it -- like Commissioner Mena mentioned, it should be held in the public realm.

City Manager Swanson-Rivenbark: So, Mr. Mayor, I appreciate the comments. I appreciate the enthusiasm of the audience. I appreciate that you're pleased that I removed the reprimand and I stand by that action. What I'm not prepared to do is speak about the organizational structure. I can, at another time, but at...

Mayor Valdes-Fauli: No, at another time.

City Manager Swanson-Rivenbark: This meeting...

Mayor Valdes-Fauli: Yes.

City Manager Swanson-Rivenbark: I don't -- I'm not ready because it's important that everyone have the facts in order to render different conclusions. But, we are moving in a really good direction. Crime is the lowest it has been in -- since crime was recorded for Coral Gables, and that's a tribute to a lot of people. But it's also a tribute to a strategy. And, it's a strategy that is in several different departments with an all hands on deck. And so, as we discuss how that organizational structure is crafted in order to best serve you all's mission and the residents' desires, I would like to have an opportunity to prepare my comments and those comments of staff that can greatly contribute to this conversation.

Mayor Valdes-Fauli: We're not going to discuss the organizational structure of anything today. We're not. And, I said that we would put that off until the next Commission meeting.

City Manager Swanson-Rivenbark: Thank you, sir.

Mayor Valdes-Fauli: What is the pleasure -- I think Commissioner Quesada has said that we put this off until the next meeting and...

Vice Mayor Quesada: Again, I still...

Commissioner Keon: I would ask that you would...

Vice Mayor Quesada: Very much want to have a public meeting. I'm not saying...

Commissioner Keon: I do.

Vice Mayor Quesada: I'm not saying not to. I just think that it's got to be properly noticed and tailored. And also, we have a lot of other people that are here today on other items that are here today, so...

Commissioner Keon: I'd like us to move on.

Mayor Valdes-Fauli: I'm...

Commissioner Lago: I'm ready to move forward today, so I'm -- we'll have this discussion right now.

Mayor Valdes-Fauli: Okay. I will let people speak. I have the cards here, and I will give you one minute. I have like 60 cards here. I will give you one minute to express your opinion, one minute. Mr. City Clerk, will you time the appearances? The first is Gus Fonte. Gus. Is Gus Fonte here? Okay, I'll pass him over. Fausto Gomez. One minute, please.

Commissioner Mena: You want to call...

Mayor Valdes-Fauli: Huh?

Commissioner Mena: You might want to say the next couple...

City Attorney Ramos: Yeah.

Commissioner Mena: So they could start lining up.

Mayor Valdes-Fauli: Yeah. Fausto Gomez, and then Juan Diaz, afterwards. Fausto.

Fausto Gomez: Briefly, Mr. Mayor, Mr. Vice Mayor...

Mayor Valdes-Fauli: One minute.

Mr. Gomez: Commissioners. Fausto Gomez. I have the pleasure of residing in Coral Gables for 32 years, serving as your lobbyist for over 20 years, and I still maintain significant property holdings in the City, and I conduct my professional and social life here. I have standing to speak in front of you. I am here on behalf of my friend, Chief Ed Hudak, and I appreciate the Manager withdrawing her memorandum. Frankly, that memorandum was an embarrassment and it has placed you and this City with all these cameras. It has placed us in a position as residents and property owners that we have had national, international and local press on an issue that was decided and that memoranda should never have been issued. I commend you, quite frankly, for having a discussion about the organization of the City. I look forward to that. Thank you very much.

Mayor Valdes-Fauli: Thank you, Fausto. Juan Diaz.

Vice Mayor Quesada: Well, actually, Gus is here.

Commissioner Mena: Gus Fonte is here.

Mayor Valdes-Fauli: What?

Commissioner Mena: Gus Fonte...

Mayor Valdes-Fauli: Oh, you're here.

Gus Fonte: (INAUDIBLE) Gus Fonte, 2100 Ponce de Leon Boulevard. I've served the City for a member of the BID for 16 years and as a member of the Economic Development Board for four years. I would ask that -- having given my time and effort to the City, that the Commission would listen to what I have to say, and it's very simple. I support the Chief. Chief Hudak has been a friend to my family and a very valuable employee of this City, and I would ask you for his continued support. Thank you.

Commissioner Lago: Thank you, sir.

Mayor Valdes-Fauli: Thank you, sir.

Commissioner Lago: Please.

Mayor Valdes-Fauli: Juan Diaz.

Juan Diaz: Yes.

Mayor Valdes-Fauli: And after Juan Diaz comes, Millie Ruiz Garcia Navarro.

Mr. Diaz: Good morning.

Commissioner Lago: Good morning.

Mayor Valdes-Fauli: Good morning, sir.

Mr. Diaz: I've owned a business here in the City of Coral Gables for nearly 20 years. I've known Ed for probably around 20 years. He's an exceptional person as a friend, a father, and as a professional. A quick story that I want to share would show you the quality of person that he is in a moment when we need to back the blue more than ever, because of the assault that they've been under. Hurricane Irma, we've been through many hurricanes and this -- and I'm going to explain to you never happened before. It happened only with Ed. I called in because we're on the highway in front of UM and it gets chaotic during the hurricanes when I needed police help to keep the lines and the people from arguing and fighting. He called me back and told me, let me see what I can do because I've got my guys and girls going dual duty. Let me see how I can organize it, because I've got to go ahead and take care of the City issues first. He called me back an hour later and he told me I can get you some guys. We'll have them there in the morning. I told him, thank you very much, Ed. About an...

Mayor Valdes-Fauli: Finish up.

Mr. Diaz: Huh?

Mayor Valdes-Fauli: Finish up.

Mr. Diaz: About an hour later, he called me back and he told me, I need you to do something for me. Can we set up a line for our police officers and firefighters to fuel up, because their families

are at home and they're not able to do that for their families? I hung up the phone and I said to myself, that's a true leader. That's the type of person you want in charge of a police department.

Mayor Valdes-Fauli: Thank you, Mr. Diaz.

Mr. Diaz: You got it.

Mayor Valdes-Fauli: Thank you very much.

(APPLAUSE)

Mayor Valdes-Fauli: After Ms. Ruiz Garcia Navarro comes Gabriel De La Campa.

Millie Ruiz Garcia Navarro: Good morning to all of you, Mayor and Commissioners, and everyone in the room. I am here supporting Chief Hudak. I had the pleasure of working with Alina Hudak in Miami-Dade County. I've known the kind of family they are, always admired their family, and he's a very decent, honest person. And, I don't even have to tell you what kind of Chief you have had for all these years. The crime has been reduced. And, we have to acknowledge that the work he has done for the City is amazing. I believe it's shameful the amount of money that you all have spent, \$50,000, on an investigation that had not supposed to be made. I believe it's unreal. It's childish, and we should reprimand the person that was involved in that investigation.

Mayor Valdes-Fauli: Thank you, ma'am.

Ms. Ruiz Garcia Navarro: I thank you, sir.

Mayor Valdes-Fauli: Thank you.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Gabriel De La Campa, and then Silvia Unzueta.

Gabriel De La Campa: Good morning, Commissioners.

Mayor Valdes-Fauli: Good morning, sir.

Mr. De La Campa: Gabriel De La Campa, 735 Cremona. I'm here in support of Ed Hudak. Ed has made service to the City his career, something we can't say about certain others. His dedication, professionalism and loyalty has been unmatched, the highest standards. Again, something we can't say about certain individuals. So, a letter was removed under the pressure of citizens. We're facing nepotism in this City like never heard before. And, it's your guy's move and it's your job to listen to us. Have the hearing. Let's talk about the City's structure...

Mayor Valdes-Fauli: We are having the hearing. What do you mean?

Mr. De La Campa: Let's have the hearing.

Mayor Valdes-Fauli: Okay, we are having it.

Mr. De La Campa: And let's address the nepotism issue.

Mayor Valdes-Fauli: And if you have...

Mr. De La Campa: And let's nip it.

Mayor Valdes-Fauli: If you have issues on nepotism, I would love to hear what they are and -- so that we can address them.



Mr. De La Campa: If it hasn't been obvious already...

Mayor Valdes-Fauli: No, it hasn't been.

Mr. De La Campa: Well, I think it's been very clear now to all the citizens. And, the Commissioner that walked out because she didn't like it, who are we protecting? Who do we know? What do we know?

(APPLAUSE)

Mayor Valdes-Fauli: Thank you, sir. Thank you very much.

Mr. De La Campa: Have a wonderful day.

Mayor Valdes-Fauli: Silvia...

Commissioner Lago: Thank you, sir.

Mayor Valdes-Fauli: Unzueta, and then Rene Lamar, afterwards.

Silvia Unzueta: Silvia Unzueta. I own two properties. I have known the Chief since I...

Mayor Valdes-Fauli: One minute.

Ms. Unzueta: Had a home invasion of my house at 818 Pizarro. I know the family. He's the most decent officer I have ever met. When I came -- and by coincidence, I talked to the City Manager. She was really totally against him. It makes no sense. The City should be proud and there shouldn't be any interference between the Chief of Police and the Manager's Office. That

doesn't make any sense. It is ridiculous. They -- when I talked to the Manager, she told me that none of the women supported him. And it so happens, -- because God is so good to me...

City Manager Swanson-Rivenbark: Excuse me. Ms. Unzueta...

Ms. Unzueta: They...

City Manager Swanson-Rivenbark: I respect you, but I have to ask you to tell the truth, because at no point did I say that. I have to intervene...

Ms. Unzueta: You did. I'm sorry.

City Manager Swanson-Rivenbark: On that.

Ms. Unzueta: Forgive me, you did. I'm very coherent. I am extremely coherent. I simply think that a chief of police should have full authority, reporting directly to a manager. The other stuff makes no sense, Mr. Mayor.

Mayor Valdes-Fauli: Thank you.

Ms. Unzueta: Thank you.

Mayor Valdes-Fauli: Thank you, Ms. Unzueta. Rene Lamar, and afterwards Counselor Raul Mas Canosa.

Rene Lamar: Good morning, Mr. Mayor and Commissioners.

Mayor Valdes-Fauli: Good morning, sir.

Mr. Lamar: I am a resident of Coral Gables for over 24 years. I have known Ed about that long. His wife and mine both work for the County. He is an exceptional police chief, and I stand here in support of Chief Hudak. But I want to bring up two points. First of all, this investigation has dragged not only Chief Hudak through the mud, but you know, the policewomen who were involved in the “incident” have been dragged through the mud. We deserve better. We really do deserve better. And, something Commissioner Keon raised that I think is happening throughout the country, but we should fight it here is that if we want to attract high-caliber public servants, this is no way to act. So, I encourage you to have the public hearing and, again, just support...

Mayor Valdes-Fauli: We are having it.

Mr. Lamar: No, no, the other one.

Mayor Valdes-Fauli: No, stop...

Mr. Lamar: The follow-up.

Mayor Valdes-Fauli: Stop urging us to have a public hearing. That’s what we’re having now.

Mr. Lamar: Okay. No, no.

Mayor Valdes-Fauli: Okay.

Mr. Lamar: The one where we get to the crux of this issue...

Mayor Valdes-Fauli: Okay.

Mr. Lamar: Which is the relationship between the City Manager...

Mayor Valdes-Fauli: Alright.

Mr. Lamar: The -- that one. Very important to have, and...

Mayor Valdes-Fauli: I agree.

Mr. Lamar: Again, we shouldn't be scaring away high-caliber people like Ed Hudak.

Mayor Valdes-Fauli: Thank you, sir.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Raul Mas Canosa, and then, David Bernhardt. Raul Mas Canosa, there. Good morning, sir.

Raul Mas Canosa: Good morning, Mr. Mayor. Thank you for having me. Raul Mas Canosa, 610 Vilabella Avenue. Lately, I'm spending way too much time in front of my City of Coral Gables Commission. Quite frankly, I'm sick and tired of having to come down here, because you guys aren't paying attention to City business, okay. This feud that has been going on now for at least four years -- since Cathy returned to the City of Coral Gables -- has got to stop, okay. We're tired of it. That's why all these people are here today. It's not just about supporting Ed Hudak. It's not just about seeing 14 police professionals have their names dragged through the mud over an investigation that, quite frankly, you know, was unwarranted given the fact that Chief Hudak has a three-decade long career in this police department. I urge you to take up this matter today, okay, resolve this problem today. Stop kicking the can down the road. You've been doing it for four years, okay. You respond to the people in this room. It's not vice versa, Ms. City Attorney. I understand there's decorum, but enough is enough.

Mayor Valdes-Fauli: Thank you, sir. David Bernhardt, and then, Osi Rind. David. Good morning, sir.

David Bernhardt: Good morning, Council. David Bernhardt, Tallahassee, Florida. I am currently the vice president for the State of Florida Fraternal Order of Police. My background is a 29-year command staff veteran. I am currently a chief of staff for a constitutional officer here in the state of Florida. Many people are here to support the chief. I am here to support the wrong accused female officers. It is my understanding hundreds of records pertaining to the investigation were not given to the local FOP after a lawful public records request was made. And may I remind the council that several Martin County Commissioners have recently been charged and arrested for not following the Sunshine Law and not releasing the public records. It's my understanding during the investigation the Bill of Rights for these officers were violated. In fact, these victims were not given their (INAUDIBLE) and their equal rights as victims are allowed. I know President Jenkins of the FOP addressed the stellar service of the Chief and addressed the history of your City Manager. But you also forget named in the complaint, all the public sees is how the City fails to protect its officers. And in this case, these female officers were victims of cyber bullying. May I go -- may I go -- may I have the pleasure for one...

Commissioner Lago: Mayor...

Mayor Valdes-Fauli: Thank you, sir.

Commissioner Lago: If I may, Mayor, could he continue for a second, because I think this is just as...

Mayor Valdes-Fauli: Alright.

Commissioner Lago: Important, if not more important than everything we're discussing today.

Mr. Bernhardt: Thank you. For cyber bullying. How will other women have the confidence to come forward if you, the City Council, did not protect the female police officers who've been demonized as victims? In conclusion, to the elected officials before me, you have seen and heard the support here for your Chief and officers. So, your own future, I believe, lies in the action or inaction you take to resolve this matter. And without question, I think you know where the residents and voters support and who they hold their trust in. Thank you.

Mayor Valdes-Fauli: Thank you, sir.

Commissioner Lago: Thank you, sir.

Mayor Valdes-Fauli: Thank you very much. Osi Rind, and then, John Baublitz. Good morning.

Osi Rind: Osi Rind. I'm an attorney. I represent the Fraternal Order of Police. And the union, as you know, represents the officers, who you've just heard and that you know now from reading the letter were maligned and defamed by some anonymous person. We came to you once before -- and by the way, the officers sit here in the front row, some of them who attended that party. We came to you once before and the union asked that an investigation be conducted into who sent this anonymous letter. The anonymous letter that, before the investigation even started, we told you had no factual basis; that it was false, that none of these women had written that letter. To date, the Administration still refuses to investigate who sent that letter. And, these women and this union is here to ask you to direct the Administration to do exactly that. They have an obligation to do that. There are Charter provisions. There are ordinance provisions that allow you to investigate this and -- the union -- that's the union's and these officers' request.

Mayor Valdes-Fauli: Thank you, ma'am.

Commissioner Lago: Thank you.

(APPLAUSE)

Mayor Valdes-Fauli: John Baublitz, and then we have Carl Leon Prime.

Commissioner Lago: Good morning.

John Baublitz: Good morning.

Mayor Valdes-Fauli: Morning.

Mr. Baublitz: Mayor, Commissioners. To kind of piggyback on what Ms. Rind said, you know, we represent the female officers. Like she said, from the very beginning, they said that none of them wrote the letter. They've given two sworn statements that they did not write the letter, and they have requested in Internal Affairs that whoever wrote the letter, it be investigated. To this point, that has not happened. We have not gotten any commitment that they'll investigate who wrote the letter. In the reprimand, the City Manager speaks about a violation of the take-home policy. That did not occur. In no way, shape or form did my member violate the policy. That was incorrect. And to go back to where we have concerns, we did not get the records that we have requested, which is concerning. But also, more concerning is what we found out from what was provided to us. There was a legal affairs post on July 30. That post went out at 8:03 -- I'm sorry, the 27<sup>th</sup>. That post went out at 8:03 on the 27<sup>th</sup>. Someone from City -- the inner circle, the staff, printed that post out before the end of the day, less than four hours.

Mayor Valdes-Fauli: Thank you.

Mr. Baublitz: Please let me finish.

Mayor Valdes-Fauli: Yeah, please.

Mr. Baublitz: It's just real quick. On the 30<sup>th</sup> is -- the 31<sup>st</sup>, I'm sorry, is when the letter was supposedly written by the anonymous complaint, which then was received by the City on August 3<sup>rd</sup>. My question is, why did somebody in the City staff have that email? Why was it the only one printed in color and the rest were in black and white? Why was it the only one printed on that day? If City staff knew that this letter was -- or is claiming that this letter was the first time they heard about this incident, then who in the City staff printed that post? Who had it? And if they didn't print it, who gave it to them? And if you spent \$50,000 on an investigator, why didn't he ask those questions?

Mayor Valdes-Fauli: Thank you.

Mr. Baublitz: If he wanted to get to...

Mayor Valdes-Fauli: Please finish up.

Mr. Baublitz: The bottom of who did this, why didn't -- why weren't those questions asked? Who printed it? Who told them about it? And where did this start? Those are simple questions.

Mayor Valdes-Fauli: Thank you, Mr. Baublitz.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Thank you. Carl Leon Prime.

Vice Mayor Quesada: John.

Mayor Valdes-Fauli: Carl Prime, and then...

Vice Mayor Quesada: After the meeting, I want to...



Mayor Valdes-Fauli: Maria Cruz.

Vice Mayor Quesada: Discuss that with you.

Carl Leon Prime: Good morning.

Mayor Valdes-Fauli: Morning, Carl.

Mr. Prime: Carl Leon Prime, 209 Florida Avenue. Mr. Mayor, members of the Commission, Madam City Manager. I'm a lifetime, lifelong resident and citizen of Coral Gables. Yes, there are still a few of us who remain. However, I'm also a member of the Lola B. Walker Homeowner's Association, which represents Coral Gables' first historic neighborhoods. And, we're also an active participant in the citizens' crime watch program. Several times each week, I take long walks for exercise throughout the City. And as a result, I'm able to observe the courteous and professional interaction of the police department's officers and supervisors. Their behavior is an indication of the expectation of the top leadership, the Chief. Over the years, I have come to know Chief Hudak, first as a patrol officer, and through his rise in the community through the position he holds. Mayor, may I continue?

Commissioner Keon: Your time is up.

Mayor Valdes-Fauli: Yeah, but please finish up.

Mr. Prime: Members of my community view him as an honorable man with a deep commitment to keeping all residents safe. He is known and respected by the remaining long-time citizens of our community. Developing problems have been addressed with clear follow-up and a visible presence. And this reflects his expectations of duty, service and integrity, and this holds us --

holds him in high esteem throughout our community. His leadership has allowed all residents to enjoy the lifestyle promised by the City Beautiful. I thank you for this opportunity...

Mayor Valdes-Fauli: Thank you, Mr. Prime.

Commissioner Lago: Thank you, sir.

Mr. Prime: To address you.

Mayor Valdes-Fauli: Maria Cruz, and then we have Sue Kawalerski.

Maria Cruz: Maria Cruz, 1447 Miller Road. And let me start by saying...

Mayor Valdes-Fauli: One minute.

Ms. Cruz: Yes, I know, even though I asked for a personal appearance. We're here -- all of us are here to support our police officers, both men and women, because we think that they are the best of the best. And, let it be known that that's what we believe. But, we're also here because we need to ask you, the people that we elected to represent us, to stop the pattern of injustice, embarrassment, bullying, harassment, humiliation that our police officers are getting from this Administration. Just taking -- rescinding the letter is not enough. There's no way to take off everything. It has been all over, including the UK. There's no way to tell Hudak's children that they should not have been embarrassed. This is -- and it's shameful that we have two women sitting on this dais that do not understand that. This has to stop. We need one police chief. One police chief with full powers to do his job, with no intimidation from the top. He is the police chief. He needs to do his job. And we do not need any babysitting. We don't need anybody telling him what to do, overruling him, undermining him. That is the issue at hand.

Mayor Valdes-Fauli: Thank you, ma'am.

Ms. Cruz: You all are elected. We voted for you. You need to step up to the plate, or we will see you...

Mayor Valdes-Fauli: Thank you.

Ms. Cruz: At the next election.

Mayor Valdes-Fauli: Thank you, Maria.

(APPLAUSE)

Mayor Valdes-Fauli: Sue Kawalerski, and then we have Ana Lam.

Sue Kawalerski: Good morning, Commissioners. My name is Sue Kawalerski. I reside at 6830 Gratian Street, in Coral Gables. I've been a resident here for over 20 years. Today, I'm representing the Riviera Neighborhood Association as its president. Just for the record, the Riviera Neighborhood Association represents residents in the area bounded by Le Jeune, US-1, Red Road and Sunset, so it is a rather wide area in Coral Gables. I'd like to read a statement into the record for Coral Gables City Commission and Administration. The RNA fully supports Coral Gables Police Chief Ed Hudak and his exemplary service to the City and its residents for nearly 30 years. His leadership, integrity, community outreach, passion for his city and compassion for the people places him in a rare space which few share. We are proud to have Chief Hudak protecting our homes and families in the City Beautiful. This is signed by the board of the Riviera Neighborhood Association. I am asking for a thorough independent investigation into the identity of the anonymous source that led to the unfounded allegation placing the City in an international spotlight in a very embarrassing way.

Mayor Valdes-Fauli: Thank you, Ms. Kawalerski. Thank you.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Ana Lam, and then Roberto DeStephen.

Ana Lam: Good morning...

Mayor Valdes-Fauli: Morning.

Ms. Lam: And thank you. My name is Ana Lam. I've been a Coral resident -- a Coral Gables resident since 1984. I am here supporting Chief Hudak. I cannot think of a better and more respected and honorable person to have as our chief. By the same token, I'm very embarrassed by what has happened -- or what is happening in our community. I think our City Manager has put the City at risk. With everything that is happening right now in this country, I guess police officers...

Commissioner Keon: That's not part of the commentary.

Ms. Lam: We have to really think of what we do. We really do. Not only of our police officers are at risk, but our citizens, and that is not fair. I think that these women back here deserve an apology. I think that Mr. Hudak -- Chief Hudak deserves an apology. And I think all the citizens of Coral Gables deserve an apology.

Mayor Valdes-Fauli: Thank you, ma'am.

Ms. Lam: Thank you.

Mayor Valdes-Fauli: Thank you very much.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Roberto DeStephen, and then we have Nick Gutierrez, Jr. Good morning.

Roberto DeStephen: Good morning, honorable elected officials. My name is Roberto DeStephen, and I'm representing the District 6 of the Fraternal Order of Police. On behalf of our District 6 director, Javier Ortiz, I have a strong message that he wants to send that I'm going to read now. Chief Hudak is backed by not only the men and women of his department, but by the residents of Coral Gables. The discipline being given to Chief Hudak is a direct result of Frank Fernandez, who has made it his mission to destroy the stellar reputation of Chief Hudak. Frank Fernandez was dismissed from the City of Miami Police Department as deputy chief, because of those types of antics and replaced immediately after. In Hollywood, he was disliked by rank and file. And in Coral Gables, it's the same. A snake is a snake. Frank Fernandez just changes clothing with a variety of uniforms. FOP supports Chief Hudak. Thank you.

Mayor Valdes-Fauli: Thank you, sir. Nick Gutierrez, and afterwards, Courtney Thompson. Good morning, sir.

Nicolás Gutierrez: Good morning, Mr. Mayor, Commissioners.

Mayor Valdes-Fauli: One minute.

Mr. Gutierrez: Yes. I -- my name is Nicolás Gutierrez. I live at 1528 Palermo Avenue for the past 17 years. I've worked in the Gables, and I am here to support my good friend, Chief Ed Hudak, who, as a University of Miami police officer, was the chapter advisor to the Pi Kappa Alpha fraternity about 35 years ago. Ed is a model of professionalism and integrity. And as a former chairman of the governing board of the South Florida Water Management District, we, too, had personnel issues during my nine-year tenure there. I'm very sensitive about not second-guessing the actions of staff over folks that they supervise, but this case requires a different

analysis. With all due respect to Commissioner Keon and to the City Manager, there is no doubt the turmoil and bad publicity have been inflicted on the City Beautiful. But let's not blame the victim. That does not come from Ed Hudak's actions. That comes from the actions of those that have harassed Ed Hudak. There must be accountability and correction of that bureaucratic structure that has fostered this situation and -- so that it should never happen again.

Mayor Valdes-Fauli: Thank you.

Mr. Gutierrez: Thank you very much.

Mayor Valdes-Fauli: Thank you.

(APPLAUSE)

Mayor Valdes-Fauli: Courtney Thompson, and then...

Courtney Thompson: Good morning...

Mayor Valdes-Fauli: Wait a second.

Mr. Thompson: Commissioners.

Mayor Valdes-Fauli: Wait, wait, wait, wait, wait. And then we have Jim Bullie or Buller. Go ahead.

Mr. Thompson: Okay, thank you. Good morning, Commissioners, Mr. Mayor, City Attorney, City Manager. Courtney Thompson. I've been a resident of Coral Gables for more than 30 years. I've served you as a member of many different areas in the City. And I've known Ed Hudak for more than 30 years, since he joined the force. I want to say to you that I think that Ed

Hudak is the best chief we've ever had. I've seen every chief in action. I've had two homes burglarized in Coral Gables. Crime has gone down since Hudak has taken over. He has really brought in better quality officers and has increased the training and the level of quality of our officers since the time that he's taken over. He's a great family man. He is a great city man, and he honors us in a way that no chief has ever honored us in this city. I think it is, unfortunately, a shame that we've had to go through what we've gone through, through this situation. And worst of all, is the fact that no one really can prove where this information came from. So, I ask that you, as our Commissioners and as people who are empowered to manage this city, look deeper into this situation and find out how did we get to this point.

Mayor Valdes-Fauli: Thank you, sir.

Mr. Thompson: Thank you.

Commissioner Lago: Thank you very much.

(APPLAUSE)

Mayor Valdes-Fauli: Jim Bueller or Buller or Bulle.

(COMMENTS MADE OFF THE RECORD)

Mayor Valdes-Fauli: 1028 Placetas. Jim Butler, oh my god. Chief Butler.

James Butler: Honorable, noble Commission, thank you.

Mayor Valdes-Fauli: You have to learn how to write your name.

(LAUGHTER)

Mr. Butler: Do I get over 60 seconds to speak to -- no.

Mayor Valdes-Fauli: Go ahead.

Mr. Butler: Sorry about this. I just -- I know you all are getting worn out by this, but it's very important. I reside at 1028 Placetas Avenue, Coral Gables, Florida, 35 years and enjoyed every minute of it. There's two issues, and I think they've addressed the one. I don't know if you all are aware that the FOP filed a letter for a EEOC complaint, because what's been forgotten were the females -- they've been noted, but they were dragged through the mud on this thing on a very subjective thing, and even -- I would totally be embarrassed if I had a City Manager write a subjective memo with the words she used, but that's one issue. But also, the \$50,000 that was wasted on that investigation. I don't know if you all were aware prior to that contract being awarded or the possible nepotism that is between people in the City and that group. But I think you've addressed it. I think it needs to be heard. I think there is total dissatisfaction the way it's been run. And you all need to be fully aware of what the information is, and maybe -- you guys got basically an open-door policy, but I think some people are nervous to do that. They think they need to take it up, so if they have issues, like they do today, keep the pressure on to show what the majority of the residents feel, and then you guys decide what you need to do. Thank you very much.

Mayor Valdes-Fauli: Thank you.

Commissioner Lago: Thank you.

Mr. Butler: Also, Douglas Williams was going to speak, an attorney that lives in the Gables, but he left.

Mayor Valdes-Fauli: Okay.



Mr. Butler: Okay. Thank you all.

Vice Mayor Quesada: Thank you.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Christopher Kelly, and afterwards, Ana Ortiz. Christopher Kelly.

Commissioner Keon: He doesn't want to speak.

Mayor Valdes-Fauli: What?

Commissioner Keon: He doesn't want to speak. He's sitting over here and saying I don't want to speak.

Mayor Valdes-Fauli: Oh, he doesn't want to speak.

Commissioner Keon: No.

Mayor Valdes-Fauli: Okay. It says here wishes to speak, alright. Ana Ortiz.

Ana Ortiz: Good morning.

Mayor Valdes-Fauli: Good morning.

Ms. Ortiz: Thank you for the opportunity to stand here before you. When someone is maliciously and wrongfully attacked, your character and your reputation tarnished, it says nothing about the person being attacked and it says a lot about their attackers. It seems that there

are some here today who are fixated in maliciously attacking the Chief and some of our police officers. Chief Hudak, there is no better way for a man's character to be tested than to observe his behavior when he is wronged. And I am here to say, thank you, Chief, for representing the City, for protecting us. And, I want to thank law enforcement of Coral Gables for being the officers that they are. The \$50,000 should have been spent on patrol. Thank you.

Mayor Valdes-Fauli: Thank you, ma'am.

Commissioner Lago: Thank you.

(APPLAUSE)

Mayor Valdes-Fauli: The next -- John Angele, and afterwards, Etorre DeTorres. John, morning.

John Angele: Morning, Mayor.

Commissioner Lago: Morning.

Mr. Angele: Morning, Commissioners. My name is John Angele. I'm a current resident in Chicago, Illinois, actually, but I was a Gables resident for six years. I went to the University of Miami. I am a Pi Kappa Alpha member that Nick Gutierrez spoke with. I'm here representing not only myself, but hundreds of other brothers and University graduates that are in support of Ed Hudak and the impact that Ed Hudak has had on their lives. I can give you a personal story of mine. As an undergraduate, Ed took a personal interest in my growth, helped me with classes, helped me with other life skills when I was running through some problems. And ultimately, helped me get the job as a graduate advisor at the University of Miami, which paid for my Master's Degree. So, I'll forever be grateful to Ed and the character he showed doing that. And, I am just one story of hundreds of other brothers that have gone through the University through

the last 30 years that I've been there -- that I've been part of it. So, I'm honored to stand here in support of Ed Hudak and I appreciate the time you've given me to speak.

Mayor Valdes-Fauli: Thank you, sir. Thank you very much. Etorre DeTorres, and then, afterwards, Maria Reyes.

Etorre DeTorres: Good morning, Mayor and Commission.

Mayor Valdes-Fauli: Morning, sir.

Mr. DeTorres: My name is Etorre or Ed DeTorres. And I've known Ed Hudak dating back to 1985, when I first met him as our faculty advisor to our fraternity, a group of 18- to 20-year old males at the University getting in a lot of trouble, spending a lot of time in Dean Sandler's office, and Ed was assigned as our faculty advisor. The one thing I could say about Ed, he held us to a higher standard. He always pushed us to be mature adults, to better represent ourselves and our community and with our fraternity and for the University of Miami. Those are characteristics that we've all carried on throughout our life, and here we are, 30 to 35 years later, productive members of our community. Many of my brothers are here today to support Ed, because that is the individual that he has -- and the impact he's made in our lives, and we thank him for that. And really, he needs the Commission's support to move forward because he's a -- just, this is the individual you want as part of your community. So, thank you, Ed.

Mayor Valdes-Fauli: Thank you, sir.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Thank you. Maria Reyes, and afterwards, Douglas Williams. Good morning, Miss.

Maria Reyes: Good morning. Good morning, Honorable Mayor and members of the City of Coral Gables Commissioner -- Commission. Madam Mayor -- I mean, Madam Manager. As a Coral Gables resident...

Mayor Valdes-Fauli: Mr. Mayor.

Ms. Reyes: Since 1985 -- yes -- I am appalled at the disciplinary action taken against Coral Gables Police Chief Ed Hudak. A photograph taken out of context during a 20-minute visit to a family gathering made at the request of his officers is overshadowing an impeccable 30-year career, during which he has displayed noncompromising integrity, exceptional confidence and sound judgment. Throughout his public service career, Chief Hudak has been the epitome of a true public servant. His devotion to duty, this community and his wife and two daughters are unsurpassed. This is why, as a woman, I'm equally appalled of the inaction taken by Coral Gables to the complaints of these female officers, who demanded an investigation be launched to identify the source of the fictitious social media post. Instead, these women have been ridiculed and belittled for more than nine months. While there should be zero tolerance for sexual harassment, it is always prudent to investigate any allegations. They simply wanted the City to investigate the source of this picture taken with the Chief at a family gathering. I wonder how these officers would have responded if the Chief had refused to take that picture. Would it have been different had he refused the invitation? Would morale have been affected? Would it have been any different if these were male...?

Mayor Valdes-Fauli: Please...

Ms. Reyes: Officers?

Mayor Valdes-Fauli: Please finish up.

Ms. Reyes: Yes. Or African-American officers and he not attended? No. The Chief treated these female officers with the same respect and professionalism he would have treated any other officer on the force. These are the same officers who put their lives on the line every day. Yes, they are, but the society has not viewed it in this manner. Chief Hudak has been thoroughly investigated and found only to exercise pure judge -- poor judgment.

Mayor Valdes-Fauli: Thank you, ma'am. Thank you. Thank you very much.

Commissioner Lago: Thank you.

Mayor Valdes-Fauli: Douglas Williams? Douglas?

Vice Mayor Quesada: I think the previous speaker -- one of the previous speakers said he wasn't going to speak...

Mayor Valdes-Fauli: Huh?

Vice Mayor Quesada: If I heard correctly.

Commissioner Mena: Yeah. Somebody said he wasn't going to speak.

Vice Mayor Quesada: Yeah.

Mayor Valdes-Fauli: Oh. Well, it says here, I wish to speak and then maybe.

Commissioner Mena: I think he left.

Commissioner Keon: He left.

Vice Mayor Quesada: I think he left, yeah.

Commissioner Keon: Maybe not.

Mayor Valdes-Fauli: Thank you very, very much. I will close the meeting, and we will put it in the agenda for the next meeting, staffing of the police department. We'll take a ten-minute break.

Commissioner Keon: Can I -- can we just -- for one second, I would like to tell them that the -- there is an IA investigation as to who posted that photo. It is an active investigation, so we're not going to talk about it, but yes, it is. Is it not?

City Attorney Ramos: That's correct.

(COMMENTS MADE OFF THE RECORD)

Commissioner Keon: According to...

City Attorney Ramos: But not the letter, the post.

Commissioner Keon: According to the City Attorney, the post is being investigated by IA.

(COMMENTS MADE OFF THE RECORD)

Commissioner Keon: I don't know anything about it.

Mayor Valdes-Fauli: Okay.

Commissioner Lago: Wait, wait, wait. I don't -- wait a minute. I don't want to end -- I'm not going to end -- can you give me a...

Mayor Valdes-Fauli: Go ahead, go ahead.

Commissioner Lago: I mean, again...

Commissioner Keon: It is being investigated.

Commissioner Lago: Can you explain to me exactly what you mean by that? I'd like to know because...

Mr. Baublitz: There was a social media post...

Commissioner Lago: Yes.

Mr. Baublitz: And there was a legal affairs post...

Commissioner Lago: Yes.

Mr. Baublitz: Where that is being investigated by Internal Affairs. But, the actual anonymous letter that was sent to the City Manager, we have requested -- the women have requested in Internal Affairs that that be investigated, who sent it.

Commissioner Lago: Okay.

Mr. Baublitz: And the City's refusing.

Commissioner Lago: Perfect. Excuse me, Madam City Attorney.

City Attorney Ramos: Yes, sir.

Commissioner Lago: I would like a response in regards -- because I would like to clarify -- because you have to be very, very careful in front of so many people, especially with so many media outlets here when you make comments and there's no factual basis behind it. So, is the letter, the anonymous letter, being investigated, which was supposedly requested by the 14 female officers to be investigated?

City Attorney Ramos: No, sir.

Commissioner Lago: Okay.

City Attorney Ramos: What is being investigated is the post...

Commissioner Lago: Okay.

City Attorney Ramos: And it is an open IA investigation.

Commissioner Lago: And my follow-up question is a simple one. Why?

Commissioner Keon: Why don't we investigate anonymous letters?

Commissioner Lago: No, no, no, wait.

Commissioner Keon: Is that what you're asking?

Commissioner Lago: But I'm not...



Commissioner Keon: I'm just asking for clarity.

Commissioner Lago: Madam...

Commissioner Keon: Are you asking why...

Commissioner Lago: I'm asking why don't we invest -- excuse me. My question is -- remember, be careful because...

Commissioner Keon: No, I'm asking...

Commissioner Lago: November...

Commissioner Keon: I just want clarity.

Commissioner Lago: Just wait, wait. Madam Commissioner, excuse me. Remember, November 2017, I said it very clearly, today it's the Chief; tomorrow, it's one of us. Do not do this. Do not investigate anonymous posts. My phone number is 305-303-0115. Call me. Come and speak with our City Attorney. Come and speak with our Clerk. Come and speak with my colleagues and we can discuss this if there is really any basis behind this. My question is...

City Attorney Ramos: Yes, sir.

Commissioner Lago: Why are we investigating the post and not investigating the letter. That's why I want to find out. Why is that?

City Attorney Ramos: Sir, I have to defer to the Administration on that. That decision was not made by my office.

Commissioner Lago: Okay, but...

Mayor Valdes-Fauli: Alright.

Commissioner Lago: We -- are we doing something to block that? I mean, I think that we...

Commissioner Keon: I...

Commissioner Lago: I think we all want to know that, because I've gotten several people come up to me and told me why aren't you investigating this, and I don't have an answer for it. So, I think that we deserve to have an answer for that.

Commissioner Keon: Because -- you know what, I think that what you...

Mayor Valdes-Fauli: No, let's...

Commissioner Keon: Have to consider is that...

Commissioner Lago: But I'm...

Commissioner Keon: You tend not to investigate anonymous complaints, because you don't want to...

Commissioner Lago: Commissioner, that's...

Commissioner Keon: Let me finish.

Mr. Baublitz: May I, Commissioner?

Commissioner Keon: Because you don't...

Mr. Baublitz: May I?

Commissioner Keon: Want to chill people from making a complaint. And sadly, sometimes they may be inappropriate...

Mayor Valdes-Fauli: Not anonymous complaints.

Commissioner Lago: Commissioner...

Commissioner Keon: But oftentimes, they are. And so...

Commissioner Lago: Commissioner, let me...

Mayor Valdes-Fauli: Anonymous complaints are...

Commissioner Lago: Hold on.

Mayor Valdes-Fauli: Repugnant and...

Commissioner Lago: But let me...

Mayor Valdes-Fauli: They should be investigated.

Commissioner Lago: My question was not asked. We are investigating an anonymous post, but you just said right now we don't investigate anonymous letters, but we investigate an anonymous letter to basically put us in this situation in regards to Ed Hudak. Why are we not doing the same thing for the 14 female officers? That's what I'm confused about.

(APPLAUSE)

Commissioner Keon: But you are.

(APPLAUSE CONTINUES)

Commissioner Lago: That's why...

Commissioner Keon: But you are.

Commissioner Lago: That's why -- and that's why we have problem, and that's why we're here today.

Mayor Valdes-Fauli: Yeah.

Commissioner Lago: Because...

Commissioner Keon: You are.

Commissioner Lago: Because I told you very, very clearly, in November 2017, don't do this. It's going to lead us down a hole...

Mayor Valdes-Fauli: Yeah.

Commissioner Lago: That's going to go nowhere, and it's going to just tarnish everyone. And right now, you have 14 women that have not been contacted, that have -- we have not met their goals. They're out there flailing in the wind and its one issue after another. They continue to be, in my opinion, assaulted. Because if you look at what happened on Channel 4 the other day, it

was embarrassing, the fact that they took a video -- someone took a video that I saw of that party, of that get-together, whatever it was, and they pixelated, on purpose, one of the female officers to make it seem as if she was nude. And then that not only hit the TV, but that also hit the Herald, because they ran an online article saying she was topless. So, I mean, guys, I understand -- we may have difference of opinions in regards to the Chief, and I respect everyone's opinion. But women are falling by the wayside. Again, we need to be very, very careful. These are the men in blue. And when I mean men, I mean women and men, excuse me. We are not doing justice by these women. And I have a bunch of different comments, but I have the ability and the respect to refrain and discuss this another day, if you'd like.

Mayor Valdes-Fauli: Okay.

Commissioner Lago: I don't have a problem with that. But we can't investigate the Chief, spend \$50,000, and then not follow up on the women. It's just...

Commissioner Keon: But...

Commissioner Lago: I think it's embarrassing. I mean, I don't know if you agree with me or not. I mean, am I the only one? I think it shines a terrible light on the City, and I'm actually embarrassed by that. I mean, does anybody...

Mayor Valdes-Fauli: No. I think you're right.

Commissioner Lago: Agree with me? I mean, listen, if you disagree with me, then I will accept it. And I will say, you know what, you're right. Maybe I'm looking at this in the wrong fashion or the wrong manner, but educate me. I'm not a lawyer.

Mayor Valdes-Fauli: You're right.

Commissioner Lago: We have great lawyers on this dais. I'm willing to listen.

Mayor Valdes-Fauli: You're right.

Commissioner Lago: But on facts, though. Let's talk about facts.

Mayor Valdes-Fauli: Let's conclude the meeting. We will have a ten-minute break.

DRAFT