



CITY OF ORLANDO

Civil Service Board Minutes ♦ May 25, 2017

The Civil Service Board Meeting was called to order on Thursday, May 25, 2017 at 6:02 P.M. by Chairperson Jeffrey Sirolly in City Hall Council Chamber, second floor, One City Commons, 400 South Orange Avenue, Orlando, Florida.

Members present:

Jeffrey Sirolly – Chairperson [5/0]*
Tate Blomquist – Vice Chairperson [3/0]*
Carmen Torres – Chief Examiner [3/0]*
Nicole Higgins – [5/1]*
Peter Scott – 5/1)*

Also present:

Fire Chief Roderick Williams, OFD
Sergeant David Allmond, OPD
Dorothy Green, General Counsel to the Civil Service Board
Wayne Bernoska, Vice President of Orlando Professional Firefighter Union Local 1365
Lieutenant Blaise Bowen, OFD
Michael Clelland, Attorney for Blaise Bowen
Dionna Little, City Attorney's Office
District Chief Bryan Davis, OFD
Déonda Scott, Human Resources Division
Graham Flentke, Retired OFD
Davis Odell, OFD
Eric Moose, OFD
Michael Flood, Human Resources Division
Arlene Gonzalez, Human Resources Division

*[Number of meetings to date this fiscal year/number of regularly scheduled meetings missed]

1. **Call to Order**

- a. Chairperson Sirolly called the meeting to order at 6:02 P.M.

2. **Consideration of the Minutes**

- a. It was moved by Ms. Higgins and seconded by Ms. Torres to approve the minutes of the Civil Service Board Meeting of March 23, 2017. Motion carried.

3. **Public Comment**

- a. Chairperson Sirolly asked if there were any comments from the public. There were no comments from the public at this time.

4. **Old Business**

Second reading of proposal to modify Rule 6.11 D.4 of the Civil Service Code

Chairperson Sirolly read aloud the proposed change to Rule 6.11 D.4 of the Civil Service Code. Vice Chairperson Blomquist moved to approve the proposed language. Mr. Scott seconded the motion. Mr. Michael Flood, HR Assessment Consultant for the City of Orlando stated that the Board had discussed making this change to the

Code effective during the next administration of the District Chief's Promotional Process, subsequent to the 2017 testing process. Chairperson Sirolly amended the motion to make the language change to the Code effective during the next administration of the District Chief's Promotional Process, subsequent to the 2017 testing process currently slated for 2019. Ms. Torres seconded the motion. The Board approved to amend the motion. Mr. Wayne Bernoska, Vice President of Orlando Professional Firefighter Union Local 1365 addressed the Board. Mr. Flood provided information to the Board. Fire Chief Roderick Williams addressed the Board. Mr. Bernoska addressed the Board. The Board questioned Mr. Flood and Mr. Bernoska. Mr. Bernoska addressed the Board. Fire Chief Williams addressed the Board. Discussion ensued amongst the Board. Mr. Sirolly reiterated the motion to approve the proposed language to the Civil Service Code to be effective during the next administration of the District Chief's Promotional Process, subsequent to the 2017 testing process, currently scheduled for 2019. Motion approved.

6.11 D. 4. In addition to all other requirements of this Code, all members added to or remaining on the eligibility list for District Chief shall have acquired an Associate of Arts (AA) or an Associate of Science (AS) or higher degree from an accredited college or university in any field of study. In addition to all other requirements of this Code, all members added to or remaining on the eligibility list for Assistant Chief shall have acquired a Bachelor of Arts (BA) or Bachelor of Science (BS) or higher degree from an accredited college or university in any field of study. The college or university shall be accredited by an accrediting agency recognized by the U.S. Department of Education's Office of Post Secondary Accreditation.

~~*Where an Associate Degree is required, a certified transcript from an accredited college or university verifying completion of at least 60 semester hours toward an identifiable Bachelors Degree shall be accepted. The full course requirements of the degree being sought shall be described in a college publication or catalog, copies of which shall be provided with the transcript for review. The college or university shall be accredited by an accrediting agency recognized by the U.S. Department of Education's Office of Post Secondary Accreditation.*~~

5. **New Business**

a. **Civil Service**

i. **General Appearance #17-03**

Chairperson Sirolly moved General Appearance #17-03 to the end of the meeting agenda.

ii. **Certification of OPD Sergeant Promotional Eligibility List**

It was moved by Mr. Scott and seconded by Vice Chairperson Blomquist to certify the Orlando Police Department Sergeant Promotional Eligibility List, effective May 28, 2017. Motion carried.

<u>Last Name</u>	<u>First Name</u>	<u>Final Score</u>	<u>Last Name</u>	<u>First Name</u>	<u>Final Score</u>
White	Amanda	85.42	Bracero	Dolores	73.96
Goodwin	John	80.21	Ward	Richard	73.96
Hutto	Gerald	80.21	Chaplin	Christopher	72.92
Jewell	Michelle	80.21	Fiorentino-Tyburski	Michael	72.92
Ospina	Rafael	79.17	Mislang	Ann	72.92
Weaver	William	79.17	Wilks	Brian	72.92
McCreless	Christopher	78.13	Holmes	Charles	71.88
Payne	Alyce	78.13	Olson	Tyler	71.88
Catanzaro	Joseph	77.08	Cruz	David	70.83
Suero	Luis	76.04	Dougherty	William	70.83
Webster	William	76.04	Geschke	Kevin	70.83
Bigelow	Christopher	75.00	Goode	Ryne	70.83
Culley	Chester	75.00	Keller	Steven	70.83
Grice	Larry	75.00	Rivero	Reinaldo	70.83
Grigsby	Michael	75.00	Trinidad	Fernando	70.83

iii. **Addition to OFD Assistant Chief Promotional Eligibility List**

It was moved by Mr. Scott and seconded by Ms. Torres to approve the addition of District Chief Bryan Davis to the Orlando Fire Department's Assistant Chief Promotional Eligibility List as he has met the educational requirements to be added to the list. Motion carried.

iv. **General Appearance #17-04**

Chairperson Sirolly moved General Appearance #17-04 to the end of the meeting agenda.

b. **Police**

i. **Revise OPD Probationary Promotion Date**

It was moved by Ms. Higgins and seconded by Vice Chairperson Blomquist to revise the probationary promotion date for Sergeant Douglas Andreacchi from February 26, 2017 to March 26, 2017 as recommended by Police Chief John Mina. Motion carried.

ii. **OPD Probationary Police Officers**

It was moved by Ms. Torres and seconded by Mr. Scott to approve the following probationary appointments to the rank of Police Officer as recommended by Police Chief John Mina, effective March 26, 2017. Motion carried.

<u>Last Name</u>	<u>First Name</u>	<u>Last Name</u>	<u>First Name</u>
Coop	John	Jockin	Kelly
Guzman	Alberto	Johns	Mark
Hall	Talmon	Lowe	Kevin
Hartline	Ryan	Pergerson	Jerry
Hill	Decarlos	White	Wayne
Holcomb	Curtis	Wilkes	Davis

iii. **OPD Probationary Promotion**

It was moved by Ms. Higgins and seconded by Ms. Torres to approve the probationary promotion of Vincent Ogburn to the rank of Captain as recommended by Police Chief John Mina, effective May 7, 2017. Motion carried.

c. **Fire**

i. **OFD Probationary Promotions**

It was moved by Vice Chairperson Blomquist and seconded by Mr. Scott to approve the following probationary promotions as recommended by Fire Chief Roderick Williams, effective February 12, 2017.

<u>Last Name</u>	<u>First Name</u>	<u>Rank</u>
Alicea	Jason	Lieutenant
Ancil	Robert	Lieutenant
Madriaga	Jimmy	Engineer
Springer	Larry	Engineer

ii. **OFD Probationary Firefighters**

It was moved by Mr. Scott and seconded by Ms. Higgins to approve the following probationary appointments to the rank of Firefighter as recommended by Fire Chief Roderick Williams, effective April 24, 2017. Motion carried.

<u>Last Name</u>	<u>First Name</u>
Del Aguila	Kevin

<u>Last Name</u>	<u>First Name</u>
Gatlin	Tyler
Gawler	Scott
Glass	Justin
Procelli	Nicholas
Rodriguez	Christopher

6. **New Business**

a. **Civil Service**

i. **General Appearance #17-03**

Chairperson Sirolly noted the receipt of General Appearance #17-03 from OFD Lieutenant Blaise Bowen regarding the OFD District Chief's Promotional Eligibility List. Ms. Dorothy Green, General Counsel to the Civil Service Board addressed the Board stating that the Board would need to decide if the General Appearance was timely and if they are going to hear the General Appearance. Ms. Green provided information to the Board regarding the procedure for hearing General Appearances. Mr. Flood provided information to the Board stating that Lieutenant Bowen had been removed from the District Chief's Promotional Eligibility List in relation to Rule 7.07 of the Civil Service Code and is requesting to be placed back on the promotional list. Ms. Green provided information to the Board. Chairperson Sirolly motioned that the Board waive the timeliness requirements stated in Rule 7.07 and 12.01 A and allow Lieutenants Bowen's General Appearance to be heard. Mr. Scott seconded the motion. Motion approved.

Mr. Michael Clelland, Attorney for Lieutenant Blaise Bowen introduced himself and stated he would be representing Lieutenant Bowen. Mr. Clelland addressed the Board. Ms. Dionna Little, City Attorney for the City of Orlando addressed the Board. Fire Chief Williams addressed the Board.

Mr. Clelland addressed the Board. Ms. Green questioned Mr. Clelland. Mr. Sirolly questioned Mr. Flood and Mr. Clelland. Ms. Green questioned Lieutenant Bowen. Lieutenant Bowen responded to Ms. Green's question. Mr. Clelland addressed the Board. Ms. Green questioned Lieutenant Bowen. Mr. Flood provided information to the Board. Mr. Scott questioned Mr. Flood. Mr. Clelland addressed the Board stating Lieutenant Bowen is requesting to be placed back on the District Chief's Eligibility List. Ms. Green questioned Mr. Flood. Mr. Sirolly questioned Mr. Flood. Lieutenant Bowen and Mr. Flood addressed the Board. Chairperson Sirolly stated the Board would need to clarify the interpretation of Rule 7.07 as to how much time Lieutenant Bowen would have remaining on the eligibility list, should he be added back to the list. Ms. Green questioned Mr. Flood. Ms. Green provided information to the Board.

Chairperson Sirolly questioned Lieutenant Bowen. Mr. Clelland addressed the Board. Chairperson Sirolly questioned Fire Chief Williams. Chairperson Sirolly questioned Lieutenant Bowen. Vice Chairperson Blomquist motioned to place Lieutenant Blaise Bowen back on the District Chief's Promotional Eligibility List retroactive to whenever he was removed from the eligibility list. Mr. Scott seconded the motion. Ms. Green made a recommendation to the Board to state that in their motion that this would not set any precedential value for future situations. Ms. Blomquist amended her motion to state that the motion to place Lieutenant Bowen back on the District Chief's Promotional Eligibility List would not set any precedent for future situations. Mr. Scott seconded the motion. Mr. Flood provided information to the Board. Ms. Blomquist clarified her motion in relation to Rule 7.07 that Lieutenant Bowen would be eligible on the District Chief's Promotional List until he was offered another promotion or until the eligibility list under which he was certified expires on March 24, 2020, whichever were to occur earlier. Chairperson Sirolly restated Vice Chairperson Blomquist's motion for the record that Lieutenant Bowen would be retroactively placed back on the District Chief's Promotional Eligibility List effective from when he was removed from the list, he will remain on the list until the promotional list under which he was certified expires or until the next offer of promotion to Lieutenant Bowen, whichever is earlier and that this motion has no precedential value. Motion approved.

ii. **General Appearance #17-04**

Chairperson Sirolly noted the receipt of General Appearance #17-04 from OFD District Chief Bryan Davis regarding the OFD Assistant Chief's Promotional Eligibility List. Chief Davis approached the Board and requested that the suspension of the Assistant Chief's Promotional Eligibility List (June 16, 2016) be lifted and that he receive additional time added to his eligibility on the promotional list for the period of time which the list has been suspended. Ms. Déonda Scott, Employment, Assessment and Development Manager for the City of Orlando addressed the Board. The Board questioned Ms. Scott. Ms. Scott responded to the Board's questions.

Chief Davis addressed the Board. Chairperson Sirolly questioned Chief Davis. Mr. Scott questioned Ms. Scott. Fire Chief Roderick Williams approached and addressed the Board. Ms. Green questioned Mr. Flood. Fire Chief Williams provided information to the Board.

The Board questioned Ms. Scott. Chief Davis approached and addressed the Board. Mr. Graham Flentke addressed the Board. Mr. Davis Odell addressed the Board. Mr. Bernoska addressed the Board. Mr. Eric Moose addressed the Board.

Chairperson Sirolly motioned that Chief Davis be granted extended time on the Assistant Chief's Eligibility List whereupon time would be added to his eligibility on the promotional list for the period of time the list is suspended. Chairperson Sirolly continued with his motion that if a promotional list is suspended in the

future those candidates impacted on that respective eligibility list would receive a similar credit in time added to their eligibility. Chairperson Sirolly stated that his motion does not include lifting the suspension of the Assistant Chief's Promotional Eligibility List. Ms. Torres seconded the motion. Mr. Moose approached and addressed the Board. Chairperson Sirolly responded to Mr. Moose. Mr. Moose addressed the Board. Mr. Sirolly asked what the procedure would be to "unfreeze" the promotional list. The Board questioned Ms. Scott. Ms. Green provided information to the Board. Vice Chairperson Blomquist stated that the Board would not address lifting the suspension of the Assistant Chief's Promotional List at this meeting and that could be addressed at a meeting at a later date. Mr. Flood provided information to the Board. Vice Chairperson Blomquist amended Chairperson Sirolly's motion to include that any individuals on the Assistant Chief's Promotional Eligibility List would have time added to their eligibility on the list while the list is suspended. Mr. Scott seconded the amendment to the proposal. Motion carried to amend the original motion. Chairperson Sirolly restated the amended motion that Chief Bryan Davis and any other individuals on the Assistant Chief's Promotional Eligibility List who are impacted by the suspension of the list be granted extended time on the Assistant Chief's Promotional Eligibility List whereupon time would be added to candidates' eligibility on the promotional list for the period of time the list is suspended. Additionally, if a promotional list is suspended in the future those candidates impacted on that respective eligibility list would receive a similar credit in time added to their eligibility. Motion carried.

7. **Other Business**

8. **Adjournment**

It was moved by moved by Ms. Higgins and seconded by Ms. Torres to adjourn the Civil Service Board Meeting. Motion carried. Meeting adjourned at 7:54 P.M.

Michael Flood, Human Resources

NOTICE

If a person desires to appeal any decision with respect to any matter considered at this meeting, such person will need a record of the proceedings; for this purpose, such person may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which appeal is to be based.