



# CITY OF BUFFALO

## DEPARTMENT OF LAW



BYRON W. BROWN  
MAYOR

GLADYS HERNDON-HILL  
HUMAN RESOURCE  
COMMISSIONER

### US POSTAL MAIL

Jill Parisi  
[REDACTED]

RE: Informal Disciplinary Hearing and Modified Charges

Dear Ms. Parisi:

In accordance with Article XX, Discipline and Discharge §2 of the collective bargaining agreement between the City of Buffalo and Local 650 you have ten (10) days to provide an answer in writing to the accompanied charges. An informal conference will be conducted within ten (10) days after the receipt of the written answer, or if an answer is not provided, ten (10) days after your time to answer has expired.

As you know you have received pay pending our investigation. Please be advise that attached charges will effect your immediate suspension.

The City reserves the right to modify and amend charges.

Please be advised that you are entitled to Union representation and/or legal counsel at said informal hearing. In addition, you may present witness on your behalf.

If you have any question or concerns about this matter please contact your Union representative.

Dated: February 12, 2016

Buffalo, New York

**CITY OF BUFFALO**

Gladys Herndon-Hill,  
Commissioner of Human Resources

CC:

Michael Drennen, Local 650 President  
Garnell W. Whitfield, Fire Department Commissioner  
Omar R. Price, Director of Employee Relations

**IN THE MATTER OF DISCIPLINARY CHARGES  
AGAINST AN EMPLOYEE OF THE CITY OF BUFFALO**

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**Charged Employee:** Jill Parisi  
**Job Title:** Senior Administrative Assistant  
**Department:** Buffalo Fire Department

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Gladys Herndon-Hill, Commissioner of Human Resources for the City of Buffalo, does hereby charge the referenced employee with acts of misconduct, committed as follows:

**CHARGE NO. 1:**      **MISCONDUCT: CHARGED EMPLOYEE ABUSED HER DISCRETION AS AN SENIOR ADMINISTRATOR**

**Specification No. 1:** On January 4, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.

**Specification No. 2:** On January 17, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.

**Specification No. 3:** On February 01, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.

**CHARGE NO. 2:**      **MISCONDUCT: CHARGED EMPLOYEE DEFRAUDED THE CITY OF BUFFALO AND FEDERAL GOVERNMENT OF FIVE HUNDRED FORTY SEVEN DOLLARS AND NINETY ONE CENT.**

**Specification No. 1:** Because of charged employee's misconduct set forth in Charge 1, charged employee willfully avoided paying two hundred seventy four dollars and nineteen cent (\$274.19) to the federal government. This fraud is reflected in employee's January 08, 2016 check.

**Specification No. 2:** Because of charged employee's misconduct set forth in Charge 1, charged employee willfully avoided paying two hundred seventy dollars and nineteen cent (\$273.72) to the federal government. This fraud is reflected in employee's January 22, 2016 check.

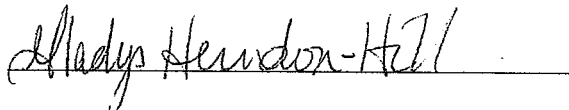
**CHARGE NO. 3:**      **MISCONDUCT: CHARGED EMPLOYEE UNLAWFULLY TAMPERED WITH OFFICIAL BUSINESS RECORDS**

**Specification No. 1:** On January 4, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.

- Specification No. 2:** On January 6, 2016, charged employee made two unauthorized changes to the Federal Income Contribution field on the MUNIS system.
- Specification No. 3:** On January 7, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system.
- Specification No. 4:** On January 17, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.
- Specification No. 5:** On January 21, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system.
- Specification No. 6:** On February 01, 2016, charged employee made an unauthorized change to the Federal Income Contribution field on the MUNIS system, which effectuated the removal of charged employee's social security liability.

Dated: February 12, 2016  
Buffalo, New York

**CITY OF BUFFALO**



Gladys Herndon-Hill,  
Commissioner of Human Resources

To: Jill Parisi, Employee  
Michael Drennen, Local 650 President  
Garnell W. Whitfield, Fire Department Commissioner  
Omar Price, Director of Employee Relations



# LOCAL 650

American Federation of State, County and Municipal Employees • AFL-CIO

2202 CITY HALL • 65 NIAGARA SQUARE • BUFFALO, NEW YORK 14202

Telephone: 851-5292 • Fax: 851-4620

**MICHAEL F. DRENNEN**  
*President*

**MAUREEN TSAKOS**  
*Vice President*

**FRANCIS R. CAHILL**  
*Secretary - Treasurer*

**LATIFA MACK-HEDGEPEETH**  
*Recording Secretary*

**SUSAN COOLEY**  
*Sergeant at Arms*

**RICHARD BARTOLOTTA**  
*Executive Board*

**PAMELA GRZEBIELUCHA**  
*Executive Board*

**SECRET THOMPSON**  
*Executive Board*

February 17, 2016

Garnell W. Whitfield Jr.  
Commissioner of Fire  
195 Court Street  
Buffalo, NY 14202

Dear Commissioner Whitfield:

Ms. Jill Parisi pleads not guilty to the charges, filed against her on February 12, 2016. Please schedule an informal conference within 10 days per the Agreement between the City and AFSCME Local 650.

Please contact me at 851-5292 if you require any further information about this issue.

Very Truly Yours,

  
Michael F. Drennen

Cc: Gladys Herndon-Hill, Commissioner of Human Resources  
Robert Reden, Attorney  
Omer Price, Director of Employee Relations  
Jill Parisi

NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20 , ALBANY, NEW YORK 12220-0074  
WWW.PERB.NY.GOV

**VOLUNTARY GRIEVANCE ARBITRATION RULES OF PROCEDURE  
DEMAND FOR ARBITRATION**

**INSTRUCTIONS:** Complete in full, retain one copy and distribute as follows: A) **SERVE** one copy upon respondent in the same manner as a summons or by registered or certified mail; return receipt requested; B) **FILE** an original and one (1) copy with the **Director of Conciliation, NYS PERB, PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, New York 12220-0074**, along with a \$50 filing fee in the form of a check or money order made payable to the **STATE OF NEW YORK**.

DATE: 4/29/2016

**EMPLOYER**

Name of Employer ..... City of Buffalo  
Name, Title, Address, E-Mail, Telephone and Fax Number of the Representative to whom PERB should direct correspondence  
Omar Price, Esq., Director of Labor Relations  
65 Niagara Square - 1100 City Hall  
Buffalo, New York 14202-3379  
(E-mail) oprice@ch.ci.buffalo.ny.us  
(Telephone) (716) 851-4343 (Fax) (716) 851-4105

**LABOR/EMPLOYEE ORGANIZATION**

Name of Organization ..... AFSCME Local 650, AFL-CIO  
Name, Title, Address, E-Mail, Telephone and Fax Number of the Representative to whom PERB should direct correspondence  
Terry M. Sugrue, Esq.  
Reden & Sugrue, LLP; 135 Delaware Ave., Suite 410  
Buffalo, New York 14202  
(E-mail) terry.m.sugrue@gmail.com  
(Telephone) (716) 856-0277 (Fax) (716) 843-8698

IDENTIFY PETITIONER (check one):

EMPLOYER

LABOR/EMPLOYEE ORGANIZATION

IDENTIFY TYPE OF PANEL REQUESTED (check one):

**PUBLIC SECTOR VOLUNTARY GRIEVANCE ARBITRATION PANEL**  
Available only to public sector employers and employee organizations.

**PRIVATE SECTOR REGULAR GRIEVANCE ARBITRATION PANEL**  
Available only to private sector employers and labor organizations.

**PRIVATE SECTOR DIRECT APPOINTMENT PRO BONO PANEL**  
Available only to private sector employers and labor organizations, whose collective bargaining agreement specifically provides for this service.

PLEASE COMPLETE THE FOLLOWING, USING ADDITIONAL SHEETS IF NECESSARY:

1. Effective date and expiration date of the agreement: 7/1/2011 to 6/30/2019  
(Mo./Day/Yr.) (Mo./Day/Yr.)

2. Identify the provision(s) in the agreement providing for arbitration and attach a copy thereof:

Section 20.2

3. Identify the provision(s) in the agreement claimed to be violated and attach a copy thereof (use additional sheet(s) if necessary):

Section 20.1

4. Write a clear and concise description of the nature of the dispute(s) to be arbitrated and the remedy(ies) sought (include the name(s) of the grievant(s)) (use additional sheet(s) if necessary):

The City filed disciplinary charges against employee Jill Parisi, claiming incompetency and misconduct. She is innocent of the charges.

5. Is proof of service of this Demand for Arbitration on the Respondent attached hereto?  Yes  No

THE UNDERSIGNED, A PARTY TO A WRITTEN AGREEMENT WHICH PROVIDES FOR ARBITRATION AS IDENTIFIED ABOVE, HEREBY DEMANDS ARBITRATION. YOU ARE HEREBY NOTIFIED THAT COPIES OF THIS DEMAND FOR ARBITRATION ARE BEING FILED WITH THE DIRECTOR OF CONCILIATION, NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD, PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, NEW YORK 12220-0074, WITH THE REQUEST THAT AN ARBITRATOR BE DESIGNATED IN ACCORDANCE WITH THE BOARD'S ESTABLISHED PROCEDURES AND POLICIES.

IN ACCORDANCE WITH SECTION 7503(c) OF THE CIVIL PRACTICE LAW AND RULES (CPLR):  
"UNLESS THE PARTY SERVED APPLIES TO STAY THE ARBITRATION WITHIN TWENTY DAYS AFTER SUCH SERVICE HE SHALL THEREAFTER BE PRECLUDED FROM OBJECTING THAT A VALID AGREEMENT WAS NOT MADE OR HAS NOT BEEN COMPLIED WITH AND FROM ASSERTING IN COURT THE BAR OF A LIMITATION OF TIME."

Tang M. Sigm  
Signature

Attorney

Title

4/29/2016

Date

The Union shall provide to the Division of Labor Relations, a copy of each grievance filed at the time of grievance submission in accordance with this article.

**19.2 MATTERS RELEVANT TO GRIEVANCE PROCEDURE**

- (A) The department head shall provide agreed upon grievance forms in adequate numbers.
- (B) The time limits in the procedure may be extended by mutual agreement, in writing.
- (C) Any step of the grievance procedure may be bypassed by mutual agreement, in writing.
- (D) Neither the department head nor the arbitrator may consider any evidence or facts which have not been previously discussed between the parties unless otherwise agreed upon by the parties.
- (E) For purposes of definition, days shall not include Saturday, Sunday, or holidays.
- (F) Expenses for the arbitrator's services and the proceedings shall be borne equally by the City and the Union.
- (G) No arbitrator functioning under provisions of the grievance procedure shall have the power to amend, modify, or delete any provision of this Agreement, or render any award contrary to the laws of the State of New York.

## ARTICLE XX DISCIPLINE AND DISCHARGE

### 20.1 DISCIPLINARY ACTION

- (A) A person holding a position by permanent appointment or employment shall not be removed or otherwise subjected to any disciplinary penalty provided in this article, except for incompetency or misconduct shown after a hearing upon stated charges.
- (B) Disciplinary action or measure shall consist of the following:
  - Reprimand
  - A fine not to exceed \$250, to be deducted from salary or wages
  - Suspension without pay for a period not to exceed two (2) months
  - Demotion in grade and title from service
  - Dismissal from the service
- (C) If the accused is acquitted, he shall be restored to his position with full pay for the period of suspension less the amount of compensation which he may have earned in any other employment or occupation and any unemployment benefits he may have received during such period.

### 20.2 PROCEDURE

- (A) A person against whom disciplinary action is proposed shall be served with a written copy of the charges preferred against him and shall have ten (10) days to answer in writing. A copy of the charges shall also be served upon the Union. The answer shall be served upon the department head. Where the accused defaults in answering, he shall be permitted to show matters in mitigation of any punishment which may be imposed.
- (B) Within ten (10) days after the receipt of the written answer to the charges preferred, or if the accused defaults in answering within ten (10) days after his time to answer has expired, the Commissioner of Human Resources, his designee or the Department Head shall conduct an informal conference upon the charges. At such conference, the accused person shall have the opportunity to be represented by the Union or by legal counsel. He may, if he desires, present witnesses in his behalf. The Commissioner of Human Resources, his designee or the department

head shall have the power to dismiss or withdraw the charges if the conference so warrants, or accept a plea of guilty.

(C) In the event that the charges are not withdrawn or dismissed after such conference, or if a plea of guilty has not been entered, a formal hearing shall then be held upon the charges before an arbitrator mutually selected by the parties. In the event the parties are unable to agree to an arbitrator, either party may send for a panel of arbitrators from the Public Employment Relations Board and make their selection in accordance with its rules.

(D) The decision of the arbitrator so selected shall be final and binding on all parties.

(E) Upon the said formal hearing, the accused person shall have the right of representation by counsel and also the right to summon witnesses upon his behalf. The burden of proving the charges preferred shall be upon the person alleging same. Compliance with technical rules of evidence shall not be required.

### 20.3 SUSPENSION PENDING DETERMINATION OF CHARGES; PENALTIES

- (A) Pending the hearing and determination of charges, the person against whom such charges have been preferred may be suspended without pay for a period not to exceed thirty (30) days.
- (B) The penalty or punishment imposed shall be as set forth in Section 1, paragraph (B) of this article.
- (C) If the charges are not sustained, the accused person shall be restored to his position with full pay for any period of suspension less the amount of compensation which he may have earned in any other occupation or employment or any unemployment benefits he may have received during such periods.
- (D) If the accused person is found guilty, a copy of the charges, his written answer thereto, a transcript of the hearing and the final determination itself shall be filed in the office of the department or Civil Service Commission. A copy of the transcript shall also be filed with the Municipal accused person so found guilty, be furnished to him without charge.
- (E) No removal or disciplinary proceeding shall be commenced more than one (1) year after the occurrence of the wrongdoing complained of or its discovery, if later. However, such limitation shall not apply where the wrongdoing complained of would, if proved in a court of appropriate jurisdiction, constitute a crime.

### 20.4 RESIGNATION

- Employees will be considered resigned, and waive any right to the grievance and arbitration procedure, or to a hearing under Art. 75 or Art. 78, under the following circumstances:
- (A) An employee submits to the city a letter of resignation, which has not been retracted within five (5) work days from the date of submission.
  - OR
  - (B) An employee,
    - (1) Fails to report to work as scheduled and is AWOL for a consecutive period of ten (10) work days
    - and
    - (2) Without accrued leave or otherwise not eligible for an approved leave.





STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD

PO BOX 2074  
ESP AGENCY BLDG 2, FLS 18 & 20  
ALBANY, NY 12220-0074  
(518) 457-6014  
(518) 457-6433 (fax)  
www.perb.ny.gov

CHAIRPERSON

KEVIN B. FLANIGAN  
DIRECTOR

OFFICE OF CONCILIATION

June 9, 2016

**VOLUNTARY GRIEVANCE ARBITRATION RULES OF PROCEDURE  
PANEL LIST FOR THE SELECTION OF AN ARBITRATOR**

RE: PERB CASE NUMBER **A2016-056**  
BUFFALO, CITY OF & AFSCME LOCAL 650 (GENERAL CITY EMPLOYEES)  
(DISCIPLINE - JILL PARISI)

OMAR R. PRICE, ESQ.  
DIRECTOR OF LABOR RELATIONS  
CITY OF BUFFALO  
1100 CITY HALL - 11TH FLOOR  
65 NIAGARA SQUARE  
BUFFALO, NY 14202-3379  
716-851-4343

TERRY M. SUGRUE, ESQ.  
REDEN & SUGRUE, LLP  
135 DELAWARE AVE, STE 410  
BUFFALO, NY 14202  
716-856-0277

DEAR REPRESENTATIVES:

We have been notified that the arbitration agreement between the above captioned parties provides for arbitration under the Voluntary Grievance Arbitration Rules of Procedure of the Public Employment Relations Board.

Pursuant to those Rules, we submit below a list of seven arbitrators. Each party shall have ten (10) days from date of this letter to select, rank and return their selections to the Office of Conciliation. A party shall independently **STRIKE NO MORE THAN THREE (3) NAMES** from the panel list and indicate a preference among those names remaining by ranking them 1, 2, 3, 4, and, if appropriate, 5, 6, and 7.

Upon timely receipt of each party's selection and consistent with their selected orders of preference, the Director of Conciliation shall designate the arbitrator. If a party fails to return its selections within the time limit specified, all names submitted on this panel list shall be deemed acceptable to such party and the designation of the arbitrator shall be made according to the preference of the party whose selections have been timely received. It is understood that the cost of such arbitration shall be borne completely by the parties.

**Please note that each party must forward a fifty dollar (\$50.00) administrative fee per case, made payable to the State of New York to PERB's Office of Executive Director, as per the instructions on the attached billing invoice. Please note that pursuant to Chapter 55 of the Laws of 1992, the fee may be paid without penalty within 30 days of the date of this billing invoice.**

NAME OF ARBITRATOR	RANK	
TIMOTHY W. GORMAN	_____	Return one copy of your selections to: <b>Office of Conciliation</b> NYS Public Employment Relations Board PO Box 2074, Empire State Plaza Agency Bldg. 2, 20 <sup>th</sup> Floor Albany, NY 12220-0074
ADAM KAUFMAN	_____	
STEPHEN P. LALONDE	_____	
JAMES R. MCDONNELL	_____	This office must <b>RECEIVE</b> the selections on or before: 6/20/2016
THOMAS N. RINALDO	_____	Party
RICHARD J. ROTH	_____	Signature _____
ROCCO M. SCANZA	_____	Title _____
		Date _____

Resumes & Billing Statements are prepared by the Arbitrator named and may be found on our website at:  
<http://www.perb.ny.gov/arbpanellist.asp> .





STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD

PO BOX 2074  
AGENCY BLDG 2, FLS 18 & 20  
ALBANY, NY 12220-0074  
(518) 457-6014  
(518) 457-2664 (fax)  
www.perb.ny.gov

KEVIN B. FLANIGAN  
DIRECTOR  
OFFICE OF CONCILIATION

CHAIRPERSON

June 21, 2016

OMAR R. PRICE, ESQ.  
DIRECTOR OF LABOR RELATIONS  
CITY OF BUFFALO  
1100 CITY HALL - 11TH FLOOR  
65 NIAGARA SQUARE  
BUFFALO, NY 14202-3379  
716-851-4343

TERRY M. SUGRUE, ESQ.  
REDEN & SUGRUE, LLP  
135 DELAWARE AVE, STE 410  
BUFFALO, NY 14202,  
716-856-0277

RE: PERB CASE NUMBER A2016-056  
BUFFALO, CITY OF & AFSCME LOCAL 650 (GENERAL CITY EMPLOYEES)  
(Discipline - Jill Parisi)

Dear Representatives:

In accordance with Part 207.7(b) of the Voluntary Grievance Arbitration Rules of Procedure, we are submitting a SECOND PANEL LIST of arbitrators from which the above-named parties can make their selections.

Sincerely,

Panel Administrator

Enclosure





STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD

PO Box 2074, Empire State Plaza  
Agency Bldg. 2, 20<sup>th</sup> Floor  
Albany, NY 12220-0074  
(518) 457-6014  
(518) 457-2664  
www.perb.ny.gov

CHAIRPERSON

KEVIN B. FLANIGAN  
DIRECTOR  
OFFICE OF CONCILIATION

June 21, 2016

VOLUNTARY GRIEVANCE ARBITRATION RULES OF PROCEDURE  
PANEL LIST FOR THE SELECTION OF AN ARBITRATOR

RE: PERB CASE NUMBER A2016-056  
BUFFALO, CITY OF & AFSCME LOCAL 650 (GENERAL CITY EMPLOYEES)  
(Discipline - Jill Paris)

OMAR R. PRICE, ESQ.  
DIRECTOR OF LABOR/RELATIONS  
CITY OF BUFFALO  
1100 CITY HALL, 11<sup>TH</sup> FLOOR  
65 NIAGARA SQUARE  
BUFFALO, NY 14202-3379  
716-851-4343

TERRY M. SUGRUE, ESQ.  
REDEN & SUGRUE, LLP  
135 DELAWARE AVE, STE 410  
BUFFALO, NY 14202,  
716-856-0277

DEAR REPRESENTATIVES:

We have been notified that the arbitration agreement between the above captioned parties provides for arbitration under the Voluntary Grievance Arbitration Rules of Procedure of the Public Employment Relations Board.

Pursuant to those Rules, we submit below a list of seven arbitrators. Each party shall have ten (10) days from date of this letter to select, rank and return their selections to the Director of Conciliation. A party shall independently **STRIKE NO MORE THAN THREE (3) NAMES** from the panel list and indicate a preference among those names remaining by ranking them 1, 2, 3, 4, and, if appropriate, 5, 6, and 7.

Upon timely receipt of each party's selection and consistent with their selected orders of preference, the Director of Conciliation shall designate the arbitrator. If a party fails to return its selections within the time limit specified, all names submitted on this panel list shall be deemed acceptable to such party and the designation of the arbitrator shall be made according to the preference of the party whose selections have been timely received. It is understood that the cost of such arbitration shall be borne completely by the parties.

NAME OF ARBITRATOR	RANK	
KIMBERLY B. CHENEY	_____	Return one copy of your selections to: <b>Office of Conciliation</b> NYS Public Employment Relations Board PO Box 2074, Empire State Plaza Agency Bldg. 2, 20 <sup>th</sup> Floor Albany, NY 12220-0074  This office must <b>RECEIVE</b> the selections on or before: 7/1/2016  Party _____ Signature _____ Title _____ Date _____
SAMUEL CUGALJ	_____	
MICHAEL FISCHETTI	_____	
LOUIS N. KASH	_____	
ROBERT J. RABIN	_____	
JOSEPH L. RANDAZZO	_____	
JEFFREY M. SELCHICK	_____	

Resumes & Billing Statements are prepared by the Arbitrator named and may be found on our website at:  
<http://www.perb.ny.gov/arbpanellist.asp>



**STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD**

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**JOHN F. WIRENIUS**  
CHAIRPERSON

**KEVIN B. FLANIGAN**  
DIRECTOR  
OFFICE OF CONCILIATION

July 5, 2016

**RE: DESIGNATION OF ARBITRATOR**

**CASE NO: A2016-056**

**PARTIES: BUFFALO, CITY OF & AFSCME LOCAL 650 (GENERAL CITY EMPLOYEES)  
(DISCIPLINE - JILL PARISI)**

OMAR R PRICE  
DIRECTOR OF LABOR RELATIONS  
CITY OF BUFFALO  
1100 CITY HALL - 11TH FLOOR  
65 NIAGARA SQUARE  
BUFFALO, NY 14202-3379  
716-851-4343

TERRY M SUGRUE  
REDEN & SUGRUE, LLP  
135 DELAWARE AVE, STE 410  
BUFFALO, NY 14202  
716-856-0277

Pursuant to the Voluntary Grievance Arbitration Rules of Procedure of the Public Employment Relations Board, and in accordance with your preferential ranking of the arbitrators submitted to you, the designated arbitrator in the above captioned case shall be:

JOSEPH L. RANDAZZO  
1631 LINDAN DRIVE  
ALDEN, NY 14004  
716-937-1710

The arbitrator has been notified through this office to immediately communicate directly with you to make arrangements for preliminary matters such as the date, time and place of the arbitration hearing.

If you have any questions regarding this designation, please contact this office at 518-457-6014.





# LOCAL 650

American Federation of State, County and Municipal Employees • AFL-CIO

2202 CITY HALL • 65 NIAGARA SQUARE • BUFFALO, NEW YORK 14202

Telephone: 851-5292 • Fax: 851-4620

**MICHAEL F. DRENNEN**  
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**SECRET THOMPSON**  
*Executive Board*

February 4, 2016

Garnell W. Whitfield Jr.  
Commissioner of Fire  
195 Court Street  
Buffalo, NY 14202

Dear Commissioner Whitfield:

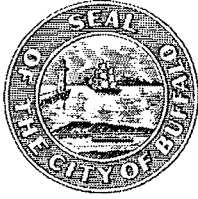
Ms. Jill Parisi pleads not guilty to the charges, filed against her on February 2, 2016. Please schedule an informal conference within 10 days per the Agreement between the City and AFSCME Local 650.

Please contact me at 851-5292 if you require any further information about this issue.

Very Truly Yours,

  
Michael F. Drennen

Cc: Robert Reden, Attorney  
Omer Price, Director of Employee Relations  
Jill Parisi



# CITY OF BUFFALO

## DEPARTMENT OF LAW



BYRON W. BROWN  
MAYOR

GLADYS HERNDON-HILL  
HUMAN RESOURCE  
COMMISSIONER

### US POSTAL MAIL

Jill Parisi  
104 Portland Avenue  
Buffalo, New York 14220

RE: Informal Disciplinary Hearing and Modified Charges

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If you have any question or concerns about this matter please contact your Union representative.

Dated: February 12, 2016

Buffalo, New York

**CITY OF BUFFALO**

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Gladys Herndon-Hill,  
Commissioner of Human Resources

CC:

Michael Drennen, Local 650 President  
Garnell W. Whitfield, Fire Department Commissioner  
Omar R. Price, Director of Employee Relations