

**OFFICE OF THE CIVIL SERVICE COMMISSION**  
**One Government Center, Suite 1920**  
**February 18, 2026 2:00 p.m.**

A regular meeting of the Toledo Civil Service Commission is being held at the time and place above.

Present: Commission President David L. O'Connell  
Commission Member Wilma D. Brown  
Commission Member Sheila Eason  
Andrea Cromer, Secretary (Toledo Civil Service Commission)  
Michael J. Niedzielski, Director (Human Resources)  
Victoria Coleman, Deputy Director (Human Resources) (Absent)  
Kelly Murphy, Manager-Administrative Services (Selection & Evaluation) (Absent)  
Silvia Fofrich, Administrative Analyst 3 (Selection & Evaluation) (Absent)  
Nathan Weidner, Administrative Analyst 2 (Selection & Evaluation)  
Toni L. McCoy, Administrative Analyst 1 (Selection & Evaluation)

**Review and approval of minutes from Regular Meeting February 4, 2026. A motion to approve the minutes was made, seconded and approved unanimously at the February 18, 2026 Regular Meeting.**

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**ANNOUNCEMENTS:**

2026-00027 General Foreman (CP) announce Thursday, February 19, 2026 to February 25, 2026  
2026-00049 Engineering Technician (NCP/NCR) announce Thursday, February 19, 2026 to Wednesday, March 18, 2026  
2026-00029 System Specialist (NCP) announce Thursday, February 19, 2026 to Wednesday, February 25, 2026  
2026-00043 Sustainability Manager (NCP/NCR) announce Thursday, February 19, 2026 to Wednesday, March 4, 2026  
2026-00046 Employee Relations Specialist (NCP/NCR) announce Thursday, February 19, 2026 to Thursday, March 12, 2026  
2025-00293 Heavy Equipment Operator 2 (CP/CR) announce Thursday, February 19, 2026 to Wednesday, March 11, 2026  
2026-00045 General Ledger Accountant (NCP/NCR) announce Thursday, February 19, 2026, to Wednesday, March 4, 2026

**All Approved.**

**ELIGIBLE LISTS:**

2026-00013 Data Communications Specialist (NCR) add Bhargav Adsupalli, Homayra Alam, Nicholas Fryer, Sri Lakshmi Gandham, Wissam Hammoud, Ramya Karnati, Kelly Lewis, Ethan Matteson, Marc Meyers, Yaswanth Nusum, Ido Rottem, Robert Shirey, and Brian Voltz  
2019-00234 Engineering Associate (NCR-Continuous) add Mesach Atilolah, Kadidiatou Diakite, Shane Horrigan, Tauhid Khondker, and Ido Rottem  
2025-00193 Survey Technician (NCR-Continuous) add Andrew Dombroff  
2025-00300 Fire Inspector (NCR) add Marcus Sautter  
2025-00307 Carpenter (NCP) add Lucas Carpenter, Richard Harris, Christopher Jones and Kenneth Shields  
2025-00263 Customer Service Contact Center Representative (CP/CR) add Cerita Barber, Stephanie Bacon, Erica Branch, Julie Brenizer, Gordon Brown, Gwendolyn Brown, Joshua Castillo, Gwen Clark, Jody Cortez, Christopher Daher, Pamela DiCenso, Catherine Rodgers, Corey Robinson, Bryan Richmond, Natassia Pittman, Kongsavanh Phanthalasy, Brittany Pfaff, Rita Perkins, Janessa Paul, Don Zellers, Morgan Young, Bayonca Williams, Vanessa Vazquez, Teahirra Traynum, Madonna Syph, Kristie Stevens, Ben Steinbart, Abigail Springborn, Kenana Snow, Sarah Paredes, Breanna Pakulski, Michelle Morrow, Jeremy Moon, Linda Miranda, LaShawn McCadney, Mareen Martin, Makaila Coleman, Kathryn Keister, Douglas Johnson, Chantal Jindani, Isaac Jackman, Jennifer Hubleby, Patrice Holmes, Kendall Hawkins, Dennis Hairabedian, Tori Gogol, Matthew Gergely, Connie Fraley, William Duston  
2025-00126 Heavy Equipment Operator 2 (CP) add Jairus Williamson

**All Approved.**

**CLASSIFICATION REPORTS:**

Heavy Equipment Operator 2 (Revise) (NW) **Approved.**

**OTHER:**

**RCA – Disqualification of Eligibility for Sewer and Drainage Service Worker – Christopher Bailey (NW)**

Former City of Toledo employee, Christopher Bailey applied and could potentially be placed on the eligible list for Sewer and Drainage Service Worker. Mr. Bailey departed his employment under unfavorable circumstances; therefore, there is just and reasonable cause that he should be disqualified from the recruitment process for the position of Sewer and Drainage Service Worker. Based on all of the facts and analysis above, it is recommended to the Commission that Mr. Bailey be notified that there is just and reasonable cause to believe that he is not qualified for appointment and is subject to removal from the recruitment process for the position of Sewer and Drainage Service Worker. Further, it is recommended that in accordance with Rule 60.00, Section 60.03, a hearing be promptly scheduled before this Commission where he will be afforded an opportunity to be heard. If he fails to appear at the hearing or if it is established at the hearing that he is disqualified for appointment, then his name will be removed from the recruitment process for all City positions for a period of six (6) months.

**After review and discussion, the Commission agreed that there is just and reasonable cause for Mr. Bailey to be disqualified from the recruitment process for the position of Sewer and Drainage Service Worker pursuant to Rule 60.00, Section 60.03. A hearing will be scheduled.**

**RCA – Disqualification of Eligibility for Survey Technician – Ralph Curry (NW)**

Former City of Toledo employee, Ralph Curry applied and could potentially be placed on the eligible list for Survey Technician. Mr. Curry departed his employment under unfavorable circumstances; therefore, there is just and reasonable cause that he should be disqualified from the recruitment process for the position of Survey Technician. Based on all of the facts and analysis above, it is recommended to the Commission that Mr. Curry be notified that there is just and reasonable cause to believe that he is not qualified for appointment and is subject to removal from the recruitment process for the position of Survey Technician. Further, it is recommended that in accordance with Rule 60.00, Section 60.03, a hearing be promptly scheduled before this Commission where he will be afforded an opportunity to be heard. If he fails to appear at the hearing or if it is established at the hearing that he is disqualified for appointment, then his name will be removed from the recruitment process for all City positions for a period of six (6) months.

**After review and discussion, the Commission agreed that there is just and reasonable cause for Mr. Curry to be disqualified from the recruitment process for the position of Survey Technician pursuant to Rule 60.00, Section 60.03. A hearing will be scheduled.**

**RCA – Disqualification of Eligibility for Sewer and Drainage Service Worker – Kelvin Williams (NW)**

Former City of Toledo employee, Kelvin Williams applied and could potentially be placed on the eligible list for Sewer and Drainage Service Worker. Mr. Williams departed his employment under unfavorable circumstances; therefore, there is just and reasonable cause that he should be disqualified from the recruitment process for the position of Sewer and Drainage Service Worker. Based on all of the facts and analysis above, it is recommended to the Commission that Mr. Williams be notified that there is just and reasonable cause to believe that he is not qualified for appointment and is subject to removal from the recruitment process for the position of Sewer and Drainage Service Worker. Further, it is recommended that in accordance with Rule 60.00, Section 60.03, a hearing be promptly scheduled before this Commission where he will be afforded an opportunity to be heard. If he fails to appear at the hearing or if it is established at the hearing that he is disqualified for appointment, then his name will be removed from the recruitment process for all City positions for a period of six (6) months.

**After review and discussion, the Commission agreed that there is just and reasonable cause for Mr. Williams to be disqualified from the recruitment process for the position of Sewer and Drainage Service Worker pursuant to Rule 60.00, Section 60.03. A hearing will be scheduled.**

**OTHER (CONTINUED):**

**RCA – Appeal of Rejection for Data Communication Specialist – Josh Otting (NW)**

Josh Otting has appealed the rejection of his application for the position of Data Communication Specialist for not meeting the minimum education requirements. Based on the information received, Staff recommends that Mr. Otting’s appeal be denied and that he be deemed not qualified for the position of Data Communication Specialist.

**After review and discussion, the Commission denied Mr. Otting’s appeal and upheld the rejection of his application due to not meeting the minimum education requirements for the position of Data Communication Specialist.**

**RCA – Request to appear Deymond Underwood II (NW)**

On December 3, 2025, the Commission received a request from Staff to disqualify Mr. Deymond Underwood II from the position of Sewer and Drainage Service Worker and Utility Worker. In accordance with Civil Service Rule 60.00, Section 60.03 “Disqualification of Eligible”, Mr. Underwood was invited to attend the December 17<sup>th</sup> meeting of the Civil Service Commission and be heard regarding his disqualification for appointment. After failure to appear, the Commission ruled there was just and reasonable cause for Mr. Underwood to be disqualified for and his name removed from the recruitment process for Sewer and Drainage Service Worker and Utility Worker. On Tuesday, February 10, Mr. Underwood II contacted Staff regarding the position of Utility Worker. Mr. Underwood II claims that he never received the e-mails regarding his disqualification and the request to appear before the Commission. Staff has confirmed that the e-mails were sent to the correct e-mail address. At this time, Mr. Underwood II is requesting a chance to be heard before the Commission regarding his disqualification for the above mentioned positions.

**After review and discussion, the Commission approved Mr. Underwood’s request to appear in front of the Commission.**

**RCA – Disqualification of Eligibility for Fire Inspector – Matthew Riggle (TM)**

Former City of Toledo employee, Matthew Riggle applied and could potentially be placed on the eligible list for Fire Inspector. Mr. Riggle departed his employment under unfavorable circumstances; therefore, there is just and reasonable cause that he should be disqualified from the recruitment process for the position of Fire Inspector. Based on all of the facts and analysis above, it is recommended to the Commission that Mr. Riggle be notified that there is just and reasonable cause to believe that he is not qualified for appointment and is subject to removal from the recruitment process for the position of Fire Inspector. Further, it is recommended that in accordance with Rule 60.00, Section 60.03, a hearing be promptly scheduled before this Commission where he will be afforded an opportunity to be heard. If he fails to appear at the hearing or if it is established at the hearing that he is disqualified for appointment, then his name will be removed from the recruitment process for all City positions for a period of six (6) months.

**After review and discussion, the Commission agreed that there is just and reasonable cause for Mr. Riggle to be disqualified from the recruitment process for the position of Fire Inspector pursuant to Rule 60.00, Section 60.03. A hearing will be scheduled.**

**RCA – Disqualification of Eligibility for Collector-Investigator – Dawn Polk (TM)**

Former City of Toledo employee, Dawn Polk applied and could potentially be placed on the eligible list for Collector-Investigator. Ms. Polk departed her employment under unfavorable circumstances; therefore, there is just and reasonable cause that she should be disqualified from the recruitment process for the position of Collector-Investigator. Based on all of the facts and analysis above, it is recommended to the Commission that Ms. Polk be notified that there is just and reasonable cause to believe that she is not qualified for appointment and is subject to removal from the recruitment process for the position of Collector-Investigator. Further, it is recommended that in accordance with Rule 60.00, Section 60.03, a hearing be promptly scheduled before this Commission where she will be afforded an opportunity to be heard. If she fails to appear at the hearing or if it is established at the hearing that she is disqualified for appointment, then her name will be removed from the recruitment process for all City positions for a period of six (6) months.

**After review and discussion, the Commission agreed that there is just and reasonable cause for Ms. Polk to be disqualified from the recruitment process for the position of Collector-Investigator pursuant to Rule 60.00, Section 60.03. A hearing will be scheduled.**

**OTHER (CONTINUED):**

**RCA – Voluntary Demotion – Sarah Mohamed (TM)**

Sarah Mohamed, Billing Specialist in the Division of Utilities Administration has requested a voluntary demotion to the position of Clerk Specialist II in the Division of Fleet & Facilities. Civil Service Rule 70.02 requires that the employee: 1) completes one year of service after their probationary period to be eligible; 2) request the voluntary demotion in writing; and 3) the Civil Service Commission shall determine if the employee is qualified to fill a position within that classification. If these three requirements are met, the employee is placed on the eligible list ranked by seniority. Based on the information provided, Staff recommends that the Civil Service Commission deem Ms. Mohamed qualified to perform the job duties of Clerk Specialist II and grant her request for a voluntary demotion pursuant to Civil Service Rule 70.02.

**Approved.**

**RCA – Request to Submit a Late Application for Wage Enforcement Coordinator – Debbie Thanasiu (TM)**

Debbie Thanasiu is requesting to submit a late application for the position of Wage Enforcement Coordinator. Based on the information provided by Ms. Thanasiu, that she had started the application prior to the closing time of the posting and the posting indicated the date and time the position would close, Staff recommends that her request to submit a late appeal be denied.

**After review and discussion, the Commission denied Ms. Thanasiu's request to submit a late application for the position of Wage Enforcement Coordinator.**

**RCA – Request to Submit a Late Application for General Foreman-Urban Beautification – Michael Guerrero (TM)**

Michael Guerrero is requesting to submit a late application for the position of General Foreman – Urban Beautification. Based on the information provided by Mr. Guerrero as to why he was unable to meet the closing deadline, Staff recommends that his request to submit a late appeal be denied.

**After review and discussion, the Commission denied Mr. Guerrero's request to submit a late application for the position of General Foreman-Urban Beautification.**

**INFORMATIONAL PURPOSES:**

None

**APPEARANCES:**

None

**EXTENSIONS:**

None

**HEARINGS:**

None

**There being no further business, the meeting adjourned at 2:24pm.**