

From: Terenzio, Michael  
Sent: Wednesday, July 02, 2014 2:37 PM  
To: Williams, Clemon  
Cc: Troy, MaryBeth; Emmett, Kathryn; Jankowski, Ted; ; Martin, David;  
Board of Representatives  
Subject: Question of unjust promotional practices.

Good Morning Mr. Williams,

I would like to thank you and Mary Beth for your response to my inquiry related to the current status of the selection process for the position of Assistant Fire Chief of Volunteer Services. As I understand the response to my question was that the list has been placed on hold which concerns me in view of information I have recently made aware of. The possibility of the current list being discarded and seeking other applicants who were not on the original list deepens my concern and suspicions.

I believe that there are two components that are contributing to the denial of my name being forwarded for consideration. The first and foremost is my age, and the 2nd would be an issue involving disciplinary charges brought by the Asst. Chief of the Turn of River Fire Department approximately 3 to 4 years ago. These charges were ultimately investigated and dismissed as frivolous by the Stamford Police Department Internal Affairs Division.

What other reason could there be in view of my extensive experience in both the volunteer and career aspects of the fire service in Stamford, my education with a Bachelor's degree in Emergency Management, and State of Connecticut Fire Officer level IV certification, as well as my professional record with the department. The subjective selection process being utilized by the volunteer chiefs has been a frustrating experience for a professional such as myself who has been a dedicated City of Stamford employee for more than 34 years.

It seems that the volunteer chiefs are exercising the practice of cronyism or favoritism in their thought process. In the public sphere, favoritism, cronyism, and nepotism also undermine the common good. When someone is granted a position because of connections rather than because he or she has the best qualifications, credentials and experience, the service that person renders to the public may be inferior.

In any event, this new information has prompted me to seek legal counsel and researching this issue has led to the possibility of a violation of Title VII of the Civil Rights Act of 1964; Other Unlawful Employment Practices SEC. 2000e-3. (Section 704). Paragraph (a) Discrimination for making charges, testifying, assisting, or participating in enforcement proceedings, and the provisions of the Age Discrimination in Employment Act of 1967, Prohibition of Age Discrimination;

SEC. 623. [Section 4](a) Employer practices

It shall be unlawful for an employer-

(1) to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's age;

(2) to limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's age;

I can think of no other reason in view of my background, education, training certifications and experience that I would be overlooked and not strongly considered for this position. I hope that a fair, and unbiased process is allowed to prevail in this selection and that cronyism, and or discrimination of any kind is not permitted. I would hope that the intent of the Charter Revision pertaining to this would be fully understood and that the public is best served by the tenets of the charter.

If you or anyone else involved in this protracted process wish to research or obtain further information related to this issue I remain available to be contacted either by email or my cell number 203-218-9102.

Respectfully;

Michael R. Terenzio  
captain, City of Stamford Fire Dept.

CC: Mica Notz; Employee Rights LLC