



Civil Service Board Regular Meeting

Agenda

July 8, 2025 @ 5:00 PM

City Hall Commission Chambers
401 S. Park Avenue

welcome

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please note

Times are projected and subject to change.

- 1. Call to Order**
- 2. Consent Agenda**
 - a. Approve the minutes of June 10, 2025
- 3. Public Comments (for items not on the agenda): Three minutes allowed for each speaker**
- 4. Action Items**
 - a. Officers off of Probation
 - Officer Marley Menoud
 - Officer Michael Cuddy
 - b. Police Officer Candidate Approval Request
 - c. Off-Duty Employment Request- Sgt. Combas
- 5. Non-Action Items**
- 6. Staff Updates**
 - a. Police Department
 - b. Fire Department
- 7. Board Comments**
- 8. Upcoming Agenda Items**
- 9. Adjournment**



Civil Service Board Regular Meeting Minutes

June 10, 2025 at 5:00 PM

City Hall Commission Chambers
401 S. Park Avenue

Board Chair Dr. Phillips, Vice Chairman Steve Stutzer, Chief Examiner Wayne Kalish;
Board members: Ansley Butts and Zach Collins. Also present: Fire Chief Dan Hagedorn, Police Chief Tim Volkerson and Recording Secretary Kathy Reed

Absent

Terry Rooth
George Gonzalez

1. Call to Order

Chairman Dr. Phillips called the meeting to order at 5:00 p.m.

2. Consent Agenda

- a. Approve the minutes of May 13, 2025

Motion made by Mr. Kalish to approve the minutes from May 13, 2025: seconded by Dr. Phillips. The motion carried unanimously by a 5-0 vote.

3. Public Comments (for items not on the agenda): Three minutes allowed for each speaker

None.

4. Action Items

- a. Extended Probation Period(Officer Glennon)- 2 months

Motion made by Mr. Kalish to approve the extension of the probation period for Officer Glennon by two months; seconded by Dr. Phillips. The motion carried unanimously by a 5-0 vote.

5. Non-Action Items

None.

6. Staff Updates

- a. Police Department
 - 2 vacancies - List of applicants for approval during July meeting.

- Call volume is expected to increase during the summer months due to schools being out for summer break.

b. Fire Department

- Multiple vacancies
- Position advertising campaign is to begin in July.

7. Board Comments

Mr. Stutzer thanked both departments for their service, especially for their efforts in dealing with the mental health challenges they encounter daily with individuals. He also thanked them for their commitment to providing proper training, including de-escalation techniques.

A brief discussion was held regarding the potential rescheduling of the July 8, 2025, Civil Service Meeting. After consideration, it was decided that the meeting would **remain as scheduled**.

8. Upcoming Agenda Items

None.

9. Adjournment

Meeting was adjourned at 5:09 p.m.

ATTEST:

Approved by the board on
/s/ Kathy Reed, Board Secretary



Civil Service Board

agenda item 4.a

item type

Action Items

meeting date

July 8, 2025

prepared by**approved by****subject**


Officers off of Probation

- Officer Marley Menoud
- Officer Michael Cuddy

motion | recommendation**background****alternatives | other considerations****fiscal impact****attachments**

1. Menoud
2. Cuddy

**WINTER PARK POLICE DEPARTMENT
MEMORANDUM**

TO: Chief Timothy R. Volkerson 

FROM: Captain Scott Williams

DATE: June 5, 2025

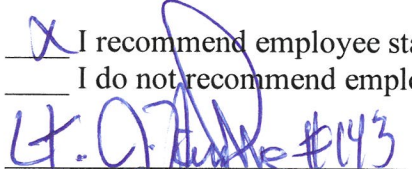
SUBJECT: Probationary Period – Officer Marley Menoud

Police Officer Marley Menoud’s one-year probationary period ends on July 8, 2025. Based on your knowledge and observation, please indicate your recommendation below as to whether this employee should be changed to permanent status.

I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Joe DiCarlo #1600

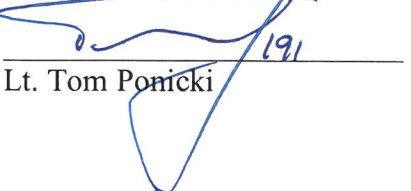
I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Jeff Hershone #143


I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Shuvon Ligon #180

I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Tom Ponicki #191

**WINTER PARK POLICE DEPARTMENT
MEMORANDUM**

TO: Chief Timothy R. Volkerson 

FROM: Captain Scott Williams

DATE: June 5, 2025

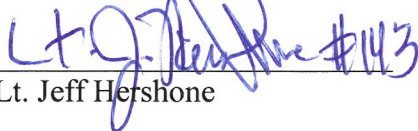
SUBJECT: Probationary Period – Officer Michael Cuddy

Police Officer Michael Cuddy’s one-year probationary period ends on July 8, 2025. Based on your knowledge and observation, please indicate your recommendation below as to whether this employee should be changed to permanent status.

I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Joe DiCarlo

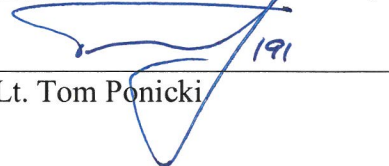
I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Jeff Hershone

I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Shuvon Ligon

I recommend employee status become permanent.
 I do not recommend employee status become permanent.


Lt. Tom Ponicki



item type

Action Items

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prepared by

approved by

subject

Police Officer Candidate Approval Request

motion | recommendation

background

alternatives | other considerations

fiscal impact

attachments

1. Applicant List

Kathleen Reed

From: Matthew Walker
Sent: Thursday, June 12, 2025 2:59 PM
To: Kathleen Reed
Cc: Liza Cieszynski
Subject: Civil Service test passes

Kathy,

Between several Civil Service tests given over the past week or so we have had five individuals pass the Civil Service test. They are:

Conner Sawyer
Iyhall Campbell
Daniel Watson
William Coy
Alex Hardy

Lt Matt Walker

Winter Park Police Department
Community Policing Unit
500 N. Virginia Ave
Winter Park, FL. 32789
Business: (407) 599-3510
mwalker@cityofwinterpark.org



Civil Service Board

agenda item 4.c

item type

Action Items

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prepared by**approved by****subject**

Off-Duty Employment Request- Sgt. Combas

motion | recommendation**background****alternatives | other considerations****fiscal impact****attachments**

1. Off-Duty Employment-Sgt. Combas

**Winter Park Police Department
MEMORANDUM**

TO: Tim Volkerson, Chief of Police *TV*
FROM: Sergeant John Combas, ID #108 *JC*
VIA: Chain of Command *JC* *TV*
DATE: June 17, 2025
REFERENCE: Off-Duty Employment

I am submitting this memo for off-duty employment. Under my current business Nuestro Latino, LLC, I will be adopting a dba: Boat Watch. Boat Watch is a boat monthly maintenance service. Services include, but not limited to, monthly vessel checks for operability, washing of vessels, and minor service repairs. I will be receiving compensation.

This off-duty employment will not affect my current duties as a police officer for the Winter Park Police Department.



Civil Service Board

agenda item 6.a

item type

Staff Updates

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prepared by**approved by****subject**

Police Department

motion | recommendation**background****alternatives | other considerations****fiscal impact****attachments**

None



Civil Service Board

agenda item 6.b

item type

Staff Updates

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prepared by**approved by****subject**

Fire Department

motion | recommendation**background****alternatives | other considerations****fiscal impact****attachments**

None