



## City of Phoenix

September 26, 2024

Simon Ramos

**Sent Via:** Email - [REDACTED]; simon.ramos@phoenix.gov

**RE: Dismissal of Ethics Inquiry EC-23-02**

Dear Simon Ramos:

I am writing to formally notify you that the Ethics Commission (“Commission”) met on September 19, 2024, and after a thorough review and consideration of Ethics Inquiry EC-23-02, which was filed on November 15, 2023 (“Ethics Complaint”), the Commission voted to **dismiss** the Ethics Complaint.

The Commission’s decision was based on a comprehensive assessment of the available facts and in accordance with relevant city ordinances, policies, or procedures, including but not limited to, Phoenix City Code Sec. 2-52 and 2-53. The Ethics Complaint has been dismissed because the motion for the Commission to take jurisdiction of the Ethics Complaint and to have the Commission’s Counsel investigate the matter failed to receive an affirmative vote of at least four members. Pursuant to Phoenix City Code Sec. 2-53, upon the failure to receive sufficient votes, the Ethics Complaint is now closed.

For additional information, please see the City of Phoenix Ethics Commission website for meeting results, minutes, and resources, including the Bylaws, Rules of Procedure, and Ordinances: [www.phoenix.gov/ethics](http://www.phoenix.gov/ethics).

On behalf of the Commission, we appreciate you bringing this matter to our attention and for your cooperation and understanding regarding the process for considering ethics or gift policy violations by elected officials or board members. Should you have any questions or require additional information regarding our decision, please contact the Commission at [ethics.commission@phoenix.gov](mailto:ethics.commission@phoenix.gov) for further clarification.

Sincerely,

Sam Leyvas  
Ethics Commission Chair



## City of Phoenix

September 26, 2024

Councilwoman Laura Pastor

**Sent Via:** Email - [Laura.pastor@phoenix.gov](mailto:Laura.pastor@phoenix.gov)

**RE: Dismissal of Ethics Inquiry EC-23-02**

Dear Councilwoman Laura Pastor:

I am writing to formally notify you that the Ethics Commission (“Commission”) met on September 19, 2024, and after a thorough review and consideration of Ethics Inquiry EC-23-02, which was filed on November 15, 2023 (“Ethics Complaint”), the Commission voted to **dismiss** the Ethics Complaint.

The Commission’s decision was based on a comprehensive assessment of the available facts and in accordance with relevant city ordinances, policies, or procedures, including but not limited to, Phoenix City Code Sec. 2-52 and 2-53. The Ethics Complaint has been dismissed because the motion for the Commission to take jurisdiction of the Ethics Complaint and to have the Commission’s Counsel investigate the matter failed to receive an affirmative vote of at least four members. Pursuant to Phoenix City Code Sec. 2-53, upon the failure to receive sufficient votes, the Ethics Complaint is now closed.

For additional information, please see the City of Phoenix Ethics Commission website for meeting results, minutes, and resources, including the Bylaws, Rules of Procedure, and Ordinances: [www.phoenix.gov/ethics](http://www.phoenix.gov/ethics).

On behalf of the Commission, we appreciate you bringing this matter to our attention and for your cooperation and understanding regarding the process for considering ethics or gift policy violations by elected officials or board members. Should you have any questions or require additional information regarding our decision, please contact the Commission at [ethics.commission@phoenix.gov](mailto:ethics.commission@phoenix.gov) for further clarification.

Sincerely,

Sam Leyvas  
Ethics Commission Chair



## City of Phoenix

**To:** Julie Kriegh  
City Attorney

**Date:** November 15, 2023

**From:** Denise Archibald  
City Clerk

A handwritten signature in blue ink, appearing to be 'DA', located to the right of the 'From:' field.

**Subject:** TRANSMITTAL OF ETHICS COMPLAINT (EC-23-02)

On November 10, 2023, the City Clerk Department received the attached complaint from Simon Ramos.

Phoenix City Code, Section 2-53 requires the City Clerk to forward ethics complaints to the Ethics Commission. Since there is currently no appointed City Ethics Commission, I am forwarding this complaint to the Law Department for appropriate handling.

Enclosure: Ethics Complaint

ec: Dustin Cammack, Assistant City Attorney  
Lupe Lerma, Deputy City Clerk  
Ginger Spencer, Deputy City Manager

Attendees

Vice-Mayor Laura Pastor

Mario Paniaqua, Deputy City Manager

David Mathews, Human Resources Director

Kini Knudson, Street Transportation Director

Briiana Velez, Assistant Street Transportation Director

Michael Peterson-Incorvaia, Council Assistant

Simon Ramos, Field Services Superintendent

- Vice-Mayor Pastor kicked off the meeting with her inquiry on the status of the vacant Traffic Signal Supervisor and Traffic Signal Foremen positions. Eating food.
- She stated that there is a “risk” at the Traffic Signal Shop - the “Midnight” shift due to a “missing foreman”.
- Street Transportation Director Kini Knudson informed Vice-Mayor Pastor that both positions have been approved to fill since the beginning of June 2022.
- Vice-Mayor Pastor had the stated that the delay on the hiring of the positions were a result of management stalling the process.
- Vice-Mayor Pastor snaps her fingers and says, “Get shit done”. Vice-Mayor Pastor turns to Assistant Street Transportation Director Briiana Velez and tells her that she not only is female but is also Hispanic and that there not many “Latinas” in this Department. She told her that she had “a lot to prove” to everyone.
- Vice-Mayor Laura Pastor reminded that she is a “5<sup>th</sup> generation Phoenician with deep roots”.
- Vice-Mayor Laura Pastor ordered a workplace assessment of the Traffic Signal Shop and it was to be done by a 3<sup>rd</sup> party consultant.
- Vice-Mayor Laura Pastor switched the discussion topic to Marshall Pimentel. She stated that she wanted to let us know about her relationship with Marshall Pimentel. She added, “Marshall would never lie to me”. She told everyone in the room that the two of them have been best of friends since high school and that she sat on the same school board with Marshall’s wife, Monica. Vice-Mayor Pastor added, “I love Vince”. (Traffic Services Superintendent). She also stated that Vincent Gigliotti’s demeanor can be misconstrued but has the best intentions for the City.
- Vice-Mayor Pastor turned her attention to Simon Ramos and instructed that he needed to communicate with staff and build trust. She also added, “Do you know why I wanted you here? I wanted to see your face.” She stated that she has hearing Simon’s name frequently.
- Simon Ramos is tasked by Vice-Mayor Laura Pastor to perform an analysis of a 2<sup>nd</sup> Traffic Signal Shop. She asked Simon if he had the capacity to perform this analysis. Simon Ramos nodded signaling a “yes”. She asked who Simon would be working with to run this analysis. Simon stated Vincent Gigliotti, the Traffic Signal Foremen, and Anthony McMEn (Traffic Signal Supervisor). Vice-Mayor Pastor stated that there will be a follow-up meeting the following week at the Traffic Signal Shop.

**BRIIANA VELEZ**

**Subject:** Traffic Light Shop Meeting  
**Location:** 11W  
**Start:** Fri 7/22/2022 10:00 AM  
**End:** Fri 7/22/2022 11:00 AM

\* Follow up meeting @ signal shop with all of us

**Recurrence:** (none)

**Meeting Status:** Accepted

**Organizer:** Michael Petersen-Incorvaia  
**Required Attendees:** Mario Paniagua; Kini Knudson; David Mathews; Laura Pastor  
**Optional Attendees:** BRIIANA VELEZ; Simon T Ramos

Mano > said Nothing unacceptable!  
Dave

Meeting to discuss issues at traffic light shop

Va cant Supervisor / Foreman?  
our fault

Best Friends w/ Marshall Pimentel & Wife  
- went to High school together  
- Trusts him and believes everything he says, he would not lie.

She met Vince, rough around edges but likes him, believes him, he wants good for city

Heard Simon's name alot at shop  
- Simon to analyze w/ team additional signal shop

Dave - workplace Assessment

Hispanic Female Eng  
- not many, tough, prove myself to anyone threatening tone

**From:** [Laura Pastor](#)  
**To:** [Laura Pastor](#); [Lori Bays](#); [Mario Paniagua](#); [David Mathews](#); [Michael Petersen-Incorvaia](#); [MARSHALL PIMENTEL](#); [Vince Gigliotti](#); [ALEX VASQUEZ](#); [DANIEL JOHNSON](#)  
**Cc:** [Yvonne Soto](#); [Sylvia Ferguson](#); [Brianna A Aceves](#); [Leila C Gamiz](#)  
**Subject:** Traffic Facility Visit  
**Start:** Wednesday, April 13, 2022 2:00:00 PM  
**End:** Wednesday, April 13, 2022 4:00:00 PM  
**Location:** 2141 E. Jefferson St.; Van Trip; Michael Driving

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**From:** [Michael Petersen-Incorvaia](#)  
**To:** [Michael Petersen-Incorvaia](#); [Mario Paniagua](#); [Kini Knudson](#); [David Mathews](#); [Laura Pastor](#)  
**Cc:** [BRIIANA VELEZ](#); [Simon T Ramos](#)  
**Subject:** Traffic Light Shop Meeting  
**Start:** Friday, July 22, 2022 10:00:00 AM  
**End:** Friday, July 22, 2022 11:00:00 AM  
**Location:** 11W

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Meeting to discuss issues at traffic light shop

Briefing on Aviation Personnel Matter w/Councilwoman Pastor  
Webex

**Subject:**  
**Location:**

**Start:**  
**End:**

Wed 3/10/2021 1:00 PM  
Wed 3/10/2021 1:30 PM

**Recurrence:**

(none)

**Meeting Status:**

Accepted

**Organizer:**

Toni MacCarone

**Required Attendees:**

Lori Bays; Donald Logan; Council District 4; Laura Pastor

**Optional Attendees:**

Michael Petersen-Incorvaia; Leila C Gamiz; BRIIANA VELEZ

Contact: Yvonne Soto 602.534.9803 – briefing set per Councilwoman's request.

– Do not delete or change any of the following text. –

**When it's time, join your Webex meeting here.**

*Join meeting*

**More ways to join:**

**From the meeting link**

<https://cityofphoenix.webex.com/cityofphoenix/j.php?MTID=m748ef916e5207f57ed905995f1b82ae3>



**From:** [Simon T Ramos](#)  
**To:** [Julie Kriegh](#)  
**Cc:** [SIMON RAMOS](#); [Leigh A. Mauger](#)  
**Subject:** RE: ILC 1482  
**Date:** Wednesday, October 11, 2023 12:26:00 PM  
**Attachments:** [10190.pdf](#)  
[10170 \(1\).pdf](#)  
[RE Investigation Update and Notification.msg](#)  
[ILC 1482.png](#)

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Hi Julie,

Thank you for your response. If I am understanding correctly, you're telling me that the City Attorney nor City Prosecutor (which reports to the City Attorney) does not have the authority to investigate all violations of the City Charter and/or Ordinances?

Does the Ethics Commission currently exist? I was last told that this committee has not been formed.

I would agree with you on the second allegation, but it does beg the following questions:

- If there was any question regarding the complaint about the councilmember and the underlying employment issues, shouldn't have HR followed up to gain additional details/information? It wasn't like the Integrity Line Complaint was submitted anonymously. Contact information was provided and it does not take over a year to make that determination.
- Corina Ramsey, HR Deputy Director (whom reports to Assistant Director Judy Boros), stated that the complaint regarding Councilwoman Pastor was resolved. Why would she state this if HR does not investigate councilmembers? Her response is not a result of mistaken or misconstrued information.

To clarify, ILC 1482 was in regards to Ms. Judy Boros providing false information to both Human Resources (recorded audio 8-17-2023) and City Auditor's Office (recorded audio 8-17-2023) that an investigation occurred when in fact it didn't. One may attempt to chalk this up as misconstrued information; but ultimately this is dishonestly and failure to perform one's job. In addition, I am also very well aware that Ms. Boros and her team have knowingly acted and continue to knowingly act on information provided to them that violated state and federal wiretapping laws as they are in possession of numerous files and transcripts that were illegally recorded and transcribed.

From a lessons learned standpoint, I feel that I've given the City every opportunity to correct itself. I've offered to meet in-person to provide additional information but my offer was declined.

I do not anticipate a response for the above, but would you be kind enough to follow up on two public records requests that I have submitted over 10 months ago? It seems that I have been getting the run around on these items. If this is not within your purview, please direct me to the right individual that enforces the compliance of the Public Records Request Administrative Directive 1.60 and Arizona Revised Statutes 39-121 to 161.

- **Public Records Request: Ramos-02/07/2023-4:43PM**
- **Public Records Request: R003574-082323**

I have reason to believe that HR is withholding the records requested due to inconsistencies in their investigations that would result in a claim against the City. For this request, I would like a response.

Please let me know if you have any questions.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
[REDACTED]  
**O: 602-534-5351**  
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**From:** Julie Kriegh <Julie.Kriegh@phoenix.gov>  
**Sent:** Tuesday, October 10, 2023 8:24 AM  
**To:** Simon T Ramos <simon.ramos@phoenix.gov>  
**Cc:** SIMON RAMOS [REDACTED]; Leigh A. Mauger <leigh.ann.mauger@phoenix.gov>  
**Subject:** RE: ILC 1482

Mr. Ramos,

In regard to your complaint about councilmember Pastor, that complaint should be filed with the ethics commission. You may also reach out to the Attorney General's office since the allegation of a City Charter violation is possible removal from office. The City Attorney's office does not have this authority.

My understanding of the second allegation is that HR said they would investigate the first complaint, but they did not. The audio recording confirms that Judy Boros told you that HR cannot investigate a city councilmember and any information that was relayed to you, or anyone else about that, was either mistaken or misconstrued. It appears there was confusion regarding the complaint about the councilmember and the underlying employment issues. HR would only have authority to investigate the underlying employment issues.

sincerely,  
Julie M. Kriegh  
City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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**From:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Sent:** Monday, September 25, 2023 10:31 AM  
**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Cc:** SIMON RAMOS <[REDACTED]>  
**Subject:** RE: ILC 1482

Good morning Julie,

I'm assuming you may have not received my previous email since you hadn't responded.

I have 2 allegations:

1. Councilwoman Pastor violating City Code/Charter "Except for the purpose of inquiry, the Council and its Members shall deal with the administrative service solely through the City Manager and neither the Council nor any Member thereof shall give orders to any subordinates of the City Manager, either publicly or privately. Any Member of the Council violating the provisions of this section, or offering a resolution or ordinance in violation of this section, shall be removed from office as in this Charter elsewhere provided." There are other documented examples of the councilwoman's interference. I have provided the meeting notes taken by Street Transportation Assistant Director Briiana Velez and I. Please let me know if you need further detail as I have additional information.

2. Human Resources Assistant Director Judy Boros providing false information to both Human Resources and City Auditor's Office to stonewall an investigation of the above allegation; making both parties believe that an investigated occurred. This is not the first time that Ms. Boros has roadblocked an investigation. I've provided a snippet of an audio recording from a meeting between Judy Boros and I. I also have an audio recording with the City Auditor's Office confirming that they were told by Human Resources that the incident regarding the misconduct of Councilwoman Pastor was previously investigated and was determined unsubstantiated of any wrongdoing.

The interference of any Councilmember, particularly with Councilwoman Pastor needs to cease immediately. This ongoing misconduct is not only unethical but is also extremely counterproductive to City of Phoenix's mission to provide seamless service to the public. I feel that I have provided you with more than enough information to warrant an investigation as your office enforces any violations of the City Code/Charter.

Again, please let me know if you have any questions.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
[REDACTED]  
**O: 602-534-5351**  
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**From:** Simon T Ramos  
**Sent:** Tuesday, September 19, 2023 11:53 AM  
**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

Good morning Julie,

ILC 1482 is referring to which allegation? As you may know, I have a few of outstanding ILCs that I submitted.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
[REDACTED]  
**O: 602-534-5351**  
**Follow us on Twitter [@StreetsPHX](#)**

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**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Sent:** Tuesday, September 19, 2023 11:28 AM  
**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

I would be happy to take whatever information you have and review it; you can leave it at the front desk at city hall on the 13<sup>th</sup> floor. Once I have reviewed it I can let you know if I have any questions.

sincerely,  
Julie M. Kriegh  
City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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applicable privilege.

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**From:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Sent:** Monday, September 18, 2023 6:08 PM  
**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** Re: ILC 1482

Julie,

Sure. When is a good time to meet and discuss?

Thank you.

Simon

Simon T Ramos P.E.  
Senior ITS Traffic Engineer  
ITS Engineering Unit  
Traffic Services Division  
City of Phoenix - Street Transportation Department  
200 West Washington Street – 6th Floor  
Phoenix, AZ 85003  
[REDACTED]  
O: 602-534-5351  
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**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Sent:** Monday, September 18, 2023 12:42 PM  
**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Subject:** FW: ILC 1482

Mr. Ramos,

The Integrity Line Committee and the City Manager's Office have reviewed Integrity Line complaint #1482 and decided not to proceed with an additional investigation based on the information we have. I understand you may have evidence related to your allegations that has not been provided. If you would like to provide my office with this information, we will review it and determine if an investigation is warranted.

Thank you,

sincerely,  
Julie M. Kriegh

City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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## **City of Phoenix**

# **CITY ATTORNEY (Non-classified)**

**JOB CODE 10190**

Effective Date: 12/92

### **DISTINGUISHING FEATURES OF THE CLASS:**

The fundamental reason this classification exists is to direct all Civil and Criminal work of the City and plan and develop an adequate program in relation to municipal activities. The employee in this class is the legal advisor of the City Council, Mayor, City Manager, and department heads. Duties require the exercise of extensive independent judgment as the ultimate legal authority for the City. Supervision is performed in accordance with general policies of the City Council and City Manager and the accepted standards and practices of the legal profession. Work is performed under the general supervision of the City Manager.

### **ESSENTIAL FUNCTIONS:**

- Supervises through key employees the work performed in the Office of the City Attorney;
- Renders oral and written opinions to the City Council, Mayor, City Manager, department heads, and other City officials;
- Attends City Council meetings and conferences for the purpose of learning policies underlying official action, and gives advice on legal questions involved, including advice as to alternative legal and administrative approaches to the solution of major City problems;
- Plans and supervises the work of professional staff;
- Supervises the preparation and trial of important cases;
- Represents the City in all courts;
- Reviews information to keep informed of proposed state and federal legislation affecting the City;
- Prepares and approves proposed ordinances for final consideration by the City Council;
- Maintains regular and reliable attendance;
- Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity;
- Works more than forty hours in a workweek without additional compensation to perform assigned job duties, including weekends, evenings, early morning hours, and holidays as required.





## **City of Phoenix**

### **Required Knowledge, Skills and Abilities:**

Knowledge of:

- City Code, charter provisions, and state law with particular reference to municipal legal provisions and municipal law.
- Judicial procedure, rules of civil and criminal procedure, and rules of evidence.
- Principles and practices of personnel management and supervision.

Ability to:

- Work cooperatively with other employees, customers, clients, and the public.
- Produce documents written in the English language using proper sentence structure, punctuation, grammar, and spelling.
- Perform a broad range of supervisory responsibilities over others.
- Review and check the work of others to ensure accuracy.
- Organize, interpret, and apply legal principles to complex legal problems.
- Comprehend and make inferences from material written in the English language.
- Communicate orally in the English language with customers, clients, and the public using a telephone and in group and face-to-face, one-to-one settings.

### **Additional Requirements:**

- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- Admission to the State Bar of Arizona.

### **ACCEPTABLE EXPERIENCE AND TRAINING:**

Five years of experience as a practicing attorney performing high level legal and trial work (equivalent to an Assistant City Attorney IV) and graduation from an accredited school of law. Other combinations of experience and education that meet the minimum requirements may be substituted.



**City of Phoenix**

## **CITY PROSECUTOR (Non-classified)**

**JOB CODE 10170**

Effective Date: 05/93

### **DISTINGUISHING FEATURES OF THE CLASS:**

The fundamental reason this classification exists is to supervise the prosecution of cases filed in the Phoenix Municipal Court within the jurisdiction of the Office of the City Attorney, which includes all violations of the City Charter, City ordinances, and Arizona statutes which are within the original or concurrent jurisdiction of the Phoenix Municipal Court. Work is performed under the direction of the City Attorney within the limits of general policies of the City and established standards and practices of the legal profession. Supervision is exercised over all professional and administrative support staff members of the Criminal Division.

### **ESSENTIAL FUNCTIONS:**

- Plans, organizes, directs, implements, and seeks alternative approaches to prosecution activities as well as administrative functions;
- Reviews legislation affecting criminal prosecution;
- Works with Police Department to coordinate efforts and provide training;
- Trains new attorneys through key subordinates and evaluates their performance for future assignments;
- Reviews reports received from supervising attorneys and follows up on unusual or critical items;
- Prepares standards and procedures for and coordinates work of professional and administrative support staff;
- Gives oral and written advice to the Mayor and City Council, City Manager, other officials, and City department heads on matters pertaining to criminal law which actually does or may involve the City of Phoenix;
- Assigns Assistant City Prosecutors to case preparation, trial work, legislative analysis, and other special projects on the basis of their varying backgrounds and capabilities;
- Represents the City before groups to explain legal policies and procedures;
- Maintains regular and reliable attendance;
- Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity;



## **City of Phoenix**

- Works more than forty hours in a workweek without additional compensation to perform assigned job duties, including weekends, evenings, early morning hours, and holidays as required.

### **Required Knowledge, Skills and Abilities:**

Knowledge of:

- City codes and state statutes, with emphasis on criminal law.
- Judicial procedures and rules of evidence.
- Principles of criminal law and appeal procedures related to violations of municipal ordinances and state statutes.
- Principles and practices of personnel management and supervision.

Ability to:

- Analyze, appraise, and organize facts, evidence, and precedents and present them in oral and written reports.
- Work cooperatively with other employees, customers, clients, and the public.
- Comprehend and make inferences from written material.
- Produce documents written in the English language using proper sentence structure, punctuation, grammar, spelling, and legal citations.
- Perform a broad range of supervisory responsibilities over others.
- Communicate orally in the English language with judges, attorneys and the public using a telephone and in group and face-to-face, one-to-one settings.
- Enter and retrieve data or information from a terminal, PC, or other keyboard device.

### **Additional Requirements:**

- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- Admission to the State Bar of Arizona.

### **ACCEPTABLE EXPERIENCE AND TRAINING:**

Four years of experience as a practicing criminal attorney, including two years of substantial involvement in the management process and policy making function of a law office (or two years at the Assistant City Attorney III level), and graduation from an accredited school of law. Other combinations of experience and education that meet the minimum requirements may be substituted.



**City of Phoenix**

**From:** [Simon T Ramos](#)  
**To:** [Corina C Ramsey](#)  
**Cc:** [Colleen Ostrander](#); [Simon T Ramos](#)  
**Subject:** RE: Investigation Update and Notification  
**Date:** Thursday, February 2, 2023 4:34:34 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[NOI Response Ramos.pdf](#)  
[Ramos Notes 7-22-2022.jpg](#)

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Good afternoon Corina,

It has been 2 weeks since my request with no response. I am following on my request regarding the investigation findings that you referred to as “the alleged comment of “if I have to dumb it down for you, things could get worse,” is complete with no violations substantiated.”.


In addition, I am also following up on my request for all documentation including the investigative findings regarding the concerns that I brought forward - specifically Councilwoman (at the time Vice Mayor) Laura Pastor's alleged violation of the City of Phoenix Council Charter; Chapter 3, Section 4.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
  
**O: 602-534-5351**  
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**From:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Sent:** Thursday, January 19, 2023 3:57 PM  
**To:** Corina C Ramsey <[corina.ramsey@phoenix.gov](mailto:corina.ramsey@phoenix.gov)>  
**Cc:** Colleen Ostrander ; Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Subject:** Re: Investigation Update and Notification

Corina,

Thank you for your timely response. I believe that was not the allegation. As you NOI states, it is

"alleged that I authorized the hiring" of the traffic signal technicians. Please provide me with the investigation findings of that matter. I anticipate that I will receive a redacted copy.

In addition, I'd like a copy of the concerns I brought forward - specifically Councilwoman's (at the time Vice Mayor) Laura Pastor's alleged violation of the City of Phoenix Council Charter.

Since all matters are resolved, I assume you'll be able to share all documentation and investigative findings. Please let me know if you'd prefer I officially make a public records request or if you have any questions.

Lastly, did you have any luck finding the "fallen off" email?

Thank you.

Simon

Simon T Ramos P.E.  
Senior ITS Traffic Engineer  
ITS Engineering Unit  
Traffic Services Division  
City of Phoenix - Street Transportation Department  
200 West Washington Street – 6th Floor  
Phoenix, AZ 85003  
[REDACTED]  
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Follow us on Twitter @StreetsPHX

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**From:** Corina C Ramsey <[corina.ramsey@phoenix.gov](mailto:corina.ramsey@phoenix.gov)>

**Sent:** Thursday, January 19, 2023 3:39 PM

**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>

**Cc:** Colleen Ostrander [REDACTED]

**Subject:** Investigation Update and Notification

Good afternoon,

This is to confirm that the investigation into the alleged comment of "if I have to dumb it down for you, things could get worse," is complete with no violations substantiated. Additionally, the concerns you have brought forward have been addressed. Therefore, all matters pertaining to this investigation and the issues you raised are considered resolved.

Thank you,

Corina

**Corina C. Ramsey**  
Deputy HR Director

City of Phoenix | Human Resources  
251 West Washington Street  
Phoenix, Arizona 85003

Direct: 602-495-5433

Cell: [REDACTED]

Email: [corina.ramsey@phoenix.gov](mailto:corina.ramsey@phoenix.gov)



**EMPLOYEE RELATIONS**



On July 11, 2022, you were promoted to Street Maintenance Superintendent. The interview process for this promotion was recruited under the title of Field Services Superintendent (FSS) and consisted of two panel interviews. The first-round interviews were held on June 27, 2022, and the second-round interviews were held on June 29, 2022.

It is alleged that you assisted in development of the screening matrix, interview questions and answers pertaining to this Street Maintenance Superintendent / Field Services Superintendent hiring process prior to interviewing for the position you now hold.

Please explain your knowledge of this incident in as much detail as possible. Answer the following questions and be sure to clearly describe any and all information you believe is relevant and necessary for us to know in this fact-finding review.

**The Field Services Superintendent position for Street Transportation Department in the Traffic Services Division was advertised on two separate occasions and under two separate hiring processes; October 2021 under Job Code #71250 ID# 42244 that closed on October 20, 2021; June 2022 under Job Code #71250 ID# 45660 that closed on June 16, 2022. I neither participated in the development of the matrix, nor the questions for the posting that closed on June 16, 2022.**

Please respond to the following questions:

1. Did you assist with developing the screening matrix for the Field Services Superintendent (FSS) interview process in 2021? **Yes. Circa late October of 2021, Bruce Littleton and I were tasked by former Traffic Services Deputy Director Matthew Wilson to develop the screening matrix for the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244. This was done in the week of November 8<sup>th</sup>, 2021 which is also reflected in my Outlook Calendar titled MATRIX REVIEW, FOS, FOS REQUIREMENTS. (FOS – Field Operations Superintendent)**

a. Did you have permission to work on the screening matrix? **Yes, in 2021.**

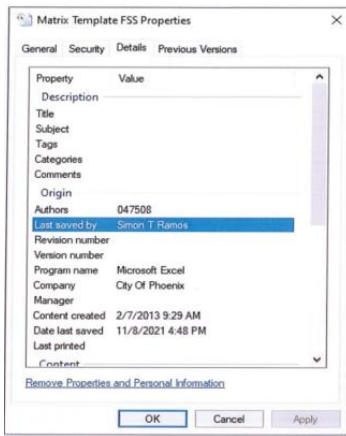
i. If so, who granted the permission? **former Traffic Services Deputy Director Matthew Wilson**

ii. Who was aware you were involved in development of the screening matrix? **former Traffic Services Deputy Director Matthew Wilson and Bruce Littleton**

b. Was this screening matrix used for the same interview process that you participated in, as a candidate, on June 27, 2022? **I do not know. I was neither involved in the hiring process nor have any knowledge of what was submitted for the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division that was posted in June of 2022 under Job Code #71250 ID# 45660 that closed on June 16, 2022, which interviews for this posting was on June 27, 2022.**

c. Please explain why you accessed (screenshot below) the matrix template for the Field Services Superintendent and last saved it on November 8, 2021? **On November 8, 2021, is when Bruce Littleton and I developed the screening matrix for the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244. This meeting is also reflected in my Outlook Calendar titled MATRIX REVIEW with Bruce Littleton as an attendee of this meeting.**





2. Did you assist with developing the FSS Interview Questions and answers for round 1? **This question is not clear on what year this pertains to. However, I was given permission in 2021 but was not involved in 2022. Circa late October of 2021, Bruce Littleton and I were tasked by former Traffic Services Deputy Director Matthew Wilson to develop the interview questions and answers (round 1) for the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244. This was done in the week of November 8<sup>th</sup>, 2021 which is also reflected in my Outlook Calendar titled MATRIX REVIEW, FOS, FOS REQUIREMENTS. (FOS – Field Operations Superintendent).**

**I was neither involved in the hiring process nor have any knowledge of what was submitted for the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division that was posted in June of 2022 under Job Code #71250 ID# 45660 that closed on June 16, 2022, which interviews for this posting was on June 27, 2022.**

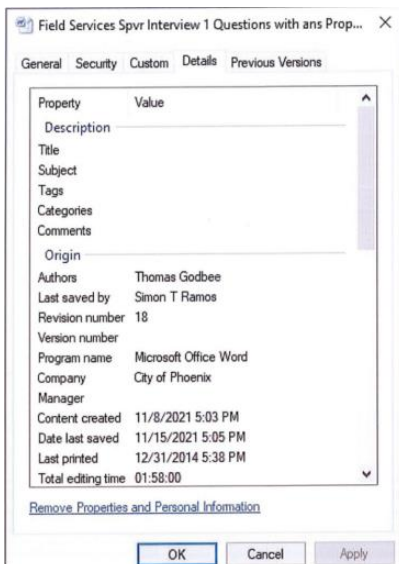
a. Did you have permission to work on the interview questions and answers? **This question is not clear on what year this pertains to. However, I was given permission in 2021 but was not involved in 2022. See responses to Question 1.**

b. Who granted the permission? **This question is not clear on what year this pertains to. However, I was given permission in 2021 by the former Deputy Director Matthew Wilson but was not involved in 2022. See responses to Question 1.**

c. Who was aware you were working on the interview questions and answers for the FSS interview process? **This question is not clear on what year this pertains to. However, I was given permission in 2021 by the former Deputy Director Matthew Wilson but was not involved in 2022. See responses to Question 1.**

d. Were these the same questions used for the first-round interviews you participated in, as a candidate, on June 27, 2022? **I do not know. I only prepared the questions for the posting of the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244 in 2021.**

e. Please explain why you accessed and saved (screenshot below) the FSS Interview 1 Questions on November 15, 2021. **On November 12, 2021, Matthew Wilson, Bruce Littleton, and I met to review all files (screening matrix, interview questions and answers for 1<sup>st</sup> and 2<sup>nd</sup> interviews) relating to the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244. Matthew Wilson provided his input and comments. I finalized the documents on November 15, 2021. On November 15, 2021 at approximately 5:20pm, I e-mailed all files (screening matrix, interview questions and answers for 1<sup>st</sup> and 2<sup>nd</sup> interviews) relating to the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244 to Matthew Wilson and copied Bruce Littleton.**



3. Did you assist with developing the FSS Interview Questions for round 2 held on June 29, 2022? **No. The question being asked of me is referencing the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 45660 that closed on June 16, 2022.**

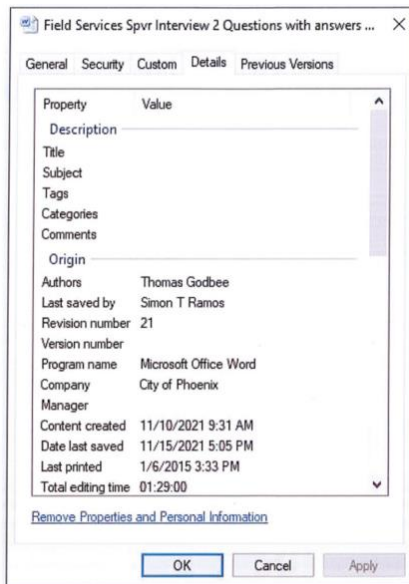
a. Did you have permission to work on the interview questions and answers? **I did not work on the interview questions and answers for round 2 held on June 29, 2022.**

b. Who granted the permission? **I did not work on the interview questions and answers for round 2 held on June 29, 2022**

c. Who was aware you were working on the interview questions and answers for the FSS second round interviews held on June 29, 2022? **I did not work on the interview questions and answers for round 2 held on June 29, 2022.**

d. Were these the same questions used for the second-round interviews you participated in, as a candidate, on June 29, 2022? **I did not work on the interview questions and answers for round 2 held on June 29, 2022.**

e. Please explain why you accessed and saved (screenshot below) the FSS Interview 2 Questions on November 15, 2021. **On November 12, 2021, Matthew Wilson, Bruce Littleton, and I met to review all files (screening matrix, interview questions and answers for 1<sup>st</sup> and 2<sup>nd</sup> interviews) relating to the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244. Matthew Wilson provided his input and comments. I finalized the documents on November 15, 2021. On November 15, 2021 at approximately 5:20pm, I e-mailed all files (screening matrix, interview questions and answers for 1<sup>st</sup> and 2<sup>nd</sup> interviews) relating to the Field Services Superintendent position for Street Transportation Department in the Traffic Services Division position - Job Code #71250 ID# 42244 to Matthew Wilson and copied Bruce Littleton.**



4. At any time during your interview process, did you disclose to your chain of command or HR that you were involved in development or had access to the screening matrix and interview questions prior to interviewing for the position on June 27, 2022? **This question is worded in the sense that it is assumed I was involved in the development or had access to the screening matrix and interview questions prior to interviewing for the position on June 27, 2022. I was neither involved nor had any knowledge in the development or had access to the screening matrix and interview questions prior to interviewing for the position on June 27, 2022.**

a. If so, who did you disclose this information to? **Since I was not involved in the development and did not have access to the screening matrix and interview questions prior to interviewing for the position on June 27, 2022, there was nothing to disclose to anyone.**

5. Do you have any additional information you would like considered as it relates to these allegations? **It is my understanding that the Human Resources replaces 2 to 3 questions of their own on every interview conducted and then provides the interview questions during the interview briefing.**

Between July 18, 2022, and July 20, 2022, you visited the Signal Shop. During this visit, you had a conversation with Marshall Pimentel regarding hiring tech positions. It is alleged that you authorized hiring for the position(s) with the understanding that you, Bruce Littleton and Briana Velez would be on the interview panels.

Mr. Pimentel explained that this was not an agreement that could be made between the two of you as there were others who needed to be consulted such as the chain of command, MOUs/MOAs, etc. You proceeded to tell Mr. Pimentel that you had already talked to the unions regarding the hiring of these positions. Mr. Pimentel continued to explain this was a new process to him that he had not completed before and you stated, "if I have to dumb it down for you, things could get worse."

Please explain your knowledge of this incident in as much detail as possible. Answer the following questions and be sure to clearly describe any and all information you believe is relevant and necessary for us to know in this fact-finding review. **I confirm that I was at the Traffic Signal Shop located at 2141 E. Jefferson Street Phoenix, AZ 85009 at two separate times, 7pm and 11pm on July 20, 2022. I visited the Traffic Signal Shop to experience both shifts, "Swing" and "Midnight".**

Please respond to the following questions:

1. Do you recall this conversation with Marshall Pimentel? **I recall having multiple conversations with Marshall Pimentel, Traffic Signal Foreman on July 20, 2022. Attached are my notes of my interaction with Marshall Pimentel on July 20, 2022 providing more detail.**

2. In your own words, describe the conversation. **Marshall Pimentel, Traffic Signal Foreman of the "Swing" shift, provided me a tour of the Traffic Signal Shop, 2<sup>nd</sup> Floor. He also provided an overview of the "Swing" and "Midnight" shift activities. Our discussion included the topics of traffic signal equipment and inventory, procurement contracts that have lapsed, how trouble calls are addressed, cabinet rebuilds, preventative maintenance practices/procedures, IMSA certifications for technicians and electronics systems specialists, vacant Traffic Signal Technician positions, TransSuite access, foremen functions and expectations, administrative duties, lack of structure within the Traffic Signal Shop, lack of communications from management to foremen, his displeasure of the reallocation of the Traffic Signal Supervisor (vacated by John Dee) and Traffic Signal Foreman (vacated by William Flower) positions, training development, accountability, and the Continuous Improvement Program as it relates to the Traffic Signal Shop.**

Throughout our conversation, Marshall Pimentel was fixated on the topic of the reallocation of the Traffic Signal Supervisor (vacated by John Dee) and Traffic Signal Foreman (vacated by William Flower) positions. I explained to him that both positions are approved to move forward on hiring and that should be the focus. He asked multiple times why the positions were taken away. I explained to him that the Traffic Signal Shop was approved to fill the vacancies for quite some time and that he should ask his immediate supervisor.

3. Did you tell Mr. Pimentel that you, Bruce and Briiana had to be on the interview panels? **No. Marshall Pimentel misunderstood. Bruce, Briiana, and I are to be on the interview panels for the hiring of the Traffic Signal Supervisor. This is also reflected in eCHRIS for the hiring of the Traffic Signal Supervisor as of September 17, 2022.**

o If so, please explain why you, Bruce and Briiana had to be on the interview panels. **Management specifically wanted to be on the interview panels for the Traffic Signal Supervisor (Paygrade 36) to ensure the Traffic Signal Shop conducted a fair and equitable interview process and to provide panelists of sufficient paygrades. Vince Gigliotti (Paygrade 37) is the only qualified individual within the Traffic Signal Shop.**

4. Describe your conversation with the union regarding this hiring process. **I did not speak to the union(s). In our conversation, the only mentioning of the union was in connection to the Continuous Improvement Coordinator, Elizabeth G. Martinez. I informed Marshall Pimentel that she previously met with Unit 007 to provide an introduction and overview of the Continuous Improvement Program as it relates to Unit 007 employees at the Traffic Signal Shop and is working on meeting with Unit 002 to provide the same overview.**

5. Did you tell Mr. Pimentel "If I have to dumb it down for you, things could get worse"? **No. Marshall Pimentel expressed his concern of being short-staffed with vacancies. During this conversation, regarding the hiring of the Traffic Signal Technicians, I explained to Marshall Pimentel that since he was a direct supervisor of the vacancies under him, he had the ability to hire for the positions himself by following the hiring process in eCHRIS. I offered to assist him in the ECHRIS process since he mentioned that he will need to be trained. He then went on to say he was "in supervision, but not a supervisor". I stated if he was going to continue to "play dumb, we can end this discussion".**

o If so, what did you mean by this statement. **Marshal Pimentel, as a Traffic Signal Foreman, should be aware that he supervises Traffic Signal Technicians. I further explained to him that his conducting of PMGs for his subordinates is a supervisory function like hiring would be for his vacancies. He should know that he is a supervisor; that is the reason I used the expression.**

I also recall telling Marshall Pimentel, "Things will get worse before they get better". I commonly use this expression when introducing change. This was in reference to the "long road" ahead. We are introducing change to a working group that has been operating a certain way for long period. The changes included introducing standard operating procedures, training, and accountability; as a result, productivity goes down and frustration will go up which also takes up time. That is how it was explained to Marshall Pimentel.

6. Do you have any additional information you would like considered as it relates to these allegations?

In addition to my conversations with Marshall Pimentel, he was bothered by another discussion regarding the Traffic Signal Foremen's duties and expectations. He disagreed that the Traffic Signal Foremen should not be responsible for training the Traffic Signal Technicians. In his opinion, this function should be under the Electronics Systems Specialists (ESSs). As I agreed partly with him that the ESS could assist in training and developing training materials, it is the responsibility of the supervisor to lead and/or provide all training for his subordinates.

He also disagreed that the Traffic Signal Foremen should not be in the field with their team to provide support as well as following up on work performed for quality control and accuracy which segued our discussion on traffic signal preventative maintenance (PM).

In between my two visits at the Traffic Signal Shop, I stopped by the traffic signal of Van Buren Street and 63<sup>rd</sup> Avenue. I stopped at this location because this was one of the recent PMs that were performed, and I recall this location when Marshall Pimentel explained the PM Checklist associated with this location. I inspected the intersection including the traffic signal cabinet. I found a damaged pedestrian push button that was not placing pedestrian calls, traffic signal timing that did not match the traffic signal timing sheet, and the cabinet not cleaned; all of which are listed to be checked during a PM and then documented for repair or correction. Upon my return to the Traffic Signal Shop, I brought this to Marshall Pimentel's attention and explained to him that this is a concern. I explained to him that the City of Phoenix responds to many public records requests and that documentation needs to be accurate. I informed him if anyone knowingly signs off on a PM Checklist that an activity was completed but in fact wasn't; this would be considered falsifying legal documentation and could bring a tort liability concern to the City. I asked him to explain the PM Checklist over with me so I could fully understand the process. Marshall Pimentel pulled out a blank PM Checklist to review. I noticed that the checklist that he provided was a different iteration of the one used at Van Buren Street and 63<sup>rd</sup> Avenue. Marshall Pimentel explained that the PM Checklist used was "shortened" to be able to do more PMs within the year to meet a quota. I asked who approved the new checklist. Marshall Pimentel said that he did not know. I was confused since Marshall Pimentel has been overseeing the PM activities for quite some time. I explained to him that we should not take shortcuts to meet a quota and that is preferred to perform fewer PMs instead of compromising quality of work. I advised him that this needs to be corrected. Marshall Pimentel then stated that he was "never trained" and there were no written guidelines to follow.

Throughout my discussions with Marshall Pimentel, I observed that most of the topics that we went over; he bears no accountability nor responsibility of his job. Every other response that he provided to any of my questions, his usual reply was that he was not trained, no one told him anything, he's kept out the loop, or there is no written process for him; basically in my opinion, "playing dumb".

I am very confused how my conversation with Marshall Pimentel led to a Notice of Inquiry. I don't quite understand that it is "alleged that I authorized hiring for the position(s) with the understanding that I, Bruce Littleton and Briiana Velez would be on the interview panels". I do not have the authority to approve the hiring for positions; this authority is reserved for our Street Transportation Director, Kini Knudson or his designee. In addition, the approval to move forward with the hiring of the Traffic Signal Technicians was already given many months prior to my conversations with Marshall Pimentel. He should be aware of that.

This single Notice of Inquiry (NOI) is questioning to two unrelated incidents which leads a reasonable person to believe that they are tied together in some way, otherwise I would have received two separate NOIs. I am very much aware of Marshall Pimentel's political connections, particularly his relationship with Vice-Mayor Laura Pastor.

On July 21, 2022 12:17 pm, I was invited to a meeting, "Traffic Light Shop Meeting", scheduled for July 22, 2022 from 10am to 11am. Among the attendees listed were Briiana Velez (Assistant Street Transportation Director), Kini Knudson (Street Transportation Director), Mario Paniaqua (Deputy City Manager), David Mathews (Human Resources Director), Michael Peterson-Incorvaia (Council Assistant), and Vice-Mayor Laura Pastor.

On July 22, 2022, prior to the meeting, I was informed by Street Transportation Director Kini Knudson that this meeting was regarding my conversation with Marshall Pimentel and the vacant Traffic Signal Supervisor and Traffic Signal Foremen positions; I am there to observe and was not expected to speak. In preparation for the meeting, Street Transportation Director Kini Knudson told me that this is the first time he is aware of a Council member engaging in employee relations.

On July 22, 2022 at 10am, Briana Velez (Assistant Street Transportation Director), Kini Knudson (Street Transportation Director), Mario Paniaqua (Deputy City Manager), David Mathews (Human Resources Director), Michael Peterson-Incorvaia (Council Assistant), and Vice-Mayor Laura Pastor met on 11th Floor West Conference Room. Vice-Mayor Pastor kicked off the meeting with her inquiry on the status of the vacant Traffic Signal Supervisor and Traffic Signal Foremen positions. She expressed her concerns by stating that there is a “risk” at the Traffic Signal Shop, particularly with the “Midnight” shift due to a “missing foreman”. Street Transportation Director Kini Knudson informed Vice-Mayor Pastor that both positions have been approved to fill since the beginning of June 2022. I was aware that a memo from the Street Transportation Director dated June 8, 2022 was sent to Vincent Gigliotti, Traffic Services Superintendent, to immediately begin the process to hire for the vacancies. Vice-Mayor Pastor had the perception that the delay on the hiring of the positions were a result of management stalling the process. Vice-Mayor Pastor snaps her fingers and says, “Get shit done”. She turns to Assistant Street Transportation Director Briana Velez and reminds her that she not only is female but is also Hispanic and that there not many “Latinas” in this Department. She told her that she had “a lot to prove” to everyone. I was confused on the background of this dialogue and was embarrassed for Briana Velez as I felt this was inappropriate.

Vice-Mayor Laura Pastor felt the need to remind everyone in the room that she is a “5<sup>th</sup> generation Phoenician with deep roots”.

There was discussion of a workplace assessment of the Traffic Signal Shop and it was to be done by a 3<sup>rd</sup> party consultant. I believe this is currently being done or has been completed.

Vice-Mayor Laura Pastor brought up her discussion with Marshall Pimentel. She stated that she wanted to let us know about her relationship with Marshall Pimentel. She added that Marshall would never lie to her. She told everyone in the room that the two of them have been best of friends since high school, that she sits on the same school board (Glendale) with Marshall’s wife, “Monica”. Vice-Mayor Pastor added that she “loves” Vincent Gigliotti, Traffic Services Superintendent. She also went on describing that Vincent Gigliotti’s demeanor can be misconstrued but has the best intentions for the City. Vice-Mayor Pastor turned her attention to me and instructed that I need to communicate with staff and build trust. She also added that she wanted to “see my face” since she has been hearing my name frequently when it came to the Traffic Signal Shop. I felt, at this time, that it was futile to rebuttal what was said in regards to my discussion with Marshall Pimentel, since Vice-Mayor Pastor already determined and made clear to everyone in the meeting that “Marshall Pimentel does not lie”. I was then tasked by Vice-Mayor Laura Pastor to perform an analysis of a 2<sup>nd</sup> Traffic Signal Shop, a “satellite location”. She asked me if I had the “capacity” to perform this analysis. I nodded my head signaling a “yes”. She asked who I would be working with to run this analysis. I stated Vincent Gigliotti, the Traffic Signal Foremen, and Anthony McMEn (Traffic Signal Supervisor). Vice-Mayor Pastor stated that there will be a follow-up meeting the following week at the Traffic Signal Shop. To date, the meeting did not take place.

I cannot perform a legitimate analysis on a 2<sup>nd</sup> Traffic Signal Shop, a “satellite location” when there are too many vacancies at the Traffic Signal Shop. Vincent Gigliotti has been suggesting to fund a 2<sup>nd</sup> Traffic Signal Shop, a “satellite location” for quite some time.

Referring back to my confusion on how my conversation with Marshall Pimentel led to a Notice of Inquiry, I was under the impression that this meeting was a result of my interactions with Marshall Pimentel on July 20, 2022. I am now failing to see why I was invited to an executive-management level meeting. I served absolutely no purpose being present in the meeting, other than Vice-Mayor Pastor wanting to “see my face”. I felt that she was “sizing me up” and letting me know that I was on her “radar”.

I am expressing my concern that the meeting on July 22, 2022 at 10am, with Briiana Velez (Assistant Street Transportation Director), Kini Knudson (Street Transportation Director), Mario Paniaqua (Deputy City Manager), David Mathews (Human Resources Director), Michael Peterson-Incorvaia (Council Assistant), and Vice-Mayor Laura Pastor on 11th Floor West Conference Room was not only inappropriate, but also unethical. I believe Vice-Mayor Laura Pastor violated the City of Phoenix Council Charter (Chapter 3, Section 4).

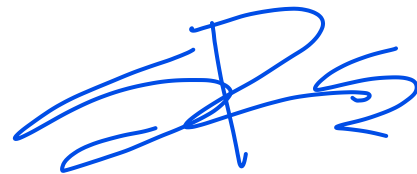
This is not the first time the Vice-Mayor Laura Pastor directly engaged in employee relations. On April 13, 2022 at 2pm, Vice-Mayor Laura Pastor organized and held a meeting between herself and some Traffic Signal Shop personnel. One of the individuals invited was Marshall Pimentel. The meeting was titled "Traffic Facility Visit". This was the meeting that was the catalyst of the decision to return the Traffic Signal Supervisor (vacated by John Dee) and Traffic Signal Foreman (vacated by William Flower) positions back to the Traffic Signal Shop. Briiana Velez (Assistant Street Transportation Director), Kini Knudson (Street Transportation Director), and/or Bruce Littleton (at the time, Traffic Engineering Supervisor over the Traffic Signal Shop) did not participate in this meeting, nor were they invited; those that normally participate in Department/Division/Section operational, employee relations, and staffing-levels related decisions.

I've been managing the Traffic Management Center for 5 years. I am not aware of Vice-Mayor Laura Pastor ever being interested in the activities and "risks" of the Traffic Management Center nor the Signing and Striping Shop, nor has she visited both facilities. I am certain other Departments/Divisions/Sections would be ecstatic that their Councilmember visit their workplace and be given additional positions.

The relationship between Marshall Pimentel, Traffic Signal Foreman, and Vice-Mayor Laura Pastor is clearly a conflict of interest. Marshall Pimentel leveraged his relationship with Vice-Mayor Laura Pastor to order the revival of the Traffic Signal Supervisor (vacated by John Dee) and Traffic Signal Foreman (vacated by William Flower) positions. Vice-Mayor Laura Pastor's judgement and actions were compromised by her friendship with Marshall Pimentel as she nonchalantly described on July 22, 2022. Even the "appearance" of a conflict of interest is unacceptable and must be investigated.

Vincent Gigliotti repeatedly failed to advertise for these positions and as a result, they were repurposed. I advised Marshall Pimentel of Vincent Gigliotti's ability to fill all positions at the Traffic Signal Shop since November of 2020. Marshall indicated to me that he was told otherwise by his Vincent Gigliotti.

As evidence of the meeting held on July 22, 2022, attached are my notes of the meeting.



9-19-2022

TRAFFIC SIGNAL ISSUES

VICE MAJOR PASTOR

BRILLIANT?

HISPANIC FEMALE

"A LOT TO LEARN"

WHOALL

MEETINGS - FOREMAN / SUPERVISOR

\* AT RISK => NIGHT SHIFT => CHANGING ROLES AND

SHAPI FINBERG

"GET SHIT DONE" LP

WORK FORCE ASSESSMENT - CONSULTANTS

MARSHAL CALLED DEEP FAMILY COMMUNITY POLICE TRAINING WIFE HIGH SCHOOL => MONICA (HUSBAND FROM REAR)

5 mil

Simon

I LOVE VINCE?

COMMUNICATION / TRUST => BRUCE => SEE MY FACE?

UNIT #? = MARIO

VINEYARD CHECK => FOLLOW UP

TRANSITION PLANS => (JOB FUNCTIONS)?

IDENTIFY FUNDS?

BOND => SIGNAL SHOP?

ANALYSIS FOR "SATELLITE LOCATION"

BRUCE

RESPONSE TIMES PROVISION -

INVENTORY - ASSETS

STAFFING LEVELS -

Simon

Vince

Foreman

Antwan

Morgan

\* LOCATIONS?

APPOINT POSITIONS

CONSULTANTS

KH

TMC

PASTOR MEETINGS NEXT WEEK FOLLOW UP



*of and concise descriptions. You may enter up to 500*

ary 2023, Corina Ramsey reported the allegation  
to reiterate the allegation. City Auditor's Office  
y Boros admitted that she provided false

lates AR 1.2. and city ethics. She is currently  
I have audio files and emails to substantiate my  
of this is unclear or vague, please contact me|

**From:** [Simon T Ramos](#)  
**To:** [Julie Kriegh](#)  
**Cc:** [SIMON RAMOS](#)  
**Subject:** RE: ILC 1482  
**Date:** Tuesday, September 26, 2023 10:10:00 AM  
**Attachments:** [Fwd Integrity Line Complaint follow up.msg](#)  
[DOC092623-09262023094555.pdf](#)

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Good morning Julie,

I was following up to see if you received the email below.

I've attached another example of Councilwoman Pastor's interference and unilateral actions in another department. I've also attached my communication with City Auditors regarding the allegation as they were told that the original ILC complaint was reviewed and deemed unsubstantiated.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
[REDACTED]  
**O: 602-534-5351**  
**Follow us on Twitter [@StreetsPHX](#)**

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**From:** Simon T Ramos  
**Sent:** Monday, September 25, 2023 10:31 AM  
**To:** Julie Kriegh <Julie.Kriegh@phoenix.gov>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

Good morning Julie,

I'm assuming you may have not received my previous email since you hadn't responded.

I have 2 allegations:

1. Councilwoman Pastor violating City Code/Charter "Except for the purpose of inquiry, the Council and its Members shall deal with the administrative service solely through the City

Manager and neither the Council nor any Member thereof shall give orders to any subordinates of the City Manager, either publicly or privately. Any Member of the Council violating the provisions of this section, or offering a resolution or ordinance in violation of this section, shall be removed from office as in this Charter elsewhere provided.” There are other documented examples of the councilwoman’s interference. I have provided the meeting notes taken by Street Transportation Assistant Director Briiana Velez and I. Please let me know if you need further detail as I have additional information.

2. Human Resources Assistant Director Judy Boros providing false information to both Human Resources and City Auditor’s Office to stonewall an investigation of the above allegation; making both parties believe that an investigated occurred. This is not the first time that Ms. Boros has roadblocked an investigation. I’ve provided a snippet of an audio recording from a meeting between Judy Boros and I. I also have an audio recording with the City Auditor’s Office confirming that they were told by Human Resources that the incident regarding the misconduct of Councilwoman Pastor was previously investigated and was determined unsubstantiated of any wrongdoing.

The interference of any Councilmember, particularly with Councilwoman Pastor needs to cease immediately. This ongoing misconduct is not only unethical but is also extremely counterproductive to City of Phoenix’s mission to provide seamless service to the public. I feel that I have provided you with more than enough information to warrant an investigation as your office enforces any violations of the City Code/Charter.

Again, please let me know if you have any questions.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**



**O: 602-534-5351**

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---

**From:** Simon T Ramos

**Sent:** Tuesday, September 19, 2023 11:53 AM

**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>

**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

Good morning Julie,

ILC 1482 is referring to which allegation? As you may know, I have a few of outstanding ILCs that I submitted.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**  
[REDACTED]  
**O: 602-534-5351**  
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---

**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Sent:** Tuesday, September 19, 2023 11:28 AM  
**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

I would be happy to take whatever information you have and review it; you can leave it at the front desk at city hall on the 13<sup>th</sup> floor. Once I have reviewed it I can let you know if I have any questions.

sincerely,  
Julie M. Kriegh  
City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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---

**From:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>

**Sent:** Monday, September 18, 2023 6:08 PM

**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>

**Cc:** SIMON RAMOS [REDACTED]

**Subject:** Re: ILC 1482

Julie,

Sure. When is a good time to meet and discuss?

Thank you.

Simon

Simon T Ramos P.E.  
Senior ITS Traffic Engineer  
ITS Engineering Unit  
Traffic Services Division  
City of Phoenix - Street Transportation Department  
200 West Washington Street – 6th Floor  
Phoenix, AZ 85003  
[REDACTED]  
O: 602-534-5351  
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---

**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>

**Sent:** Monday, September 18, 2023 12:42 PM

**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>

**Subject:** FW: ILC 1482

Mr. Ramos,

The Integrity Line Committee and the City Manager's Office have reviewed Integrity Line complaint

#1482 and decided not to proceed with an additional investigation based on the information we have. I understand you may have evidence related to your allegations that has not been provided. If you would like to provide my office with this information, we will review it and determine if an investigation is warranted.

Thank you,

sincerely,  
Julie M. Kriegh

City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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**From:** [SIMON RAMOS](#)  
**To:** [Simon T Ramos](#)  
**Subject:** Fwd: Integrity Line Complaint follow up  
**Date:** Tuesday, August 1, 2023 1:30:32 PM  
**Attachments:** [image001.png](#)

---

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---

**From:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Sent:** Monday, July 31, 2023 4:08:31 PM  
**To:** SIMON RAMOS [REDACTED]  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>  
**Subject:** RE: Integrity Line Complaint follow up

Yes, I will check.

---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Monday, July 31, 2023 2:37 PM  
**To:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>; SIMON RAMOS [REDACTED]  
**Subject:** Re: Integrity Line Complaint follow up

Good afternoon Leigh,

Would you be able to let know when you may have an answer?

An interested party has reached out to me for an interview this morning. As you may already know, there's been some new development found through a public records request that has come to light.

I'd like to give the city an opportunity to handle this matter through its internal processes.

I really just need to know which entity that I should be taking this up with since I am being told that this out of Human Resources' and City Auditor's purview.

Thank you.

Simon Ramos

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---

**From:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Sent:** Friday, July 28, 2023 3:21:51 PM  
**To:** SIMON RAMOS [REDACTED]  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>

**Subject:** RE: Integrity Line Complaint follow up

Good afternoon Simon,

I am still waiting for a response. I'm sorry for the delay and I appreciate your patience.

Thanks,  
Leigh Ann

---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Friday, July 28, 2023 3:15 PM  
**To:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>; SIMON RAMOS [REDACTED]  
**Subject:** Re: Integrity Line Complaint follow up

Good afternoon Leigh,

Were you able to get direction from the ILC Committee?

Are you able to provide me with who I need to follow up with regarding my allegation of the council member's misconduct?

Please feel free to call me if you would like to discuss.

[REDACTED]

Thank you.

Simon Ramos

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---

**From:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Sent:** Friday, July 21, 2023 3:26:07 PM  
**To:** SIMON RAMOS [REDACTED]  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>  
**Subject:** RE: Integrity Line Complaint follow up

Mr. Ramos,

I will need to discuss this matter with the City Auditor and IL Committee. I will be in contact with you



after July 26<sup>th</sup>.

Thanks,  
Leigh Ann

---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Friday, July 21, 2023 3:13 PM  
**To:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>; SIMON RAMOS [REDACTED]  
**Subject:** Re: Integrity Line Complaint follow up

Good afternoon Leigh,

I am following up on my request for further discussion.

Also, would you point me in the right direction as to which entity's purview my allegations fall under. Specifically, if a City of Phoenix Charter provision is violated, where is it reported?

For clarification, Integrity Line Complain 1444 was in regards to City Council Charter provision violation of Councilmember Laura Pastor which included inaction of executive level management. I specifically named Human Resources Director David Mathews in the complaint as a member of executive management and who was present in both meetings described. Am I being told that Human Resources investigated themselves and determined the allegations were unsubstantiated? Wouldn't that be a conflict of interest?

I respectfully await your response.

Thank you.

Simon Ramos

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---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Thursday, July 20, 2023 1:11:31 PM  
**To:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>  
**Subject:** Re: Integrity Line Complaint follow up

Good afternoon,

Thank you for your response. Yes, I would like to discuss further. Please let me know your availability.

In the meantime, would you be kind enough to point me in the right direction as to which entity's purview my allegations fall under. Specifically, if a City of Phoenix Charter provision is violated, where is it reported?

For my own clarification, Integrity Line Complaint number 1444 was in regards to

Thank you.

Simon Ramos

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---

**From:** Leigh A. Mauger <[leigh.ann.mauger@phoenix.gov](mailto:leigh.ann.mauger@phoenix.gov)>  
**Sent:** Thursday, July 20, 2023 9:14:39 AM  
**To:** SIMON RAMOS [REDACTED]  
**Cc:** Wendy Simeon <[wendy.simeon@phoenix.gov](mailto:wendy.simeon@phoenix.gov)>  
**Subject:** RE: Integrity Line Complaint follow up

Mr. Ramos,

Administrative Regulation 1.2 Fraud Prevention and Reporting Policy applies to City employees as well as consultants, vendors, contractors, outside agencies doing business with the City, and/or any other parties with a business relationship with the City. In general, complaints related to elected officials are not under the purview of the Integrity Line Committee. Please refer to City Code Section 2-53 City of Phoenix Ethics Commission for additional details related to ethics violations by elected officials.

Your complaint, Integrity Line case number 1444, was referred to Human Resources. Human Resources indicated that they had previously reviewed the complaint and no violations were substantiated. The Integrity Line Committee agreed to close the case.

If you would like to discuss this further, please feel free to contact me.

Thanks,

**Leigh Ann Mauger**

*Deputy City Auditor – City of Phoenix*

*City Auditor Department*

**Desk Phone** 602-534-0491

[REDACTED]

**Main** 602-262-6641

140 N. 3<sup>rd</sup> Avenue, Phoenix, AZ 85003

---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Wednesday, July 19, 2023 6:24 PM  
**To:** AUD Integrity Line <[integrity.line@phoenix.gov](mailto:integrity.line@phoenix.gov)>  
**Subject:** Re: Integrity Line Complaint follow up

Good afternoon,

I am formally requesting a status on the integrity line complaint I filed regarding the City Council Charter provision violation of Councilmember Laura Pastor which included inaction of executive level management.

I would like someone to follow up with me either by meeting or phone call as I am willing to provide additional information and evidence to substantiate my allegations.

Thank you.

Simon Ramos

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---

**From:** AUD Integrity Line <[integrity.line@phoenix.gov](mailto:integrity.line@phoenix.gov)>  
**Sent:** Tuesday, May 23, 2023 4:27:00 PM  
[REDACTED]  
**Subject:** FW: Integrity Line Complaint follow up

Good afternoon,

We are in receipt of the complaint you filed through the Integrity Line.

Thank you  
Integrity Line Administrators

---

**From:** SIMON RAMOS [REDACTED]  
**Sent:** Tuesday, May 23, 2023 1:36 PM  
**To:** City Auditor AUD <[city.auditor@phoenix.gov](mailto:city.auditor@phoenix.gov)>; SIMON RAMOS [REDACTED]  
**Subject:** Integrity Line Complaint follow up

Good afternoon,

I am following up to see if you've received my formal complaint regarding the City Council Charter provision violation of Councilmember Laura Pastor which included executive level management. I don't need a current status of an investigation, just confirmation that the complaint has been received. Please let me know if you need additional details or have any questions.

Thank you.

Simon Ramos

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**Subject:** Briefing on Aviation Personnel Matter w/Councilwoman Pastor  
**Location:** Webex

**Start:** Wed 3/10/2021 1:00 PM  
**End:** Wed 3/10/2021 1:30 PM

**Recurrence:** (none)

**Meeting Status:** Accepted

**Organizer:** Toni Maccarone  
**Required Attendees:** Lori Bays; Donald Logan; Council District 4; Laura Pastor  
**Optional Attendees:** Michael Petersen-Incorvaia; Leila C Gamiz; BRIIANA VELEZ

Contact: Yvonne Soto 602.534.9803 – briefing set per Councilwoman’s request.

-- Do not delete or change any of the following text. --

**When it's time, join your Webex meeting here.**

[Join meeting](#)

**More ways to join:**

**Join from the meeting link**

<https://cityofphoenix.webex.com/cityofphoenix/j.php?MTID=m748ef916e5207f57ed905995f1b82ae3>

**Join by meeting number**

Meeting number (access code): 133 197 5581

Meeting password: Y33w2Z8i4bZ

**Tap to join from a mobile device (attendees only)**

+1-415-655-0001,,1331975581## US Toll

**Join by phone**

+1-415-655-0001 US Toll

Global call-in numbers

**Join from a video system or application**

Dial 1331975581@cityofphoenix.webex.com

You can also dial 173.243.2.68 and enter your meeting number.

**From:** [Simon T Ramos](#)  
**To:** [Julie Kriegh](#)  
**Cc:** [SIMON RAMOS](#)  
**Subject:** RE: ILC 1482  
**Date:** Monday, September 25, 2023 10:30:00 AM  
**Attachments:** [D4 meeting notes 7-22-22.pdf](#)  
[July 22 2022.pdf](#)  
[2023-08-08-14-00-26\\_B7WZdoo9.mp3](#)

---

Good morning Julie,

I'm assuming you may have not received my previous email since you hadn't responded.

I have 2 allegations:

1. Councilwoman Pastor violating City Code/Charter "Except for the purpose of inquiry, the Council and its Members shall deal with the administrative service solely through the City Manager and neither the Council nor any Member thereof shall give orders to any subordinates of the City Manager, either publicly or privately. Any Member of the Council violating the provisions of this section, or offering a resolution or ordinance in violation of this section, shall be removed from office as in this Charter elsewhere provided." There are other documented examples of the councilwoman's interference. I have provided the meeting notes taken by Street Transportation Assistant Director Briiana Velez and I. Please let me know if you need further detail as I have additional information.
2. Human Resources Assistant Director Judy Boros providing false information to both Human Resources and City Auditor's Office to stonewall an investigation of the above allegation; making both parties believe that an investigated occurred. This is not the first time that Ms. Boros has roadblocked an investigation. I've provided a snippet of an audio recording from a meeting between Judy Boros and I. I also have an audio recording with the City Auditor's Office confirming that they were told by Human Resources that the incident regarding the misconduct of Councilwoman Pastor was previously investigated and was determined unsubstantiated of any wrongdoing.

The interference of any Councilmember, particularly with Councilwoman Pastor needs to cease immediately. This ongoing misconduct is not only unethical but is also extremely counterproductive to City of Phoenix's mission to provide seamless service to the public. I feel that I have provided you with more than enough information to warrant an investigation as your office enforces any violations of the City Code/Charter.

Again, please let me know if you have any questions.

Thank you.

Simon

**Simon T Ramos P.E.**

**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**

**O: 602-534-5351**

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---

**From:** Simon T Ramos  
**Sent:** Tuesday, September 19, 2023 11:53 AM  
**To:** Julie Kriegh <Julie.Kriegh@phoenix.gov>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

Good morning Julie,

ILC 1482 is referring to which allegation? As you may know, I have a few of outstanding ILCs that I submitted.

Thank you.

Simon

**Simon T Ramos P.E.**  
**Senior ITS Traffic Engineer**  
**Arterial Systems Management – ITS Engineering Unit**  
**City of Phoenix - Street Transportation Department**  
**200 West Washington Street – 6<sup>th</sup> Floor**  
**Phoenix, AZ 85003**

**O: 602-534-5351**

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---

**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Sent:** Tuesday, September 19, 2023 11:28 AM  
**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** RE: ILC 1482

I would be happy to take whatever information you have and review it; you can leave it at the front desk at city hall on the 13<sup>th</sup> floor. Once I have reviewed it I can let you know if I have any questions.

sincerely,  
Julie M. Kriegh  
City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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---

**From:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Sent:** Monday, September 18, 2023 6:08 PM  
**To:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Cc:** SIMON RAMOS [REDACTED]  
**Subject:** Re: ILC 1482

Julie,

Sure. When is a good time to meet and discuss?


Thank you.

Simon

Simon T Ramos P.E.  
Senior ITS Traffic Engineer  
ITS Engineering Unit  
Traffic Services Division  
City of Phoenix - Street Transportation Department



200 West Washington Street – 6th Floor  
Phoenix, AZ 85003

  
O: 602-534-5351

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**From:** Julie Kriegh <[Julie.Kriegh@phoenix.gov](mailto:Julie.Kriegh@phoenix.gov)>  
**Sent:** Monday, September 18, 2023 12:42 PM  
**To:** Simon T Ramos <[simon.ramos@phoenix.gov](mailto:simon.ramos@phoenix.gov)>  
**Subject:** FW: ILC 1482

Mr. Ramos,

The Integrity Line Committee and the City Manager's Office have reviewed Integrity Line complaint #1482 and decided not to proceed with an additional investigation based on the information we have. I understand you may have evidence related to your allegations that has not been provided. If you would like to provide my office with this information, we will review it and determine if an investigation is warranted.

Thank you,

sincerely,  
Julie M. Kriegh

City Attorney  
City of Phoenix Law Department

200 W. Washington St.  
Phoenix, Arizona 85003-1611  
telephone: (602) 262-6761  
7-1-1 Friendly

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**BRIIANA VELEZ**

**Subject:** Traffic Light Shop Meeting  
**Location:** 11W  
**Start:** Fri 7/22/2022 10:00 AM  
**End:** Fri 7/22/2022 11:00 AM

\* Follow up meeting @ signal shop with all of us

**Recurrence:** (none)

**Meeting Status:** Accepted

**Organizer:** Michael Petersen-Incorvaia  
**Required Attendees:** Mario Paniagua; Kini Knudson; David Mathews; Laura Pastor  
**Optional Attendees:** BRIIANA VELEZ; Simon T Ramos

Mano > said Nothing unacceptable!  
Dave

Meeting to discuss issues at traffic light shop

Va cant Supervisor / Foreman?  
our fault

Best Friends w/ Marshall Pimentel & Wife  
- went to High school together  
- Trusts him and believes everything he says, he would not lie.

She met Vince, rough around edges but likes him, believes him, he wants good for city

Heard Simon's name a lot at shop  
- Simon to analyze w/ team additional signal shop

Dave - workplace Assessment

Hispanic Female Eng  
- not many, tough, prove myself to anyone threatening tone

Attendees

Vice-Mayor Laura Pastor

Mario Paniaqua, Deputy City Manager

David Mathews, Human Resources Director

Kini Knudson, Street Transportation Director

Briiana Velez, Assistant Street Transportation Director

Michael Peterson-Incorvaia, Council Assistant

Simon Ramos, Field Services Superintendent

- Vice-Mayor Pastor kicked off the meeting with her inquiry on the status of the vacant Traffic Signal Supervisor and Traffic Signal Foremen positions. Eating food.
- She stated that there is a “risk” at the Traffic Signal Shop - the “Midnight” shift due to a “missing foreman”.
- Street Transportation Director Kini Knudson informed Vice-Mayor Pastor that both positions have been approved to fill since the beginning of June 2022.
- Vice-Mayor Pastor had the stated that the delay on the hiring of the positions were a result of management stalling the process.
- Vice-Mayor Pastor snaps her fingers and says, “Get shit done”. Vice-Mayor Pastor turns to Assistant Street Transportation Director Briiana Velez and tells her that she not only is female but is also Hispanic and that there not many “Latinas” in this Department. She told her that she had “a lot to prove” to everyone.
- Vice-Mayor Laura Pastor reminded that she is a “5<sup>th</sup> generation Phoenician with deep roots”.
- Vice-Mayor Laura Pastor ordered a workplace assessment of the Traffic Signal Shop and it was to be done by a 3<sup>rd</sup> party consultant.
- Vice-Mayor Laura Pastor switched the discussion topic to Marshall Pimentel. She stated that she wanted to let us know about her relationship with Marshall Pimentel. She added, “Marshall would never lie to me”. She told everyone in the room that the two of them have been best of friends since high school and that she sat on the same school board with Marshall’s wife, Monica. Vice-Mayor Pastor added, “I love Vince”. (Traffic Services Superintendent). She also stated that Vincent Gigliotti’s demeanor can be misconstrued but has the best intentions for the City.
- Vice-Mayor Pastor turned her attention to Simon Ramos and instructed that he needed to communicate with staff and build trust. She also added, “Do you know why I wanted you here? I wanted to see your face.” She stated that she has hearing Simon’s name frequently.
- Simon Ramos is tasked by Vice-Mayor Laura Pastor to perform an analysis of a 2<sup>nd</sup> Traffic Signal Shop. She asked Simon if he had the capacity to perform this analysis. Simon Ramos nodded signaling a “yes”. She asked who Simon would be working with to run this analysis. Simon stated Vincent Gigliotti, the Traffic Signal Foremen, and Anthony McMEn (Traffic Signal Supervisor). Vice-Mayor Pastor stated that there will be a follow-up meeting the following week at the Traffic Signal Shop.