

UNITED STATES DISTRICT COURT  
DISTRICT OF CONNECTICUT

-----X	:	
FRANK RICCI, ET AL.	:	
plaintiffs	:	
	:	
v.	:	NO: 3:04-CV-1109 (MRK)
	:	
JOHN DESTEFANO, JR., ET AL.	:	
defendants	:	AUGUST 29, 2005
-----X	:	

ANSWER AND AFFIRMATIVE DEFENSES

1. Admit that this is a civil action which seeks declaratory and injunctive relief and damages. Admit that the action alleges a deprivation by defendants of certain rights but deny that any such deprivation occurred. Admit that the plaintiffs are all firefighters employed by the City of New Haven but deny all other allegations of paragraph 1.
2. Admit.
3. Admit.
4. Admit.
5. As to that portion of paragraph 5 which states, "At all times relevant to this complaint, the defendant Karen Dubois-Walton was the Chief Administrative Officer of the City of New Haven" and "The defendant Dubois-Walton is a political appointee of the

Mayor, reports directly to the defendant DeStefano ... by carrying out the Mayor's policies, political agenda and municipal policies." is admitted. As to the rest and remaining portion of paragraph 5, it is denied. It is further admitted that Karen Dubois-Walton had supervisory responsibility over six city departments.

6. Admit.

7. Admit the first sentence. Admit that in his position as Corporation Counsel, defendant Ude has general overall responsibility for management of the City's legal office and has such further responsibilities as are set forth and described in Section 18 of the City Charter and otherwise deny the remaining allegations to the extent they are inconsistent with those duties.

8. Admit the first sentence. Admit that defendant Burgett as Personnel Director has the powers and duties as set forth and described in Section 166 of the City Charter and otherwise deny the remaining allegations to the extent they are inconsistent with those duties.

9. Admit.

10. Admit the first sentence, admit that defendant DeStefano appointed defendant Kimber to the Board of Fire Commissioners and that defendant Kimber served as that Board's Chair and deny the remaining allegations of the paragraph.

11. Admit the first sentence and admit that the City was and is the employer of the plaintiffs, and deny the remaining allegations of the paragraph as alleged.

12. Deny.

13. Admit the first sentence. Admit, upon information and belief, the plaintiffs' self described ethnicity and that the majority of plaintiffs live outside the boundaries of the City. The remaining allegations are vague in that the terms "political constituency" and "source of political support" are not clear and thus defendants neither admit nor deny the remaining allegations but leave the plaintiffs to their proof.

14. Admit, except note that the Charter is not the only law that governs the City of New Haven and that the Charter states which officials are required to carry out its provisions.

15. Admit and refer to the actual charter for its scope.

16. Admit that the charter provides for a merit based system for promotion of municipal employees in the classified service and refer to the actual Charter for the scope and limits of such system.

17. State that the provisions of the Charter speak for themselves and therefore neither admit nor deny the plaintiffs' paraphrasing of the Charter.

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21. State that the provisions of the Charter speak for themselves and therefore neither admit nor deny the plaintiffs' paraphrasing of the Charter.

22. Deny.

23. Admit that there were civil actions challenging the City's interpretation of the Rule of Three but deny the remaining allegations of the paragraph.

24. Admit.

25. Admit.

26. The defendants have insufficient direct knowledge to either admit or deny the allegations of this paragraph and thus leave the plaintiffs to their proof.

27. Admit the first four sentences. Deny the fifth and sixth sentences.

28. Deny.

29. Deny.

30. Deny as stated, but admit that two lists with preliminary scores from the tests that identified race and ethnicity for purposes of evaluating adverse impact

circulated among some City officials, and admit that those preliminary lists showed that the top scorers in both examinations were white.

31. Deny.

32. Deny.

33. Deny.

34. Admit the first sentence. Admit the second sentence except deny the term "operative". Admit the third sentence except deny that defendant Kimber can control how anyone other than he himself votes. Deny the fourth sentence.

35. Admit the first sentence. Deny the second sentence. Deny the third sentence.

36. Deny.

37. Deny.

38. Deny.

39. Deny.

40. Deny.

41. Admit that several experts were solicited for their opinions concerning certain aspects of the examinations but deny the remaining allegations of the paragraph.

42. Admit that on or about March 18, 2004 a motion before the Civil Service Board to certify promotional lists to be generated through the tests did not pass. Deny the remaining allegations of the paragraph.

43. With regard to the first sentence, admit that some of the plaintiffs sought disclosure of their individual scores but deny the remaining allegations. With regard to the second sentence defendants can neither admit nor deny the state of mind of the plaintiffs and leave them to their proof.

44. Deny.

45. Deny.

46. Deny.

47. Admit.

48. Deny as stated. State that the provisions of the Charter speak for themselves and therefore neither admit nor deny the plaintiffs' paraphrasing of the Charter.

49. Deny.

50. Deny.

51. Deny.

52. Deny.

53. Deny.

54. Deny.

55. Deny.

56. Deny.

57. Deny

58. Deny.

59. Deny.

60. Admit.

61. The defendants have insufficient direct knowledge to either admit or deny the allegations of this paragraph and thus leave the plaintiffs to their proof.

62. Deny.

63. Deny.

FIRST AFFIRMATIVE DEFENSE

The actions and inactions of the defendants were mandated by federal law and thus any state law claims of the plaintiffs are preempted.

SECOND AFFIRMATIVE DEFENSE

The matter is not yet ripe.

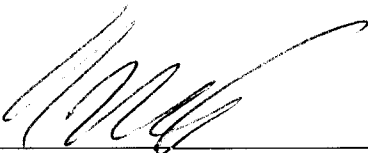
THIRD AFFIRMATIVE DEFENSE

The individual defendants are absolutely immune from suit for the actions alleged in the complaint.

FOURTH AFFIRMATIVE DEFENSE

The individual defendants are qualifiedly immune from suit for the actions and inactions alleged in the complaint.

THE DEFENDANTS  
JOHN DESTEFANO, ET AL.

By  \_\_\_\_\_

Richard A. Roberts  
Federal Bar No: ct 07665  
Nicole C. Chomiak  
Federal Bar No: ct 18547  
NUZZO & ROBERTS, L.L.C.  
One Town Center  
P.O. Box 747  
Cheshire, Connecticut 06410  
Tel: (203) 250-2000  
Fax: (203) 250-3131  
[rroberts@nuzzo-roberts.com](mailto:rroberts@nuzzo-roberts.com)  
[nchomiak@nuzzo-roberts.com](mailto:nchomiak@nuzzo-roberts.com)



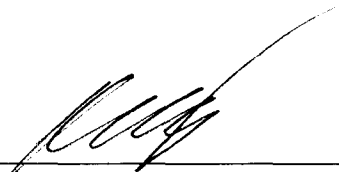
CERTIFICATION

I hereby certify that on August 29, 2005 a true copy of the foregoing Answer and Special Defenses was sent via first class postage prepaid mail to:

Karen Lee Torre, Esquire  
51 Elm Street, Suite 307  
New Haven, CT 06510

Hugh F. Murray III, Esquire  
Murtha Cullina, LLP  
Cityplace I, 185 Asylum Street  
Hartford, CT 06103-3469

Theresa M. Waugh, Esquire  
Murtha Cullina, LLP  
Whitney Grove Square  
2 Whitney Ave  
PO Box 704-A  
New Haven, CT 06503



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Richard A. Roberts  
Federal Bar No: ct 07665  
NUZZO & ROBERTS, L.L.C.  
One Town Center  
P.O. Box 747  
Cheshire, Connecticut 06410  
Tel: (203) 250-2000  
Fax: (203) 250-3131  
rroberts@nuzzo-roberts.com