

CIVIL SERVICE COMMISSION REGULAR MEETING

January 14, 2014 at 2:00 p.m.

City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

MINUTES

Commissioner Eleanor Guedes called the January 14, 2014 regular meeting of the Civil Service Commission to order at 2:09 p.m. Present were Commissioners Rodgers, Plummer and McBride. Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and City Attorney John Mitola were also in attendance.

1. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission regular meeting on November 14, 2013 and the special Civil Service Commission meeting on November 25, 2013 were submitted for review. Mr. Dunn stated that he reviewed both sets of Minutes and found both of them to be in order. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously approved the Minutes from November 14, 2013 and November 25, 2013.

2. Vacancy Report – APPROVED

Mr. Dunn explained the vacancies listed below. He said that all the positions are filled. On a motion made by Commissioner McBride and seconded by Commissioner Plummer, the Commission unanimously approved the following vacancies:

Competitive Positions

Board of Education Typist 1 (provisional)
Public Safety Communications Telecommunicator (6)

Non-Competitive Positions

Mayor's Office Project Manager
Police Department Animal Control Officer
WPCA Collection Aide

3. Merit Increases – CERTIFIED FOR THE PAYROLL

Mr. Dunn reviewed with the Commission the following merit increases.

FIRE

Caldaroni, Michael A.	Fire Assistant Chief	\$86,811 to \$90,947 (2)	1/1/14
Bridge, Frank W.	Fire Captain	\$80,371 to \$82,693 (3)	1/1/14
Cronin, Jeffrey A.	Fire Captain	\$78,067 to \$80,371 (2)	1/1/14
Falanga, Francis	Fire Captain	\$78,067 to \$80,371 (2)	1/1/14
Foss, Scott S.	Fire Captain	\$78,067 to \$80,371 (2)	1/1/14
LaFlamme, Ronald	Fire Captain	\$80,371 to \$82,693 (3)	1/1/14
Oliva, Peter	Fire Captain	\$80,371 to \$82,693 (3)	1/1/14
Shevlin, Kevin	Fire Captain	\$80,371 to \$82,693 (3)	1/1/14

POLICE

Caiazzo, Anthony J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Esquilin, Juan C.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Gianpoalo III, Anthony T.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Goncalves, Matthew J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14

Hanson, Keith W.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Holden, Eric J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Matejek, Donald D.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Mazzacco, Michael A.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Mirtsopoulos, Stavros	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Moura, Louis M.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Neumahr, Michael P.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Novia, Michael A.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Orlich III, Daniel J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Ortiz, Joshua P.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Pabon Jr., Carlos	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Remy, Cody J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Schumaker, Ian T.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Teixeira, Marcus A.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14
Topolski, John J.	Police Officer	\$47,164 to \$52,159 (2)	1/9/14

MERIT INCREASES EFFECTIVE JANUARY 1, 2014

BOE FACILITIES

Stephen Hawksley	Custodian I	\$34,515 (1) to \$36,187 (Top)* <i>*Retro to January 1, 2013</i>
Fred Logan	Custodian I	\$34,515 (1) to \$36,187 (Top)* <i>*Retro to January 1, 2013</i>
Doris Robinson	Janitress	\$30,441 (3) to \$32,637 (Top)* <i>*Retro to January 1, 2013</i>
Michelle Yakushewich	Janitress	\$30,441 (3) to \$33,616(Top)* <i>*Retro to July 1, 2012</i>
James Farmassony	Janitress	\$31,981 (3) to \$33,616(Top)* <i>*Retro to July 1, 2013</i>
Maribel Dinguì	Janitress	\$30,441 (3) to \$33,616(Top)* <i>*Retro to July 1, 2012</i>
Aida Rosario	Janitress	\$30,463 (2) to \$31,050 (3)* <i>*Retro to January 1, 2013</i>
Aida Rosario	Janitress	\$31,981 (3) to \$33,616 Top)
Luan Rexhepaj	Janitress	\$28,939 (1) to \$30,463 (2)
Jose Lopez	Custodian I	\$36,437 (1) to \$37,454 (Top)

OPM

Gisela Moura	Budget Policy Analyst	\$75,067 (5) to \$76,180 (Top)
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FINANCE/COMPTROLLERS

Anjerice Holloway	Accounting Clerk I	\$36,779 (2) to \$38,531 (3)
Marilyn Rodriguez	Executive Asst	\$66,292 (1) to \$68,157 (2)

BENEFITS

Levonbria Johnson	Clerk A	\$24,748 (1) to \$26,157 (2)
Michael Rockhill	Senior Payroll Administrator	\$61,764 (2) to \$63,610 (3)

HEALTH

Christina Smith	Public Health Nurse I	\$57,253 (3) to \$58,514 (4)
Inna Khmel'nitskaya	Registered Sanitarian	\$57,210 (1) to \$59,073 (2)

TOWN CLERK

Christina Resto	Asst Town Clerk	\$59,669 (2) to \$61,460 (3)
Nancy Palmieri	Typist I	\$34,374 (2) to \$36,009 (3)
Gloria Jones	Clerical Assistant	\$32,410 (2) to \$36,525 (Top)

WPCA

Yvette Morales	Acct Clerk II	\$52,294 (2) to \$54,117 (3)
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PRINT SHOP

Patrick Kleps	Messenger	\$32,693 (2) to \$34,331 (3)
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CIVIL SERVICE

Sandra Ferreira	Retirement Administrator	\$54,173 (4) to \$55,891 (5)
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ENGINEERING

Michael Agius	Engineering Aid I	\$39,599 (4) to \$40,687 (5)
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PARKS DEPARTMENT

Rafael Rosario Jr.	Maintainer I, Grade II	\$35,963 (4) to \$37,598 (5)
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POLICE DEPARTMENT

Gregory Bukovsky	Pkng. Enforcement Officer	\$35,487 (4) to \$37,288 (Top)
Jennifer Krajnak	Accounting Clerk I	\$36,779 (2) to \$38,531 (3)
Mildred Echevarria	School Crossing Guard	\$8,018.92 (2) to \$8,637.20 (Top)
Michael Porter	School Crossing Guard	\$8,018.92 (2) to \$8,637.20 (Top)
Ivan Ramos	School Crossing Guard	\$8,018.92 (2) to \$8,637.20 (Top)
Sampher Adorno	Data Coordinator	\$37,581 (1) to \$39,670 (2)* <i>*Retro to January 1, 2013</i>
Sampher Adorno	Data Coordinator	\$39,670 to \$41,758 (Top)

FIRE DEPARTMENT

Thomas Krajewski	Maintainer I, Grade I	\$33,507 (4) to \$35,030 (5)
Nancy Gasper	Executive Secretary	\$53,325 (1) to \$56,174 (2)

CITY ATTORNEY

Evelyn Cruz	Collection Aide	\$35,233 (2) to \$36,357 (3)
Shakira Simpson	Paralegal	\$45,827 (1) to \$47,523 (2)

PUBLIC FACILITIES

Richard Abbott	Maintainer I, Grade I	\$35,030 (5) to \$36,666 (Top)
Lucio Guimaraes	Maintainer III	\$43,306 (5) to \$45,300 (6)
Clarence Jones	Maintainer III	\$43,306 (5) to \$45,300 (6)
Antonio Sampaio	Maintainer III	\$43,306 (5) to \$45,300 (6)
Charles Geibel	Maintainer II	\$35,091 (2) to \$36,841 (3)* <i>*Retro to July 1, 2013</i>

ROADWAY

Tomas Estrella	Maintainer IV	\$46,482 (5) to \$48,609 (Top)
Emilio Fernandes	Public Works Traffic Foreman	\$52,411 (1) to \$54,151 (2)
Steven Lukac	Maintainer II	\$37,472 (5) to \$40,183*

**Retro to July 1, 2012*

AIRPORT

Coca Ignacio	Airport Serviceman I	\$32,693 (2) to \$34,331 (3)
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EOC

Thea Robinson	PSC Telecommunicator	\$21.49/hr (2) to \$23.74/hr (3)
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BUILDING

Tamar Morales	Typist I	\$39,287 (2) to \$41,118 (3)
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CONTRACT RAISES EFFECTIVE JANUARY 1, 2014**City Clerk**

Williams, Althea	Typist III	\$45,059 (2) to \$47,198 (3)
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Zoning Department

Bonney, Neil	A/Zoning Enforcement Officer	\$68,304 (4) to \$69,997 (5)
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Board of Education

Vincze, Gary	A/Custodian IV	\$50,934 (4) to \$51,189 (5)
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Werthmann, Matthew	A/Custodian IV	\$50,934 (4) to \$51,189 (5)
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Miller, Erecta	A/Custodian IV	\$50,934 (4) to \$51,189 (5)
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Civil Service

Brelsford, Deborah	Provisional Admin. Ass't./CSC Clerk	\$75,222 (5) to \$75,598 (Top)
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BOE Facilities

Willie Williams	A/Custodian IV	\$49,184 (3) to \$50,934 (4)
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Curtis Hooks	A/Custodian IV	\$45,700 (1) to \$47,459 (2)
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4. Permanent Appointments - APPROVED

Mr. Dunn reviewed with the Commission the following permanent appointments. Ms. Brelsford asked that Jean Presume, Support Specialist II in the Information Technology Services department, effective date of January 8, 2014, be included. The approval of her department head was received shortly prior to the Commission meeting. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the following permanent appointments were unanimously approved by the Commission:

FIRE

Cronin, Jeffrey A.	Fire Captain	11/18/13
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Falanga, Francis	Fire Captain	12/3/13
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Name	TITLE	DEPARTMENT	EFFECTIVE DATE
Rodriguez Luis	Junior Librarian	Library	12/04/2011
Carleton Patrick	Grants Writer	Central Grants Office	08/27/2012
Brown Ernest	Maintainer I, Grade I	Public Facilities	12/11/2012
Beauregard Kenneth	Maintainer II	Public Facilities	12/25/2012
Lupica Ronald	Maintainer I, Grade I	Public Facilities	01/30/2012
Powell Timothy	Maintainer I, Grade I	Public Facilities	01/30/2012
Jamison Shadd	Junior Librarian	Library	07/15/2013
Tollinchi Ana	Library Assistant II	Library	07/14/2013
Eaddy Nykia	Junior Librarian	Library	10/06/2013

5. Reallocation – APPROVED WITH CONTINGENCY

On a motion made by Commissioner McBride and seconded by Commissioner Plummer, the agenda was amended to include a request from Mr. Jorge Garcia, Director of Public Facilities, to reallocate a vacant Warehouseman position to Maintainer I Grade II. Mr. Garcia explained that these positions are in the same union, AFSCME. He added that this aligns Operations with the proper job titles. Commissioner Guedes asked if it is included in the budget and Mr. Garcia said yes, it is. Mr. Dunn stated that he still would need to check the Table of Organization. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the Commission unanimously approved the reallocation of Warehouseman to Maintainer I Grade II contingent upon Mr. Dunn's review of the Table of Organization.

6. Fire Grievance – Tabled to February 11, 2014

The Commission has received a request from Mr. Robert Whitbread, President Local 834, for the following grievance to be heard:

- Griev 2013-19 Light duty during storm Nemo

Mr. Lawrence Osborne, Director of Labor Relations, said he spoke with Mr. Whitbread and that they both agreed that the following grievances (*#6 and #7 in these Minutes*) would be tabled to the next Commission meeting:

- 2013-2
- 2013-13
- 2013-14
- 2013-19

On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously tabled the 4 grievances above. It was noted that grievance 2013-3 Rodriguez transfer, was being moved to SBMA.

7. Fire Grievances – Griev 2013-1 - DENIED

The Commission has received a request from Mr. Robert Whitbread, President Local 834, for the following grievances to be heard:

- Griev 2013-1 Joel Christy Article 5 Discipline
- Griev 2013-2 Lee Taylor car use
- Griev 2013-13 J. Hall docked pay
- Griev 2013-14 R. Rivera docked pay
- Griev 2013-3 Isias Rodriguez transfer

Please reference note in #6 of the Minutes. Commissioner Guedes asked Mr. Joel Christy if he wanted his grievance to be heard in executive or public session. Mr. Christy wanted an executive session. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the Commission entered executive session at 2:27 p.m. The Commission returned to public session at 3:37 p.m. With regard to Grievance 2013-1, Commissioner Rodgers voted to deny; Commissioner Plummer abstained; Commissioner Guedes voted to deny. Commissioner McBride, as employee representative, does not have the authority to vote on this matter.

The Commission took a short break at 3:42 p.m. At 3:47 p.m. the Commission was back in public session.

8. Christopher Malone – Appeal –DENIED

The Commission received a request for an appeal from Mr. Malone regarding disqualification from Fire #2306 for habits and conduct. Mr. Malone chose to have a public session. Mr. Dunn explained that Sgt. Manuel Cotto was the representative from the Office of Internal Affairs and has now been promoted to Provisional Lieutenant and was unavailable for today's Commission meeting.

Mr. Dunn stated Mr. Malone's employment history regarding the Marines, being AWOL and demoted in rank in addition to his motor vehicle history and driving with a suspended license which Mr. Malone failed to disclose in August 2012, as areas of concern. Mr. Dunn also noted that there was an arrest history from breach of peace to larceny, etc. and there were no convictions. Mr. Dunn stated that Mr. Malone is a certified firefighter from the State of Connecticut Fire Academy in Windsor Locks and is a member in Kensington, in the New Britain area.

Mr. Mark Lewandowski, of the CT State Fire Academy, who the Civil Service department has had dealings with in the past, made an agreement for Mr. Malone to pay back Kensington and yet Mr. Malone has not yet paid back the remainder of \$1,000. The department sent bills to Mr. Malone. The psychologist did not know this at the time of the evaluation and qualified Mr. Malone for hire. Mr. Dunn stated that had this been known to the psychologist the result may have been different. Mr. Dunn stated that Mr. Malone is not someone that the City should take a risk on. Fire Chief Brian Rooney added that he fully supported the Personnel Director on the disqualification based on habits and conduct.

Commissioner Guedes asked how important financials were in the hiring process. Mr. Dunn replied that for police hires credit checks and loan histories play a much more important role because of the potential for abuse. For our Fire department we are looking for honesty and integrity, especially since Fire personnel enter homes and businesses frequently and do not require the need for a warrant, as do Police personnel.

Mr. Malone addressed the Commission and thanked them for hearing his appeal and told the Commissioners that he was unable to get to Civil Service to read the report from the Office of Internal Affairs that led to Mr. Dunn's disqualification of Mr. Malone because he was tending to his children. Mr. Malone said he gave up everything to go to the Fire Academy. He did not have a sponsor. He worked on weekends. He was on the Board of Directors at Kensington. He was a resident Firefighter there. He served on the Special Forces of the Marines. He had been overseas in Okinawa and missed a connecting flight in California. He was not AWOL. He joined the Marines when he was 17. He had to take accelerated classes to be in the Special Forces.

Mr. Malone said he never had his license suspended. He said he was divorced 10 years ago and was a single dad. He custom designs fireplaces. He understands that as a Firefighter somebody's life is in his hands.

Commissioner Guedes asked about Kensington. Mr. Malone said the facts are in the report and the story is different. Mr. Malone explained that he was not supposed to pay for the State Fire Academy because the cost was supposed to be covered by Veterans benefits. There have been no responses from Chief Lewandowski. Mr. Malone's personal things are at the fire house. Chief Rooney said that Mr. Malone told the psychologist that he paid his way for the Academy.

Commissioners Rodgers, Plummer, and McBride each respectively voted to deny Mr. Malone's appeal. Commissioner Guedes stated that Mr. Malone's appeal was unanimously denied and that when Mr. Malone could clear everything up he would be able to come back and apply. Mr. Malone thanked the Commission but said it had already been 4 years.

9. Pending Legal Issues at City Attorney Office – Attorney Mitola – NO REPORT

Attorney Mitola stated that there were no issues. Mr. Dunn asked that the agenda item be identified in the future as Legal Report.

10. Personnel Director's Report - NO ACTION TAKEN

Police Appeals

Mr. Dunn asked the Commissioners to set aside February 25th for a full day of Police #2302 appeals. Lunch would be served. About twenty (20) hearings would be held.

Police #2306 3rd Academy Class Update – February Academy

Mr. Dunn explained that Civil Service is processing the rest of the employment list. OIA has had 4 orientation meetings. Candidates have been sent for polygraphs and some for psychological evaluations. A Cooper's fitness test is planned for Saturday morning. Based on OIA information and polygraphs the pool is not looking very good. The psychologists have the polygraph report and can explore areas of concern further during the psychological evaluation. There have been disqualifications for various reasons and Mr. Dunn will point these out at the hearings. The department wants 31 hires. The Mayor's office and Finance may not be in agreement with this number. No authorization has been received in Civil Service yet. Mr. Dunn said that 16 are ready for medical examinations. It is a nice diversified group ranging from mid 20's to upper 40's and females.

Provisional Hiring Process Discussion

Mr. Dunn stated that this could be put off until Commissioner Correa returned.

Deputy Fire Chief Announcement 1-10-14 (Friday)

Mr. Dunn reported that six (6) are eligible and to date two (2) have signed up to take the exam.

Police Lieutenant Promotional Exam #2324 Update

Mr. Dunn explained that the review process ends today (1/14/14) and that appeals will be sent to the testing company for review. A list may be available in the next week. Commissioner Guedes asked how many appeals there are and Mr. Dunn said there are about twenty (20) appeals. There was a minor snafu with the answer sheet reference to proper pages in books and two (2) days were added to the review period.

Police Sergeant Promotional Exam #2325 Update

Mr. Dunn reported that an announcement was planned to be made the following week.

Public Safety Telecommunicator Exam # 2321 Update

Mr. Dunn was pleased to report that five (5) Telecommunicators have been hired off the list. They began training on January 13.

Public Safety Telecommunicator Supervisor Exam # 2325 Update

Mr. Dunn explained to the Commissioners that acceptable answers to the written questionnaire are expected from the department. Then scoring could take place.

Custodian

Mr. Dunn said that testing for Custodian I and IV is planned. The Civil Service department will be ready to make an announcement next month. Commissioner Guedes asked if all provisionals will have to take the test and Mr. Dunn said yes.

On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Civil Service Commission regular monthly meeting held on January 14, 2014 was adjourned at 4:25 p.m.