

CIVIL SERVICE COMMISSION REGULAR MEETING

March 11, 2014 at 2:00 p.m.

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

MINUTES

Commissioner Eleanor Guedes called the March 11, 2014 regular meeting of the Civil Service Commission to order at 2:10 p.m. Present were Commissioners McBride, Plummer, Rodgers, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, City Attorney John Mitola, Assistant Chief of Police James Nardozi, Labor Relations Officer Philip White, and Police Lt. Lonnie Blackwell.

1. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission meeting on February 11, 2014 and the Minutes from the special Civil Service Commission meeting on February 25, 2014 were submitted for review. Mr. Dunn said he read both and they are in order and requested the Commission to approve the Minutes as submitted. Commissioner Guedes asked for a few minutes to read through the Minutes to see the structure of the matter "endorsed" by the Commission. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commission unanimously approved the Minutes for the February 11, 2014 regular monthly meeting. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously approved the Minutes for the February 25, 2014 special meeting.

2. Vacancy Report – NOTED FOR RECORD

Mr. Dunn discussed the vacancies for the month. Commissioner McBride recalled a police matter from the regular meeting and it was suggested that the Police Lieutenant list was certified. The Commission noted the following vacancies:

Competitive

Police Typist 1
Police Officer (17)

Non-Competitive

Police Kennel Person
ITS Special Project Manager – (GIS)
BOE Facilities Maintainer I Grade II
Mayor's Office Administrative Assistant

3. Merit Increases – CERTIFIED FOR PAYROLL

Mr. Dunn reported that the first class of firefighters hired from Exam #2306 were due for merit increases effective February 27, 2014. The Commission certified the following merit increases:

FIRE

Benedict, Kenneth	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Bullock, Damian T.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Currao, Derek S.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Debiase, Louis J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14

Falzarano, Mathew J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
King, Brandon J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Loyola, Edgard C.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
McAulay, Scott F.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
McNellis, Joseph J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Minfield, Richard	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Olivier, Richard M.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Porzelt, Nicholas J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Ramos Jr., Jose A.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Rivera Jr., Lindsay	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Robinson, Christopher	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Santiago Jr., Anthony	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Seto, Jesse M.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Smith, Dayshon D.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Smriga, Andrew J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Streit, Jayson J.	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14
Villarnovo, Michael	Fire Fighter	\$47,694 to \$51,918 (2)	2/27/14

4. Permanent Appointments – CERTIFIED FOR PAYROLL

Mr. Dunn reviewed with the Commissioners the permanent appointments for the month. The Commission certified the following permanent appointments:

FIRE

Ayala, Erwin	Pumper Engineer	2/10/14
Perugini, Frank N.	Pumper Engineer	2/10/14
Vega, Sheilyan	Pumper Engineer	2/10/14
Zavodjancik, James E.	Pumper Engineer	2/10/14
Deer, Charles A.	Pumper Engineer	2/24/14
Boroskey, William	Fire Lieutenant	2/10/14
Dierna, Marcus L.	Fire Lieutenant	2/10/14
Gdovin, Jeffery R.	Fire Lieutenant	2/10/14
Kirkland Jr., Jeffery R.	Fire Lieutenant	2/10/14
Lachioma, Joseph E.	Fire Lieutenant	2/10/14
Santiago, Louis J.	Fire Lieutenant	2/10/14

Amend Agenda – Bring Library matters (#8 and #8a) to #5

On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission amended the agenda to hear the library matters because there were several employees in attendance who needed to return to work.

Addition to Library Table of Organization Request – DENIED WITHOUT PREJUDICE

Mr. Dunn explained that Mr. Scott Hughes, City Librarian, originally requested the reallocation of 1 full time Librarian V position and 4 full time Librarian IV positions into 5 full time Project Manager positions. Mr. Dunn further explained that he then received a request not to reallocate, but to add 5 full time Project Manager positions to the Library’s Table of Organization. Mr. Don Greenberg was introduced to the Commission by Mr. Hughes. Mr. Greenberg said he was on the Library’s Board of Directors and was on the Personnel Committee. Mr. Hughes said that the addition of 5 Project Managers was to fill key functions including Fiscal Officer, Operating Officer, and Development Officer and that this could be done at the Library Board’s prerogative and has been approved by the Library Board.

Commissioner Guedes asked if this would involve diminishing existing positions. Mr. Hughes explained that it would not be. Mr. Greenberg said that new positions would be created because the Library needed a Management Team. He added that too many things have been falling into the cracks. He further stated that virtually every Library in the State has a Management Team and that the City Charter and the State allows this. Additionally, he said that Scott answers to the Board and that nothing would be different. Mr. Greenberg cited the example of the Library roof being redone and for 3 weeks a very valuable pottery collection had been left exposed. It was not moved until somebody on the Board realized this. He added that if there had been a Project Manager this would have never happened.

Mr. Dunn said that under the Charter any department head can request that Civil Service create new jobs for the department. Then, as Personnel Director, Mr. Dunn would investigate the request thoroughly. It would be his responsibility to issue a report with recommendations to the Commission. Job descriptions may have a bearing on the Collective Bargaining Agreement. If the Commission approved the creation of new jobs then the City Council would vote to create the 5 new jobs. Mr. Dunn said that the union had an issue with the new jobs and also that Labor wanted to be heard regarding the matter. Mr. Dunn added that the union's and Labor Relations' discussion may have some bearing on Mr. Dunn's investigation. Mr. Dunn said the City is in budget season and the timing is good and the request could be fast-tracked.

Mr. Philip White, Labor Relations Officer, stated that the 5 new positions would be doing the work that belongs to a union currently. Most of the library positions are Unaffiliated or in BCSA, NAGE and AFSME. Mr. White explained that Labor Relations is currently in negotiations with BCSA regarding new job descriptions for City Librarians and what their roles and responsibilities are. Mr. White added that the timing of Mr. Hughes' request is unfortunate because it could be an interpretation of bad faith bargaining and a serious violation of the MERA (Municipal Employees Relations Act). It could be a repudiation of the contract. He added that Labor Relations is going on Record that the Commission not approve this request at this time. Mr. White said that this bears significant investigation.

Commissioner McBride asked what the union's position was. Mr. Hughes said the new positions would be in LIUNA and that the functions of the job still had to be defined. Mr. Hughes added that there is no Assistant Librarian or Deputy Librarian at this time and that Mr. Hughes is the only non-union employee at this time. Commissioner McBride asked about the Administrative Assistant that had come before the Commission previously. Mr. Hughes said that these positions are completely higher than an Administrative Assistant and that position was filled. Mr. White said that significant management responsibilities were vested in Librarian IV and Librarian V positions and that these positions are in negotiations with the union right now. Mr. Dunn said that this is open-competitive but Project Manager jobs would have to be posted for other LIUNA people to bid on them. He added that bidding is required in this union. Commissioner McBride asked if there was funding for the new jobs and Mr. Hughes replied that there was.

Attorney Edward Gavin introduced himself as legal counsel to the Bridgeport City Supervisors Association. He said that he strongly objected to Mr. Hughes' request. He said that Mr. Hughes comments were disingenuous and not truthful. He added that Mr. Hughes and the Library Board have attempted to take union positions and create new positions on

their own. This is taking the work that the Supervisors do under the CBA. He added that since Mr. Hughes became the City Librarian that there have been massive amounts of grievances from individuals working out of classification. He added that the job descriptions on Librarian I, Librarian II, and Librarian III have been reworked. Agreements on 3 of 5 were reached and the group came to a screeching halt on Librarian IV and Librarian V. He further stated that Mr. Hughes and the Library Board are in violation of the Collective Bargaining Agreement. These are union members and it is union-recognized work.

Attorney Gavin said he wrote a letter to Mr. Dunn, saying, "We object to this." Attorney Gavin said he wrote a letter to Kathy Foley and Ron Napoli at the State Labor Board that the negotiations are at an impasse and on April 10 they are coming to Bridgeport to clear this up. He continued that this it is illegal and capricious to take work away from the union and requested no action at this point. Attorney Gavin added that if the Commission grants Mr. Hughes' request then he would start a prohibitive practice complaint, and file a lawsuit because Mr. Hughes is taking the work that belongs to the Librarians IV and V. Attorney Gavin said Mr. Hughes cannot do this. He said that negotiations are needed regardless of where Library funding is from. These people have the right to be protected under the Collective Bargaining Agreement.

Mr. Greenberg strongly objected to Attorney Gavin's statements and explained that the new positions are not taking union work and stated that the work is not being done now. He added that the Board does not negotiate this. The most the Board has had is "observer status". He said that it is somewhat problematic for the union to threaten a lawsuit as a way of strong-arming the Commission. He referred to the NLRA of 1934 and the Yeshiva decision. There is a clear distinction between management and labor. He asked Mr. Dunn to start the investigation. If it turns out that they had inadvertently affected union jobs then they will modify their request. He said that he wished that Mr. Gavin had not characterized the Board's motives.

Attorney Gavin began speaking and Commissioner Guedes said that this meeting was not the place for a back and forth exchange. She then asked City Attorney Mitola for a legal opinion. Attorney Mitola stated that Mr. Hughes can ask Mr. Dunn to undertake an investigation. He added that part of the investigation is working with Labor Relations to see if this is in some way violating the rights of union members. Mr. Dunn said that initially he would have to find out what is going on and if positions would be taking work away from current employees.

Ms. Liz Petrucelli introduced herself to the Commission as the new BCSA President. Ms. Petrucelli stated that Library IV and Library V positions have been empty for the past 6 years. She further stated that Librarian IV and Librarian V positions are managing positions and that Mr. Hughes has not promoted from within for these positions. Mr. Hughes said that was inaccurate and that less than 4 years ago he did post Librarian IV positions and that Attorney Gavin fought against this. Mr. Hughes said that he is adding positions and not taking away Librarian IV and Librarian V positions. Mr. Hughes added that process should redefine what the job is. Commissioner Guedes said that Mr. Dunn should do a thorough and neutral investigation to determine what the duties and tasks are. Commissioner Plummer stated that he was thoroughly in agreement with Chair Guedes. Attorney Mitola suggested that Commissioner Guedes entertain a motion to deny without prejudice subject

to Mr. Dunn's investigation. On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commission unanimously denied the request without prejudice subject to Mr. Hughes, as department head, contacting Mr. Dunn, to request an investigation.

Philippe Desrosiers Term./Leave of Absence – LR P. WHITE – NO ACTION TAKEN

Mr. White said that last September Mr. Desrosiers went on vacation and failed to return to work for medical reasons. On January 2nd the City had not heard from him for 3 months and deemed him to resign his position under the CBA with NAGE. Mr. Desrosiers now wants to rescind his resignation. It is noted that originally this matter was being put on the April agenda and neither the union nor Mr. Desrosiers had been invited to the Commission meeting. No action was taken by the Commission and the appropriate parties will be contacted for April.

It is noted that Ms. Figueroa left the meeting at 2:50 p.m.. She had not requested for her matter be tabled.

5. Angel Cintron – Appeal Police Officer #2302 - DENIED

The Commission received a request for an appeal from Mr. Cintron regarding his disqualification from Police Officer #2302 for habits and conduct. Mr. Cintron requested a public hearing. Mr. Dunn stated that he disqualified Mr. Cintron because of findings of financial liabilities and debt obligations and poor driving resulting in driver retraining and motor vehicle history. Mr. Dunn further stated that these occurred since Mr. Cintron took the test to be a police officer.

Mr. Cintron stated that he was never in court for child support and he has been paying as years have passed by. He had surgeries in his left and right shoulder and could not work in his job as a barber. He also said that \$17,000 back child support is not accurate and he could get a letter from the State. He explained that his speeding tickets were for emergencies, once from Stamford and once from Ansonia. The last time he had a speeding ticket was from a State Trooper and he was heading home and had been very tired. He attended the driver retraining course. He got his GED in 2010. He has tried to do something different with his life. He has 33 credits in Criminal Justice-Associates degree. He said he sees his daughter all the time and gives her money and clothes. He also pays for her cell phone and he can't say no to her and tell her that he has to pay child support. Mr. Cintron stated that he knows speeding is not right. He said he wants to take care of his children and serve the community where his kids go to school. Commissioner Guedes asked Mr. Cintron how many children he had and he replied 4, 2 boys and 2 girls. She asked if his wages are garnished for his back debt and he said yes. He explained that he drives a school bus for the Town of Wilton.

Commissioner Plummer said that the position is very clear and that Mr. Cintron dealt with the mandatory driver retraining. Commissioner Plummer asked if he had proof of payment or any receipts and Mr. Cintron stated that money is taken from his check. Commissioner Guedes asked for Assistant Chief Nardoizzi to comment. Chief Nardoizzi said that the driving habits and conduct was within the testing period and also that the Police department is charged with enforcing court ordered mandates. He said that 2 times in 2013 he was ordered by the court for his obligation. Mr. Cintron stated that the polygraph was inaccurate.

Mr. Dunn explained to the Commission that the candidates complete written questionnaires in advance of the polygraph and that this polygraph is a State requirement. He added that we have never been confronted with an allegation of incorrect polygraph. Mr. Cintron said his father works for Social Services in Stamford. Mr. Cintron said he did not receive a letter. Commissioner Guedes stated that this was his own admission. In 2013 the court had wages garnished and the State filed some sort of action. Commissioner Guedes added that the court needed to do it because Mr. Cintron was not doing it. Commissioner Plummer stated that Mr. Cintron made a strong statement on his own behalf. He further stated that the Chief wants the cream of the crop and does not desire to hire someone with this type of baggage. Commissioner Plummer stated that the Assistant Chief has stated reasons for not wanting to hire Mr. Cintron.

Mr. Cintron said that he is asking for an opportunity. Chief Nardoizzi encouraged Mr. Cintron to reapply and to pay the back child support and bills that were sent to collections. Commissioner McBride said that the speeding and non-payment of child support happened during the police process and the timing was unfortunate. Mr. Cintron stated that he respected this. Commissioner McBride added that many times the Chief has stated at appeals that he was sorry and that a career as a police officer did not look like the right area for someone. Commissioner McBride explained that this is not what the Assistant Chief was saying to Mr. Cintron. Mr. Cintron said that \$17,000 is a lot of money and hard to meet and that he has been on time paying since November.

Commissioners Rodgers, Plummer, and McBride respectively voted to deny the appeal of Mr. Angel Cintron. Commissioner Guedes encouraged Mr. Cintron to go through the process with the next test. Mr. Cintron thanked the Commission.

6. Vincenzo Mirci – Appeal Police Officer #2302 - POSTPONED

The Commission received a request for an appeal from Mr. Mirci regarding his disqualification from Police Officer #2302 for failing a portion of the medical exam. Mr. Dunn said Mr. Mirci contacted Mr. Dunn and requested that his appeal be postponed to April.

7. Alma Figueroa – Appeal Police Officer #2302 - TABLED

The Commission received a request for an appeal from Ms. Figueroa regarding her disqualification from Police Officer #2302 for habits and conduct. It is noted for the Record that Ms. Figueroa left the Commission meeting at 2:50 p.m. It was unclear to the Commission of her intention. On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission unanimously tabled the appeal of Ms. Alma Figueroa.

8. Legal Report – Attorney Mitola – NO ACTION

Attorney Mitola reported that Tashina Chambers failed the psychological evaluation as a police officer candidate and said that because of her race and status as a single mother she was discriminated against. This case involves Commissioners Guedes and Rodgers. Commissioner Plummer had not been present at that Commission meeting. Attorney Mitola has to go to court on March 25 to pick a trial date. Attorney Mitola said he will report the status over the next couple of months and that there could be a 1 or 2 day trial.

9. Personnel Director's Report – NO ACTION

- Police Sergeant Promotional Exam #2325 Update

Mr. Dunn reported that the Police Sergeant exam was posted last week and to date the office had 3 or 4 applicants.

- Fire Assistant Chief

The Assistant Chief test was also posted and there is a dispute regarding seniority. Mr. Dunn stated he has been speaking with Attorney Mitola and Mr. Dunn may allow in the candidates and then decide if the results have to be thrown out. Mr. Dunn further added that Civil Service likes to have a larger pool of candidates and that the guys with more seniority would rather have a smaller pool of candidates.

- Police Entry Level Exam – Lateral Entry/POST Certified Candidates only

Mr. Dunn noted that Lt. Lonnie Blackwell was in attendance and that he is the President of the Guardians. Mr. Dunn explained that Civil Service was trying to come up with a method to adopt a lateral entry process. He said there was a meeting yesterday and questions of practicality were brought up regarding hiring POST certified police officers. Mr. Dunn said that City Attorneys John Mitola and Art Laske were looking into this. The idea is to get a pool of candidates to meet the department needs by October 1st. Chief Nardozzi explained that the City has a grant for 10 police officers. He added that there are also some pending separations from the department and that under the new MERS pension system it is beneficial to retire after April 1 but before June 30. Chief Nardozzi said that not enough candidates were gained from the exam #2302 list.

Chief Nardozzi said that the department needed to stop the hemorrhaging of overtime and said there should be a commitment to at least study the lateral entry of POST certified candidates. Chief Nardozzi said he did not want to lose the grant fund for the 10 officers and that we are on a time scale.

Mr. Dunn said that some civilians are recommended to apply to Bridgeport and seem to be everybody else's problem child and don't pass the background investigation. Other towns may be upset if we take employees from them. Mr. Dunn said he believes there is less risk hiring police officers from another area. Lt. Blackwell asked if there could be an age restriction put on laterals. Mr. Dunn said no there could not be an age limit. Commissioner Guedes asked Mr. Dunn if the physical would still have to be passed. Mr. Dunn said that POST does not require this. Chief Nardozzi said there is a legal issue because passing the physical agility is part of the CBA. Chief Nardozzi noted that diversity goals could be met because we could be more selective. He added that of the 17 new recruits 11 are minorities. He said that the department would like the numbers to reflect the population served; there is no defined number.

Lt. Blackwell said diversity is a very serious concern from the Guardian standpoint and the City must act swiftly because of the status of the protected class: there is 15% representation with 20 members out of 60 eligible for retirement tomorrow. The department will be 7% to 8% African American in the next few years.

Lt. Blackwell said at the inception of the lateral program it seemed great. However, from the CBA there could be a problem with lateral entry because if somebody twists an ankle he or she won't be able to pass the agility test. Why should somebody leave his or her current position? This is a hurdle and an extra barrier. He gave the example of somebody working 10 years in New Haven. He said Stratford does not have a great pension plan and now is getting retirees with 25 years of experience. They work for 3 years. He added that at least 10 minorities from our exam list went to New Haven because we were not ready to hire them in Bridgeport. It would be hard for Lt. Blackwell to try to hire them back.

Commissioner Guedes inquired about the CBA. Mr. Dunn said this is an issue for Labor Relations and the union to deal with. The language is anybody hired on or after 2005 would have to pass the agility, the retaking of the physical ability is in the CBA but not enforced. Lt. Blackwell said this is a deterrent. Mr. Dunn commented that it would not be used selectively. Commissioner Guedes said it is hard to balance efficiency and needs of the department. Commissioner Guedes said she heard a State Representative on television and he had been before the Commission recently and she was thinking about the diversity of the department. Mr. Dunn said that our process is complicated by the Rule of 1. Some towns use banding instead of a strict mathematical method and that there were many hurdles in our process. The 15% residency points will help with diversity. Lt. Blackwell said the 3rd class does reflect the diversity of the community. Mr. Dunn added that even with lateral entry Bridgeport residents will get residency points. Mr. Dunn further stated that he will keep the Commission posted and this would put us on a fast track to hire a group of 10 police officers by October 1st.

- Police Entry Level Examination – open exam

Mr. Dunn said an open exam may also be given in tandem somehow if we can come up with a process.

Other

Mr. Dunn said that Lt. Blackwell also wanted to address the Commission about some promotional issues that the Guardians wanted to be heard on. Lt. Blackwell said that he is the President of the Guardians and the Guardians have requested an exam for Captain through Mayor Finch based on the first opening of the last open list. He added that there are 2 vacancies for Captain; one from Baraja's promotion to Deputy Chief in 2011 and one from Aida Remele's retirement in 2014. There are 2 openings on the book and they think it is imperative to test on this higher position.

There needs to be diversity and there is an opportunity to test in the higher ranks. There was no test given for financial reasons. Individuals who took the Lieutenants exam may be able to use another legal agreement to allow them to get time back. Lt. Blackwell said tests were given out of order and referred to Reyes vs. City of Bridgeport that Attorney Mitola is fighting right now. Tests are not given in a timely manner. He added that the rank and file should also reflect diversity. Lt. Blackwell added that Chief Nardoizzi said there might be a test in January or early next year. Mr. Dunn said the Commission protects the dates of vacancy. Lt. Blackwell mentioned that there are individuals that would be eligible to take the

exam and create diversity amongst the African American population and the Hispanic population. Part of his duty as President of the Guardians is to produce leaders and to make sure that there is diversity through the ranks. He added that standards have been raised across the board. He mentioned that he and Lt. Garcia should not sit for a test to become Captain with less senior lieutenants because tests were given out of order and they can use another Agreement and there could be the possibility again of litigation and a snowball effect. This would be going backwards. They are looking for confirmation of the 2 openings that are on the books. They wanted to bring it to the Commission to protect those who are vying to become Captain. This would give Mr. Dunn the ability to communicate with Attorney Mitola to see if there is anybody that is going to attempt to utilize the Agreement between City Attorney Don Huston and union President Dave Reale and this is case law now.

Commissioner Guedes stated that Lieutenant Blackwell made very compelling statements and asked Mr. Dunn how this should be addressed. Mr. Dunn said to change entry level requirements is a matter for collective bargaining. For promotional testing this is a matter for collective bargaining. Mr. Dunn stated that it is a department head's responsibility to request an exam. He referenced an issue with the recent Police Lieutenant test and a vacancy and eligibility. Council did not act on adding another position of Lieutenant to the Police department Table of Organization. Chief Nardozzi said that there are openings, however, they are not budgeted positions and they would not be asking Mr. Dunn to promote in the budget year. Chief Nardozzi added that there is an order of priorities: Sergeant and Police Officer first, to stop the hemorrhaging of overtime in Sergeant rank because there is a shortage of Sergeants. Police Officer is a priority because of 10 officers being funded by the federal grant and more retirements and separations are expected. In the summer a Detective exam is needed because there are 3 openings currently and some Detectives will be promoted or separated from service and there is a fiscal drain here. Chief Nardozzi stated that at this time the department is not spending money on Captain overtime. He stressed that the department rationalized the request by order of need.

Lieutenant Blackwell said there is a need to know and he referred to attrition and the possibility of not replacing Captains. Not feasible since 2011 and CBA made between the City and the union.

Lieutenant Blackwell said the expression of ex-union-President Alan Huston and Local 1159 that an employee would automatically be at top step once promoted and this safety provision is in the language of the documents. Lieutenant Blackwell said the City needs to document and note 2 vacancies of Captain and this is the real issue and the position of the Guardians. Lt. Blackwell said there is rhetoric around the department.

Chief Nardozzi that it is not rhetoric and reiterated the testing requests are the position of the management of Police department. He continued that it is not rhetoric or rumor, it is the intent to ask for a Captain test once other positions are filled. Chief Nardozzi repeated that this is the statement as management of the Police department. The City has to give funding to these positions and this is the official position of the Police department.

Lieutenant Blackwell said they are looking for a concrete. Chief Nardozzi said that he cannot issue a letter with a guarantee. It is the intention to give a Captain test and it is not the intention to reduce any positions or eliminate any ranks. Commissioner Guedes stated that

these comments have been noted for public record. Lieutenant Blackwell said it is not an increase and that 2 were lost. Commissioner Guedes added that the City Council has to put its seal of approval on it.

On a motion made by Commissioner McBride and seconded by Commissioner Plummer the March 11, 2014 regular monthly meeting of the Civil Service Commission was adjourned at 3:50 p.m.