

CIVIL SERVICE COMMISSION REGULAR MEETING

September 9, 2014 at 1:00 p.m.

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

MINUTES

Commissioner (Bishop) Walter Plummer, Vice President of the Commission, called the meeting to order at 2:03 p.m. It is noted for the Record that Bishop Plummer ran the meeting in the absence of Commissioner Eleanor Guedes. Present were Commissioners Rodgers and Emanuel, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, John Mitola Associate City Attorney, Phil White Labor Relations Officer and Fire union president Robert Whitbread.

1. Commissioner Luncheon – NO ACTION TAKEN

Lunch took place from 1:00 p.m. to 2:00 p.m. to welcome the new employee representative on the Commission: Commissioner Emanuel.

Mr. Dunn introduced Elizabeth Sheerin to the Commission. Elizabeth is an intern with the office from Fairfield University. Mr. Dunn explained that Elizabeth will be in our office 1 day per week for the fall semester and she will be assisting with exam-related work.

2. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission meeting on August 20, 2014 were submitted for review. Mr. Dunn stated that he reviewed the Minutes and found them to be in order. On a motion made by Commissioner Rodgers and seconded by Commissioner Emanuel the Commission unanimously approved the August 20, 2014 Minutes.

3. Vacancy Report - NOTED FOR RECORD

Mr. Dunn reported the following competitive vacancies in the Fire department: 9 Firefighters that are presently training in the State of Connecticut Fire Academy; 3 Pumper Engineers; 7 Fire Lieutenants; 3 Fire Captains, and 1 Fire Assistant Chief.

4. Merit Increases – CERTIFIED FOR PAYROLL

The Commission certified the following merit increase for the payroll, effective July 1, 2014:

AIRPORT

Kyle Hoffman	Airport Certification Specialist	\$37,747 (1) to \$40,103 (2)
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5. Permanent Appointments – NO ACTION TAKEN

Mr. Dunn explained that the office was still waiting to hear back from several Department heads.

6. Reorganization – Tabled from August 20, 2014 - APPROVED

The Commission received a request from Veronica Jones, Tax Collector, for the reclassification of four (4) Tax Collector Customer Service positions to Tax Collector Clerks in the Tax Collector's office. On a motion made by Commissioner Rodgers and seconded by Commissioner Emanuel, the Commission unanimously granted the reclassification of four (4) Tax Collector Customer Service positions to Tax Collector Clerks in the Tax Collector's office.

7. Hector Rivera – Appeal Police Officer #2302 – GRANTED

The Commission received a request for an appeal from Mr. Rivera regarding his disqualification from Police Officer #2302 for habits and conduct. The Commission entered executive session at 2:15 p.m. on a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers. The Commission returned to public session at 2:20 p.m. on a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers. Commissioners Emanuel and Rodgers respectively voted to grant the appeal of Mr. Hector Rivera.

Mr. Robert Whitbread asked the Commission to table the 3 items on the agenda relating to Fire grievances. On a motion made by Commissioner Rodgers and seconded by Commissioner Emanuel, the Commission unanimously tabled the following Fire grievances to October 14, 2014.

8. Fire Grievances – Tabled from April 8, 2014 - TABLED TO OCTOBER 14, 2014

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

- Griev 2013-19 Light duty during storm Nemo
- Griev 2013-2 Lee Taylor car use
- Griev 2013-13 J. Hall docked pay
- Griev 2013-3 Isaias Rodriguez transfer

9. Fire Grievance – TABLED TO OCTOBER 14, 2014

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

- Griev 2014-6 LT exam #2230 not given properly

10. Fire Grievance – TABLED TO OCTOBER 14, 2014

The Commission has received a request from Mr. Robert Whitbread, President Local 834, regarding not promoting FF Isaias Rodriguez to the position of lieutenant.

11. Three Part Vote – TABLED TO OCTOBER 14, 2014

The Commission received a request for a tri-partite vote regarding Public Safety Telecommunicator Mr. John Scollin, Jr. and the recommended failure of his probationary period by Labor Relations. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers, the Commission entered executive session at 2:25 p.m. The Commission returned to public session at 2:30 p.m. On a motion made by Commissioner Emanuel and seconded by

Commissioner Rodgers, the Commission unanimously agreed to table this matter to October 14, 2014.

12. Three Part Vote - Vincenzo Minutolo – DENIED

A tri-partite vote was requested regarding the termination of Public Safety Telecommunicator Vincenzo Minutolo. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers the Commission entered executive session at 2:33 p.m. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers, the Commission returned to public session at 3:06 p.m. Commissioner Rodgers voted to grant the appeal of Mr. Minutolo and not terminate his employment. Commissioner Emanuel voted to deny the appeal of Mr. Minutolo and terminate his employment. Commissioner Plummer voted to break the tie and deny the appeal of Mr. Minutolo and terminate his employment. Department head Doree Price and Personnel Director David Dunn both respectively voted to terminate Mr. Minutolo's employment. Mr. Minutolo's termination as a Public Safety Telecommunicator with the City of Bridgeport was terminated.

13. Three Part Vote – 6 MONTH PROBATIONARY EMPLOYMENT - GRANTED

The Commission received a request from Labor Relations regarding Kyle Kingwood and the recommended extension of his probationary employment. Mr. Dunn explained that the civilian supervisor was concerned with Mr. Kingwood's attitude at work. Mr. Lawrence Osborne, Director of Labor Relations, said that a meeting was held with Mr. Kingwood and Mr. Kingwood understood that he had the opportunity for an extended probationary period to correct his work attitude. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers the Commission unanimously voted to grant Mr. Kyle Kingwood a 6 month extension of his probationary employment.

14. Jessica Carde – Appeal Public Safety Telecommunicator #2321 - GRANTED

The Commission received a request for an appeal from Ms. Jessica Carde regarding her disqualification from PST #2321 for habits and conduct. Attorney Thomas Bucci represented Ms. Carde. LT. Rebeca Garcia and Sergeant John Klesyk from the Office of Internal Affairs were present. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers the Commission entered executive session at 3:15 p.m. The Commission took a short 5 minute break to use the restrooms. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers the Commission returned to public session at 3:50 p.m. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers the Commission unanimously granted Ms. Carde's appeal.

15. Vincenzo J. Mirci – Appeal Police Officer #2302 – TABLED TO OCTOBER 14, 2014

The Commission received a request for an appeal from Mr. Mirci regarding his disqualification from Police Officer #2302 due to failing his hearing examination. Attorney Thomas Bucci represented Mr. Mirci; however, Mr. Mirci had recently taken a new position with the State Department of Corrections and was unable to be present at the Commission meeting. Mr. Dunn reminded the Commission that they

wanted Mr. Mirci to be seen by a hearing specialist. He added that Mr. Mirci had failed the hearing exam with the specialist. Attorney Bucci argued that needing a hearing aid was no different than needing eye glasses. Attorney Bucci also stated that the hearing medical standards that were adopted by the Commission for Police Officer were too stringent. Attorney Mitola suggested that the matter be tabled so he could do some research. On a motion made by Commissioner Emanuel and seconded by Commissioner Rodgers, the Commission unanimously tabled Mr. Mirci's appeal to October 14, 2014.

16. Legal Report – Attorney Mitola – NO REPORT – NO ACTION TAKEN

Attorney Mitola had no report.

17. Personnel Director's Report – NO ACTION TAKEN

Police

Mr. Dunn reported that he has a meeting on September 10 with employees from the Mayor's office and Police Chief Gaudett regarding the entry level police officer exam #2330 and I/O solutions will be presenting statistical breakdowns of the prior entry level police exam #2302.

Residence preference points are currently 15% and there is a concern that as diversity is improved care must be taken that it is not improved at the expense of City residents. Of 900 expressions of interest on policeap.com there are 161 African American males and 82 of them are non-residents. Mr. Dunn added that points are very common in mid size to larger size cities. Bridgeport gives the highest number of points. Norwalk gives 2% residency preference points. New Britain and New Haven give 3 points and 5 points respectively. Commissioner Plummer stated that the Commission increased the points. Attorney Mitola stated that the Commission can reverse the points. Mr. Dunn said the process starts with the Commission and the City Council has to approve the Commission's recommendation. In the last entry level police exam the benefit of points was shown: of 364 names the 1st 2 classes had 16 or so African Americans and the 3rd (final) class had 1 African American.

17 (seventeen) recruits in the current police class in the Academy will graduate on October 4, 2014. 1 (one) trainee will not graduate and will have an extended probationary period.

Mr. Dunn reported that I/O Solutions has been selected to give the Police Detective and Police Captain exams.

Fire

Mr. Dunn reported that 9 new firefighter recruits are at Windsor Locks in the State Fire Academy. There were some minor medical issues in the first 2 weeks.

Resource Management Associates will give the Fire Inspector promotional examination on October 29 and 30, 2014. Commissioner Emanuel asked if this was Chuck Hale and Mr. Dunn replied yes.

Purchasing Agent

Additional interviews are scheduled.

Building Official

Interviews are scheduled.

On a motion made by Commissioner Rodgers and seconded by Commissioner Emanuel the September 9, 2014 regular monthly meeting of the Civil Service Commission was adjourned at 4:25 p.m.