

# **CIVIL SERVICE COMMISSION REGULAR MEETING**

February 10, 2015 at 2:00 p.m.

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

## **MINUTES**

Commissioner Eleanor Guedes called the regular monthly meeting of the Civil Service Commission to order at 2:15 p.m. Present were Commissioners Rodgers and Plummer, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and John Mitola, Associate City Attorney.

### **1. Meeting Minutes - APPROVED**

The Minutes from the regular monthly Civil Service Commission meeting on January 13, 2015 were submitted for review. Mr. Dunn said he reviewed them and found them to be in order. Commissioner Guedes said they were thorough. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously approved the January 13, 2015 Minutes.

### **2. Vacancy Report - NOTED FOR THE RECORD**

The following vacancies are noted for the record:

#### **Competitive Positions**

##### **BOE**

Custodian I

##### **Library**

Library Assistant I

#### **Non-Competitive Positions**

##### **BOE**

Maintainer I, Grade I

##### **Police**

Assistant Animal Control Officer

##### **Registrar of Voters**

Election Equipment Programmer

##### **Citi-Stat**

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##### **Library**

Librarian III

Librarian IV

### 3. Merit Increases – CERTIFIED FOR PAYROLL

The Commission unanimously certified the following merit increases:

#### FIRE

Brelsford, Daniel R.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Buda, Stephen M.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Canfield, Sean G.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Gomez, Alex R.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Kane, Ryan	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Krompinger, Patrick E.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Lupa, Michal M.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Rich, Myles S.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Villani, Derek M.	Fire Fighter	\$49,125 to \$53,476 (2)	02/19/15
Coolidge, Thomas J.	Fire Fighter	\$49,125 to \$53,476 (2)	02/26/15
Kozlowski, James D.	Fire Fighter	\$49,125 to \$53,476 (2)	02/26/15

#### POLICE

Scillia, Paul R.	Police Sergeant	\$68,973 to \$71,276 (2)	02/11/15
Waehler, Scott	Police Sergeant	\$68,973 to \$71,276 (2)	02/11/15

#### TAX COLLECTOR

Richard Kane	Deputy Tax Collector	\$79,560 (1) to \$82,620 (2) <i>*Retro to 01/01/2015</i>	
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#### POLICE

Kevin Moore	School Crossing Guard	\$7,624.24 (1) to \$8,219.64 (2) <i>*Retro to 01/16/2015</i>	
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### 4. Permanent Appointments – CERTIFIED FOR PAYROLL

The Commissioners unanimously certified the following permanent appointments:

#### POLICE

Moore, Kevin	School Crossing Guard	01/16/2015
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### 5. Board of Education Request for Addition to Table of Organization – GRANTED

The Board of Education Building Operations Department requested the reallocation of two (2) janitress positions to two (2) additional Custodian Supervisor 1 positions in its Table of Organization. One would be located at Fairchild Wheeler High School. The second one does not have a determined location at this time. Mr. Cottell, Deputy Public Facilities Director, said he would be happy to arrange a tour for the Commissioners at Fairchild Wheeler High School. It is a gold leed certified building, costing about \$126 million dollars and is 1 of the biggest school projects in the State to date. Mr. Cottell stated that the air conditioning and fire protection systems are very involved. This position is not a new classification. Commissioner Plummer asked if any other action was needed on the reallocation and Mr. Dunn replied that the Commission was the only action needed.

Ms. Elizabeth Petrocelli, President of the BCSA union, spoke about creating new high schools in Bridgeport. She said that a new building for Harding was being built in the future. She also explained that the Custodian at Fairchild Wheeler High School has been doing the work for a couple of years and the union wanted him to have the promotion on paper and title.

Mr. Robert Hammond, supervisor of the custodial maintenance staff, said that he and Mr. Dunn have been discussing a need down the road for more technical

supervisory staff because the position is much more than trash pick-up and cleaning bathrooms. Commissioner Guedes asked if there is a test for these positions and said that where they can be tested they should be tested. Mr. Dunn said he agreed. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously granted the reallocation of 2 janitress positions to 2 Custodian Supervisor 1 positions in the BOE Building Operations department Table of Organization.

**6. Examiner's Report – Fire Inspector #2333 – ACCEPTED**

The Commission received the Fire Inspector #2333 report from Ms. Lisa Mastronunzio, Examiner. Ms. Mastronunzio read the report and said that after Resource Management Associates (Chuck Hale) reviewed the 3 appeals credit was given for answers to #92 and #95. While scores changed slightly after this, rank did not. Mr. Dunn said there are 2 openings and the highest scoring candidate was expected to accept the appointment; the #2 ranked candidate was requesting a waiver and the #3 ranked candidate was also expected to accept the appointment.

Mr. Dunn explained that the Fire Marshal class in Hartford was starting next week. Mr. Dunn also explained that between the Fire Marshal and Deputy at any given time 8 inspectors are out looking at 3 family houses, reviewing liquor permits, etc. The Fire Marshal office is located in City Hall to be convenient to Building, Engineering and Zoning. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously accepted the Examiner's Report for Fire Inspector #2333.

**7. Certification of Fire Inspector Exam #2333 and Employment List – CERTIFIED**

The Commission was asked to certify the Fire Inspector Exam #2333 and employment list. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the Commission unanimously certified the Fire Inspector #2333 employment list.

**8. Request for Waiver – Christian Teague - GRANTED**

The Commission received a request from Provisional Fire Lt. Christian Teague for a waiver regarding the Fire Inspector Exam #2333. Mr. Dunn explained that Mr. Teague would be offered the next appointment from the list and if he did not accept it then he would be off the list. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously granted Mr. Christian Teague an appointment waiver for Fire Inspector #2333.

**9. Fire Grievances – Tabled from December 16, 2014 - TABLED**

The Commission 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 2013-3 Isaias Rodriguez transfer

Mr. Dunn said that Mr. Lawrence Osborne, Director Labor Relations, gave him a request in writing this morning, for the grievances to be tabled. Before the meeting Mr. Dunn also received a call from Mr. Whitbread who said he was in agreement to

table the grievances. Commissioner Guedes stated that these matters have been tabled many times and that as a caveat to the motion a letter to both Messrs. Osborne and Whitbread stating that if the grievances are not heard at the March meeting the Commission will deny them and that there will be no more tabling of these grievances. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the Commission unanimously tabled grievances 2013-19, 2013-3, and 2014-11 to the March 10, 2014 regular monthly Civil Service Commission meeting.

**10. Fire Grievance – Tabled from November 18, 2014 – TABLED**

The Commission received a request from Mr. Robert Whitbread, President Local 834, regarding Griev 2014-11, not promoting FF Isaias Rodriguez to the position of lieutenant. Please reference motion under #9, above.

**11. Ms. Theresa Samuelsen’s Request to Rescind Resignation – TABLED**

The Commission received a request from Ms. Theresa Samuelsen to rescind her resignation from the City of Bridgeport. She was a Public Safety Telecommunicator Mr. Dunn explained that Doree Price, department head, was unable to attend the Commission meeting and that she wanted to be heard. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously tabled Ms. Theresa Samuelsen’s request to rescind her resignation to the March 10, 2014 regular monthly Civil Service Commission meeting.

It is noted that #13, Purchasing Agent Exam #2331 was moved ahead of #12, tripartite vote re Mr. Desrosiers.

**12. Labor Relations Recommendation for Termination – Philippe Desrosiers - GRANTED**

The Commission received a request from Mr. Philip White, Labor Relations Officer, for the termination of probationary employee Philippe Desrosiers, Maintainer I Grade II at the Library. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commission entered executive session at 2:59 p.m. The Commission returned to public session at 3:20 p.m. Both Commissioners Rodgers and Plummer voted to terminate probationary employee Philippe Desrosiers from the Maintainer I Grade II position he held at the library. Both Mr. Dunn and Mr. Scott Hughes, City Librarian, also voted to terminate. Mr. Philippe Desrosiers was terminated effective February 10, 2015.

**13. Purchasing Agent Exam #2331 – GRANTED**

Communication from the Personnel Director has been submitted to the Commissioners. Mr. Dunn explained that he made the decision to invalidate the written portion of the exam also. He requested the Commission to endorse this and he told the Commissioners that he sent a notice to Attorney Bucci, Mr. Tardy and finalists. He reminded the Commission that at last month’s meeting there were concerns with validating only half of the exam. Mr. Dunn said he believes it is cleaner and correct to invalidate the entire exam. City Attorney Mark Anastasi provided additional feedback. He stated that question #1 on the written exam asked

for employment history and this would not be in keeping with anonymity provision 211A of the Charter.

Commissioner Guedes asked Mr. Dunn how experience could be ascertained without asking somebody for their experience. Mr. Dunn said that because the score was pass/fail he did not think this would be a problem, however, in hindsight he recognizes it was a mistake. City Attorney Anastasi said that clearly there was no focus on the anonymity provision of the Charter. Commissioner Plummer asked what the expected fallout would be. Mr. Dunn said that candidate #1 might be moved to say he finished first, however, he did not know what the fallout would be and City Attorney Anastasi said the Commission should not be discussing hypotheticals during a public meeting. He stated that the #1 candidate would have been prejudiced last month. He also added that going forward Mr. Dunn said he would retain a consultant for the exam and he believed this was a smart decision on Mr. Dunn's part.

Commissioner Plummer said he was asking in order to be transparent. Mr. Dunn responded that a new test would be designed and anybody who was qualified before could take it. Commissioner Guedes said that Attorney Bucci said the oral exam was unfair and after advice from City Attorney Anastasi and Personnel Director Dunn that she agrees that both the written and oral parts of the exam were unfair. Commissioner Plummer commended Mr. Dunn and Commissioner Guedes said it was good that the Commission had knowledge of all angles on this.

Commissioner Plummer made the following motion:

Based upon the legal opinion of Bridgeport City Attorney and the request/recommendation of the Civil Service Personnel Director, I hereby move that this Commission vote to Ratify, Authorize, Approve and Affirm the actions of the Personnel Director invalidating the entire examination for the position of Purchasing Agent.

It was seconded by Commissioner Rodgers. The Commission unanimously invalidated the entire Purchasing Agent exam #2331.

#### **14. Legal Report – Attorney Mitola – NO REPORT**

Attorney Mitola said he had nothing to report.

#### **15. Personnel Director's Report – NO ACTION TAKEN**

Mr. Dunn said that the entry level Police Officer exam was moving forward and that there would be open houses in Council Chambers on upcoming Saturdays at 10:00 a.m. and 1:00 p.m. Commissioner Rodgers brought up the fallout in past exams.

Mr. Dunn said it is not an easy task to get over all of the hurdles.

Mr. Dunn also said the Detective exam was moving forward.

On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously adjourned the February 10, 2015 regular monthly meeting of the Civil Service Commission at 3:35 p.m.