

**CIVIL SERVICE COMMISSION MEETING
MEETING MINUTES
TUESDAY, SEPTEMBER 14, 2010
CITY HALL - WHEELER A AND B**

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:20 p.m. Present were Commissioners Rodgers and McBride. Also present were Personnel Director David Dunn and Clerk to the Commission Deborah Brelsford. City Attorney John Mitola was also present.

1. Approval of Regular Meeting Minutes - APPROVED

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the minutes from the regular meeting on August 10, 2010 were unanimously approved.

2. Vacancies – NOTED FOR THE RECORD

Mr. Dunn explained to the Commissioners the City Vacancies as follows: Library Assistant II, Acting Junior Librarian, Central Grants and Development HOME Program Specialist, Project Manager, Typist 1 Vital Records. Mr. Dunn explained that there are some funding issues with the openings in the Library.

3. Provisional Employee – APPROVED

Alana Kabel, Deputy Chief Administrative Officer, explained that the position Mr. Fairbairn would be filling provisionally was due to the termination of the previous employee in that position. Mr. Fairbairn graduated from Columbia University and had been working very satisfactorily on the ACT Program. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission granted the request to hire William Tyler Fairbairn provisionally as HOME Program Specialist.

4. Permanent Employees – APPROVED

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously approved the following permanent employees:

Permanent Employees

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|----------------|---|---------------------------|------------------------------------|-------------------|
| Health | 1 | Public Health Nurse | Donna Doxsey-McGrew | 7/26/10 |
| Police | 1 | Police Sergeant | Michael Burdo | 7/23/10 |
| Central Grants | 2 | Grant Writer | Renu Gupta Alexandra McGoldrick | 5/9/10 1/10/10 |
| OPED | 1 | Planner 2 | Benjamin Henson | 6/9/10 |
| | 1 | Design Review Coordinator | Diego Guevara | 9/8/10 |

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|----------|---|------------------|------------------|---------|
| Benefits | 1 | SR Payroll Admin | Michael Rockhill | 5/2/10 |
| | 1 | Admin Assistant | Nancy Hart | 8/8/10 |
| | 1 | HR Generalist | Ryan Balis | 9/2/10 |
| | 1 | Clerk A | Tamar Morales | 9/15/10 |

Permanent Employees

On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the Commission unanimously approved the following permanent employees:

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|-------------------|---|----------------------|-------------------|---------|
| Public Facilities | 1 | Electrician | George Salanto | 6/29/09 |
| Fire | 1 | Fire Captain | Edward McCann | 6/28/09 |
| | 1 | Fire Assistant Chief | Manuel Firpi, Jr | 6/28/09 |
| | 1 | Fire Lieutenant | David Purcell | 6/28/09 |
| | 2 | Fire Deputy Chief | Bruce Porzelt | 6/21/09 |
| | | | Robert Petrucelli | 6/21/09 |

5. Merit Raises January 1, 2010 and July 1, 2010 – APPROVED

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously approved the merit raises as follows:

MERIT INCREASES – AFSCME 1522 - FIRST YEAR

Public Facilities

| | | | |
|------------------------|---------------|------------------------------|----------|
| Alamo, Nicky | Maintainer II | \$30,259 (2) to \$31,770 (3) | 2/1/2010 |
| Fernandes, Jr., Emilio | Maintainer II | \$34,796 (5) to \$36,309 (6) | 2/1/2010 |
| Lage, Philip | Maintainer II | \$30,259 (2) to \$31,770 (3) | 2/1/2010 |

On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the Commission unanimously approved the merit raises as follows:

MERIT INCREASES EFFECTIVE JULY 1, 2010

Building

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|-------------------|---------------------------|------------------------------|
| Anthony Grabowski | Assistant Bldg. Inspector | \$72,979 (2) to \$75,015 (3) |
|-------------------|---------------------------|------------------------------|

City Attorney

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|---------------|-----------------|------------------------------|
| Green, Terri | Legal Secretary | \$43,397 (4) to \$45,185 (5) |
| Miller, Julie | Collection Aide | \$32,156 (3) to \$39,034 (4) |

Finance Department

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|--------------------|--------------------------|------------------------------|
| Campbell, Virginia | Administrative Assistant | \$65,347 (3) to \$67,088 (4) |
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ITS Department

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| Heller, Adam | ITS Director | \$112,926 (3) to \$115,614 (4) |
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Public Facilities

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|-------------------|---------------------|------------------------------|
| Barreira, Joaquim | Maintainer III | \$34,099 (3) to \$35,720 (4) |
| Davila, Angel | Automotive Servicer | \$30,853 (1) to \$32,474 (2) |
| Grosso, Nicholas | Maintainer III | \$37,345 (5) to \$38,968 (6) |
| Kekacs, Matthew | Maintainer I, Gr. I | \$25,628 (2) to \$27,579 (3) |
| Lukac, Steven | Maintainer II | \$31,770 (3) to \$33,285 (4) |
| Rivera, Isidro | Maintainer II | \$33,285 (4) to \$34,797 (5) |
| Rodriguez, Jose | Maintainer III | \$37,345 (5) to \$38,968 (6) |

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|----------------|--------------------------|------------------------------|
| Curral, Carlos | Maintainer I, Grade II | \$32,421 (5) to \$33,830 (6) |
| Widor, Andrzej | Airport Cert. Specialist | \$39,620 (3) to \$41,820 (4) |

Parks

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|------------------|-----------|------------------------------|
| Baldwin, Bethany | Zookeeper | \$34,797 (5) to \$36,309 (6) |
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On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously approved the merit raises as follows:

PROVISIONAL & ACTING EMPLOYEE CONTRACT RAISES EFFECTIVE JULY 1, 2010

Archives

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|---------------------|-----------------|------------------------------|
| Ulatowski, Patricia | Records Manager | \$45,719 (3) to \$47,694 (4) |
|---------------------|-----------------|------------------------------|

Board Of Education

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| Ellis, Sylvester | Custodian IV | \$43,064 (1) to \$44,722 (2) |
| Vincze, Gary | Custodian IV | \$43,064 (1) to \$44,722 (2) |

Engineering

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| Cote, David | City Engineer | \$58.08 (1) to \$58.38 (Top) * |
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*Retroactive - effective January 1, 2010

Health Department

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| Molina, Iris | Dir. Of Social Services | \$89,636 (3) to \$91,770 (4) |
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Parks – Zoo

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| Tomas, Robert | Senior Zookeeper | \$46,186 (1) to \$47,812 (2) |
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Public Facilities

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| Curwen, Catherine | Special Projects Coordinator | \$62,693 (3) to \$65,616 (4) |
| Oliveira, Fernanda | Special Projects Coordinator | \$62,693 (3) to \$65,616 (4) |

The merit raises corrections for Lucy Boland and Alisha Woods were also noted for the record.

6. Police Department Request – TABLED

Mr. Dunn reported that Chief Gaudett phoned him to tell him he was unable to attend the Commission meeting. Mr. Dunn stated that he believed the position would be a civilian position with the Supervisors union. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously tabled A/Chief Joseph Gaudett's request to create the new position of Crime Analyst to the October 12, 2010 Commission meeting.

7. Captain Joseph Savino – Appeal – TABLED

Mr. Dunn explained that he believed Captain Savino appealed Mr. Dunn's decision qualifying him to take the test for Deputy Chief based on not meeting the requirement of one year time and grade. Captain Savino stated that he made several request of Chief Gaudett but did not receive a written document. Captain Savino referenced a 1997 case regarding Andy Televera. Commission Guedes stated that since that had been done erroneously it was not appropriate to continue in error. Attorney Mitola stated that he didn't think Captain Savino would qualify

however, he would review Captain Stolze's grievance and provide a legal opinion for the October Commission meeting. Captain Savino said he was disappointed that it took time to get an answer from Chief Gaudett. Mr. Dunn told Captain Savino that he would have replied to him had he received a letter from him stating his request. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously tabled Captain Joseph Savino's appeal to the October 12, 2010 regular meeting.

8. Ms. Stephanie Davis-Alston - TERMINATED

Mr. Dunn stated that Doree Price, the Public Safety Department Head recommended that Ms. Davis-Alston not be hired as a permanent employee. Ms. Price explained that Ms. Davis-Alston was sick for eleven (11) days during a 2 month period. This high absenteeism is very excessive for a probationary employee.

Ms. Price learned, upon meeting with Ms. Davis-Alston, that she had a pre-existing condition regarding her back. Ms. Price also noted that she had not been honest on her paperwork for her pre-employment physical.

Ms. Davis-Alston said she discussed her back and migraine problems with the doctor, as she was on medications related to those issues at the time of the urine exam. She said she made a mistake in not checking off migraines or back problems.

Ms. Price distributed evaluations of her work when she was present. Commissioner Guedes stated that she did an acceptable job when she was at work. Commissioner McBride stated that she would not have qualified for FMLA.

Ms. Price recommended that the Commission not approve permanent employment based on poor attendance and lack of full disclosure on the medical issues.

Ms. Davis-Alston said she wants this job. She did a similar job in Orange, CT for a smaller department for ten (10) years. She left that position to take a State position that she believed offered her a better opportunity. She was injured moving a prisoner in 2007, when he came out of the wheelchair.

Commissioner Guedes asked Ms. Price if she had any further concerns. She replied that when Ms. Price met with her she couldn't walk or open the door. Ms. Price was concerned about future absenteeism.

Ms. Davis-Alston said she disagreed and that she had worked since she was fourteen (14) years old. She further stated that anybody's back could be thrown off at anytime.

Attorney Mitola said that Ms. Davis-Alston had been going to the chiropractor and orthopedic for anti-inflammatory medication to address the discomfort.

Ms. Davis-Alston said she assured Ms. Price that she would be able to catch up with the training she had missed and maintain the standards expected of the Department.

Ms. Price, Mr. Dunn, and Commissioner Rodgers voted to terminate employment. Commissioner McBride voted to not terminate employment. Commissioner Guedes, to break the Commissioners' tie, voted not to terminate employment. Commissioner Guedes said the decision was 2 to 1 to terminate. She further stated that there is no appeal process during the probationary period. Commissioner Guedes thanked Ms. Davis-Alston and Ms. Price. The three-part vote resulted in the termination of Ms. Davis-Alston's employment with the City.

9. Personnel Director's Report

Captain James Viadero – Mr. Dunn explained that the notices were corrected and Captain Viadero was included in the recruitment process. Further, he stated that the next time a Police Chief is recruited it will be advertised and corrected accordingly. Additionally, the consultant has not yet submitted a final report. Captain Viadero thanked the Commissioners and shared that he had not solicited the support he received from other police officers at the August meeting.

Mr. Paul Albuquerque – Mr. Dunn recommended to the Commissioners that because Mr. Albuquerque did not resign in good standing that his resignation should not be rescinded. Mr. Albuquerque asked Mr. Dunn if he spoke with Labor Relations and Mr. Dunn said he had. Mr. Albuquerque said his arrest had nothing to do with him resigning. Mr. Dunn told the Commission that Mr. Albuquerque had a union leader from a different union (not his own) with him. Mr. Albuquerque would be able to appeal the Personnel Director's decision.

Fire Fighter Exam Presentation – Mr. Dunn explained to the Commission that the City had the opportunity to apply a physical ability testing process to the Fire Fighter exam (that the Civil Service Department is currently in initial planning meetings for) that would be similar to the process used for the Police ability exam. He said that forty-four (44) professional Fire Departments in Connecticut currently use this process and that it would be a first for Bridgeport.

Chief Rooney, Captain Jenkins, and LT Acanfora made a presentation to the Commission about using the State run Candidate Physical Abilities Test (CPAT) for entry level Fire Fighter. They explained that during past training academies thousands of dollars have been spent on the treatment of injuries because of the need to send new recruits to St. Vincent Immediate Health Care. They also lost 15 recruits out of each of the prior two classes of 29 and 31, respectively. Commissioner Guedes applauded their efforts and said she thought that administering the CPAT as part of the Fire Fighter exam was a superior management decision.

Commissioner Guedes also inquired if any groups might be against the CPAT and Mr. Dunn explained that perhaps some would say it would make it difficult to recruit candidates from within the City of Bridgeport due to the \$150 testing fee per candidate and that the test is given in Meriden and Windsor Locks at the airport. He also stated that the union supports CPAT and that the CPAT card is good for one year, nationally. Mr. Dunn would like to make a date for the Civil Service Commission and Fire Commission to watch a CD and discuss this further.

Police Exam Update – Mr. Dunn reported that 415 applicants passed the written examination and that statistic speaks to the excellent recruiting effort. The Civil Service Department is in the process of creating oral interview panels for each of the 415 candidates who passed the exam. The logistics of this are somewhat daunting; however, it will prevent legal challenges. Commissioner Guedes stated that she believed it was a well thought-out decision to interview all 415 candidates who passed. With regard to the 4/5 Rule regarding adverse impact, I/O Solutions, the testing company, was pleased with the .78 rate.

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Civil Service Commission meeting was adjourned at 3:53 p.m.