

CIVIL SERVICE COMMISSION REGULAR MEETING

April 21, 2015

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

MINUTES

Commissioner Eleanor Guedes called the regular monthly meeting of the Civil Service Commission to order at 2:02 p.m. Present were Commissioners Rodgers, Plummer, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and John Mitola, Associate City Attorney.

1. Commission Lunch

The Commission ate lunch from 1 p.m. to 2 p.m.; prior to the start of business.

2. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission meeting on March 10, 2015 were submitted for review. Mr. Dunn said he reviewed the Minutes and found them to be in order. The Commissioners did not have any questions related to the Minutes. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commission unanimously approved the Meeting Minutes from March 10, 2015.

3. Vacancy Report - NOTED FOR RECORD

Mr. Dunn reported the following vacancies for the Record:

OPED – BUILDING DEPARTMENT (Competitive)

Building Inspector

HOUSING CODE ENFORCEMENT (Non-Competitive)

Housing Code Inspector

PUBLIC FACILITIES (Non-Competitive)

Intern

PARKS AND RECREATION (Non-Competitive)

Maintainer I, Grade I

Assistant Golf Course Manager (3)

Head Starter (2)

Starter Ranger /Ticket Seller (20)

Junior Groundskeeper (4)

Groundskeeper (30)

Seasonal Maintainer I (45)

Seasonal Maintainer I w/ CDL (5)

Seasonal Zoo Maintainer (9)

Seasonal Zoo Checkpoint Attendant (4)

POLICE (Non-Competitive)
School Crossing Guard (3)

WPCA
Director of Finance (Non-Competitive)

HEALTH
Deputy Director of Human Services (Non-Competitive)

Commissioner Guedes asked about the Housing Code Inspector and Mr. Dunn said Mr. Memoli was elevated to Director.

4. Merit Increases – CERTIFIED FOR PAYROLL

The following vacancies were certified for payroll:

POLICE

| | | |
|------------------|-------------------|----------|
| Mercado, Ronald | Police Lieutenant | 04/12/15 |
| Delgado, Ivan G. | Police Sergeant | 04/16/15 |

PUBLIC FACILITIES - AIRPORT

| | | |
|---------------|----------------------|---------------------|
| Coca, Ignacio | Airport Serviceman I | Retro to 01/01/2015 |
|---------------|----------------------|---------------------|

5. Permanent Appointments – CERTIFIED FOR PAYROLL

The following permanent appointments were certified for payroll:

DEPARTMENT OF AGING

| | | |
|---------------------|-----------------------|------------|
| Geter-Pataky, Wanda | Secretarial Assistant | 03/15/2015 |
|---------------------|-----------------------|------------|

On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously moved Police department matters #8 and #9 on the agenda to #6 and #7 because Chief Gaudett had another appointment.

6. Request to rescind resignation – GRANTED

The Commission received a request from Ms. Jamie Jarrett, Police Officer, to rescind her resignation. Ms. Jarrett explained that she was from Marlborough Connecticut and that in Bridgeport she is one and a quarter hours from her family. She stated that she made the lateral transfer to Glastonbury to be closer to her family. She added that she did not enjoy Glastonbury police work. She further stated that she wanted to do a job she liked coming to. She said she was a Bridgeport Police Officer for almost 4 years and was in the first class from List #2302.

Commissioner Guedes asked Ms. Jarrett if she had positive evaluations in Bridgeport. Ms. Jarrett replied that she had a letter of recommendation from Sgt.

Magnuson and had made some arrests in drug cases. Chief Gaudett said that Ms. Jarrett showed some discontent in 2011 when Ms. Jarrett contemplated leaving her position in Bridgeport for Vernon. He also said that she showed rude and unprofessional behavior to Sgt. O'Donnell regarding returning her equipment. Chief Gaudett added that loyalty is expected and honored in Bridgeport and he is not sure if Bridgeport is where she wanted to be when she almost left once and did leave once. Chief Gaudett stated that the decision is the Commissioner's.

Commissioner Guedes asked Ms. Jarrett if Glastonbury was not the type of police work or atmosphere she wanted. Ms. Jarrett explained that the main reason she left Bridgeport was to be closer to her family. She came to work every day in Bridgeport and likes being in Bridgeport. She said that sometimes you have to leave to see if what you are feeling is true. She stated that something is always going on in Bridgeport. She never left on bad terms and has no plans to leave again. She said it is the city she wants to work for. Ms. Jarrett added that she loved working for Sgt. Ingrassia and her Lieutenants on midnight shift. She said Bridgeport is more like a career and that Glastonbury was not satisfying.

Ms. Jarrett said that something changed with Sgt. O'Donnell and that she started by telling Ms. Jarrett she would help her because Ms. Jarrett was 1 hour and 10 minutes away when she had to return her Bridgeport issued items. Ms. Jarrett said she was able to leave work with her current employer with her supervisor so there would be no further problems. She said before she left Bridgeport Ms. Jarrett thanked DC Baraja. Commissioner Guedes said that Ms. Jarrett said she learned the hard way that Bridgeport is where she wants to be and that she was making a commitment to the Chief and the City. Chief Gaudett said that Ms. Jarrett's first stop should be to the Clerk office to offer Sgt. Nancy O'Donnell a sincere apology. Ms. Jarrett replied that she would. The Chief suggested that Ms. Jarrett do the same as he suggested to Cody Remy in that they should tell the other officers in the department that the grass isn't always greener on the other side.

Commissioners Plummer and Rodgers respectively voted to grant Ms. Jarrett's request to rescind her resignation.

7. Police Officer Edwin Abreu – TABLED TO MAY 12, 2015

Mr. Dunn explained that Chief Gaudett is recommending termination for Mr. Abreau. Chief Gaudett said he understood the rules that he remain on probation and that he intended to suspend him without pay until the appeal is heard. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously voted to table the vote regarding the termination of probationary Police Officer Edwin Abreu to May 12.

8. Request for new position in Office of Planning and Economic Development (OPED) – GRANTED

The Commission received a written request from David Kooris, Director, OPED, to create a 2nd OPED Deputy Director position, titled Deputy Director of Regulatory & Enforcement to oversee the day to day operation of the Building, Zoning and Land Use & Construction Review departments as well as Historic District Commissions.

Ms. Ginne-Rae Clay, Deputy Director of OPED, presented on behalf of Mr. Kooris. She explained that another Deputy Director in OPED is needed to focus on process and procedure as well as conduct training to help the office operate more efficiently. She used the example of battling blight. She referenced the fire board up process and stated that the Police Chief loved it. Since the Fire department was not in communication with anti-blight this focus was much needed. These are the kinds of initiatives a Deputy Director can take on.

Commissioner Guedes asked Ms. Clay about the criteria and if somebody was in mind for the position. Ms. Clay responded that no one was in mind and that she herself would be involved in the vetting process. The person would need strong attention to detail, a background in environment as well as regulatory and land use. Commissioners Plummer and Rodgers both granted a 2nd OPED Deputy Director position in the Office of Planning and Economic Development.

9. Police Officer Edward J. McKiernan – Appeal - TABLED TO SPECIAL MEETING MAY 7, 2015

The Commission received an appeal from Police Officer Edward J. McKiernan regarding the Detective Exam #2332. Mr. Dunn said that the list was scheduled to be posted tonight and that this appeal was premature and should be postponed to the June meeting. Mr. Dunn added that Officer McKiernan could appeal under the 30 day appeal period under the Charter. Attorney Mitola said he agreed with Mr. Dunn. He added that nothing is being lost and he can contest it during the 30 day appeal period. Officer McKiernan was represented by Attorney Bochanis. Mr. Dunn said that some appeals would be expected on the written or oral exam. In the best of circumstances there could be a promotion 31 days from now. Attorney Mitola said that this is premature.

Attorney Bochanis stated that the appeal involved the giving out of actual test materials. He said his client took the oral exam on March 16 and in August would have 15 years with the City of Bridgeport and a few years as a special officer. Attorney Bochanis stated the procedure of the exam in that candidates went to a conference room where materials were handed out and direction given about the materials. Then candidates were taken to individual rooms. Tablets and video cameras were used and a moderator was in each room. Attorney Bochanis said that since Officer McKiernan was not given all of the test materials his position is prejudiced. He also stated that he raised the issue that very day of the test.

Attorney Bochanis entered into the Record 3 statements from other officers who were initially with Officer McKiernan that stated no test materials were left in the room. He said that the tape would confirm that Officer McKiernan did not have the test materials. He added that Officer McKiernan was not given the same opportunity the others had. He stated that Officer McKiernan did attempt to rectify the problem and was refuted immediately. Attorney Bochanis requested that the list not be published until Officer McKiernan had a fair chance.

Commissioner Guedes asked Attorney Bochanis if he saw the video and he replied that he had not. Mr. Dunn said there are statements from the moderator and

examiners and there is a difference in opinion. Mr. Bochanis said that this question was not asked: Do you have pages 1-5?

Mr. Dunn suggested a special meeting. Mr. Dunn added that he did not agree with what had been said by Attorney Bochanis. Mr. Dunn stated that 71 people took the exam and there is a very large pass list. Mr. Dunn reiterated that Officer McKiernan is not prejudiced at all by publishing the list now. Attorney Bochanis said it is his position that the list should not be published because he is at a distinct disadvantage. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commission unanimously tabled Mr. McKiernan's appeal to a special meeting on May 7, 2015 and would hold off publishing the list.

10. Jose Rios Appeal – GRANTED WITH CONDITIONS

The Commission received a request for an appeal from Mr. Rios, for failing a portion of his medical examination. Mr. Rios said he did not get treated fairly. Mr. Rios said the nurse told him the urine was too hot. He said the reason the urine was too hot was because he has bladder cancer. He could not produce another urine specimen. He had to pick up his children and then he could come back to give another specimen.

Mr. Rios said he worked for the City for 9 years. Mr. Charles Carroll, Director of Parks and Recreation, was in attendance and he said that Mr. Rios is a very good worker and dependable. Mr. Rios added that he is out of his house and living in a hotel with his family and this has hurt him financially. Mr. Dunn and Attorney Mitola suggested to the Commission if they granted his appeal that a hair follicle drug test should be required in addition to a urine drug test. Mr. Rios stated that he has had a couple of puffs but is not a drug addict. Commissioners Plummer and Rodgers respectively voted to grant Mr. Rios' appeal on the condition he passes a urine drug screen and a hair follicle drug screen without any incidents.

11. Legal Report – Attorney Mitola – NO REPORT

12. Personnel Director's Report – NO REPORT

On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the April 21, 2015 meeting of the Civil Service Commission was adjourned at 3:26 p.m.