

**CIVIL SERVICE COMMISSION MEETING
THURSDAY, MARCH 18, 2010
CITY HALL, BOARD OF EDUCATION CONFERENCE ROOM #305
MINUTES**

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:15 p.m. Present were Commissioners Plummer, Correa, Rodgers, and McBride. Also present were Acting Personnel Director David Dunn and Clerk to the Commission Deborah Brelsford.

Commission Guedes thanked everyone for their kindness during her father's services and funeral.

1. Approval of Regular Meeting Minutes - APPROVED

On a motion made by Commissioner Plummer and seconded by Commissioner Correa, the minutes from the regular meeting on February 9 and the special meeting on February 16 meetings were approved.

2. Merit Increases Permanent Employees - APPROVED

Mr. Dunn reminded the Commissioners that department heads determine if an employee's work is satisfactory. He also explained that Labor Relations has a task force, headed by Dennis Murphy, for TQM. Within the next six months a report will be presented. On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the merit raises for the Building Department were approved. On a motion by Commissioner McBride, seconded by Commissioner Plummer the merit increases for Public Facilities were approved.

3. Position Vacancies - APPROVED

Mr. Dunn reviewed the list of vacant positions on the Agenda. Introduced by Mr. Dunn, Mr. William Quinn, Acting Health Director, spoke about his New Haven background and experience and his hope to continue the community surveys and grass roots neighborhood work of Dr. Marian Evans and respond with policy change. There was a discussion on the less than desirable facility that houses the Public Health Department. On a motion made by Commissioner Plummer and seconded by Commissioner Correa the position vacancies were approved.

4. Provisional Appointments – APPROVED

Chief Brian Rooney discussed the requested provisional appointments. He also said the Fire Marshall Division is something to be proud of and he was not aware of any union opposition to the provisional appointments. Mr. Dunn explained the upcoming planned fire exams for Fire Marshal, Senior Fire Inspector, and Fire Inspector. A motion was made by Commissioner McBride and seconded by Commissioner Rodgers to approve the provisional appointments for the Fire Department.

5. Examiner's Report – APPROVED

Mr. Dunn explained that the exam for PSC Budget Policy Analyst was conducted in-house and shared minimum qualifications with the Commissioners. The position was filled by the rule of one. The Commissioners unanimously approved the Examiner's Report for PSC Budget Policy Analyst, Examination #2291.

6. Mr. John MacNicholl Appeal – GRANTED

Attorney Albrecht gave the Commissioners a two-page summary of claims. Lieutenant MacNicholl thanked the Commissioners for hearing him and explained his family roots in fire and police work. He also said he made a career of fire work and tries to give 110% to the department and the Bridgeport citizens. Attorney Albrecht reviewed why the Commissioners should vote to grant Mr. MacNicholl's appeal. Chief Rooney also addressed the Commission, the Chief noted that Lt. MacNicholl was disciplined for striking a superior officer at the scene of a fire. The incident caused injury to the superior officer. The Chief further stated that although it was unpleasant for him, after the investigation he felt he had no choice because he has duties to perform. The Chief explained that the Bridgeport Fire Department is a paramilitary organization with a very strict code of conduct. Commissioner Correa voted to deny the appeal and Commissioners Plummer and Rodgers voted to affirm the appeal.

At 3:30 p.m. the Commissioners met in Executive Session. The Commissioners returned to Public Session at 3:50 p.m.

7. Mr. Samuel Adams Appeal – GRANTED

City Attorney John Mitola asked Mr. Adams if he was willing to undergo a random drug test within the next six months. Mr. Adams replied yes. The Commissioners unanimously voted to grant the appeal, with the caveat of the appellant being randomly drug tested during the next six months.

8. Fire Grievances – TABLED

The Union was not present. On a motion made by Commissioner Plummer and seconded by Commissioner McBride, the fire grievances are tabled for the April regular commission meeting.

9. Personnel Director's Report

Mr. Dunn explained that Randi Frank Consulting was handling the recruiting process for the position of Chief of Police and explained the Charter stipulations. Randi Frank and her associate from Atlanta have begun speaking with some City employees and the Mayor's office was putting together a panel of community leaders that the recruiters would speak with. The top 3 candidates would be sent to the Mayor. This is not a rule of one case. Commissioner Guedes asked if there would be a preference for people within the ranks. Commissioner Correa said she would like to see Bridgeport residency as a requirement. Commissioner Correa said she values the work our police officers do.

Mr. Dunn told the Commissioner that to date the Civil Service Office has received 1,065 applications for the entry level Police Officer position. The Commissioners would like to know how many applicants are City residents.

Mr. Dunn informed the Commissioners that the Common Council set the exam processing fee at \$35 for residents and \$135 for non-residents. Scholarships are available by applying at Koskoff, Koskoff, and Bieder, a local law firm.

Mr. Dunn told the Commissioners that the Civil Service Office is not going further with testing for the WIC Nutritionist. One question was thrown out. All candidates got extra points. Marla Cofrancesco passed; however, the State has now cut the program grant out.

Mr. Dunn informed the Commissioners that the notice has been posted for the Fire Equipment Mechanic.

A motion was made by Commissioner Correa and seconded by Commissioner McBride to adjourn the regular Civil Service meeting at 4:15 p.m.