

**CIVIL SERVICE COMMISSION MEETING
TUESDAY, APRIL 13, 2010
CITY HALL, WHEELER ROOMS A&B
MINUTES**

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:14 p.m. Present were Commissioners Plummer, Correa, and Rodgers. Also present were Acting Personnel Director David Dunn and Clerk to the Commission Deborah Brelsford.

1. Approval of Regular Meeting Minutes - APPROVED

On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the minutes from the regular meeting on March 18, 2010 were unanimously approved.

2. Position Vacancies - APPROVED

Mr. Dunn explained that most of the seasonal vacancies would be filled by people who previously worked as seasonal employees. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the vacancies were unanimously approved.

3. Provisional Appointment – APPROVED

Commissioner Guedes stated that Mayor Finch is completely supportive of David Dunn's provisional status. She also stated that the Board was very satisfied with the work David had done as Acting Personnel Director and had total confidence in his capabilities. Commissioner Plummer stated that he had the privilege of representing the Civil Service Commission at the Budget and Appropriations meeting on April 8, 2010 and that the Commission is now better informed and there is clarity and total transparency. Commissioner Guedes noted for the record that Commissioner Plummer was thanked for attending the Budget meeting. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the decision was unanimous to approve David Dunn as provisional Personnel Director.

4. Acting Appointment - APPROVED

Mr. Dunn stated that the Mayor's Office and Council as well was supportive of City Clerk Fleeta Hudson's appointing Frances Wilson as Acting Assistant City Clerk in light of Ann Murray's retirement. Mr. Dunn clarified for Commissioner Guedes that Ms. Wilson was the most senior in the office and had expressed interest in the position. Mr. Dunn further explained that the position will have to be tested at some point in time. Mr. Dunn had met with Ms. Hudson to discuss the transition of Ann Murray and her working part-time. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the decision was unanimous to approve Frances Wilson as Acting Assistant City Clerk.

On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers Executive Session was entered at 2:20 p.m. Public Session was entered at 2:40 p.m.

5. Mr. Oliver Legister Appeal – DENIED

Mr. Legister appealed the Commission regarding the decision to rescind his offer of employment. Commissioners Correa, Plummer and Rodgers unanimously denied Mr. Legister's appeal.

6. Mr. James Dunne Appeal – TABLED

Commissioner Guedes stated that there should be an expiration of appeals. She remembered that in the past an appeal could be tabled no more than 3 times. She stated that this was the second time that Mr. Dunne's appeal would be tabled. Commissioner Plummer stated that the Commission needed to take a firmer hand. He felt that if the matter should not go further than the May agenda and stated that this was not an open ended process. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers, the matter was tabled to May, 2010 regular Civil Service meeting scheduled for May 11th, and it would not go further.

7. Fire Grievances – 2 DENIED/1 TABLED/ 3 MOVED TO STATE LABOR BOARD

Mr. Dunn introduced Union President Robert Whitbread, Deputy Fire Chief Robert Petrucelli and Fire Chief Brian Rooney. Mr. Whitbread stated that grievance 2010-2 was resolved and that he expected no problem based on the agreement made. In Grievance 2010-3 Mr. Whitbread requested that FF Daly be paid the rest of the money that was owed him – either \$5.00 or \$7.00. He explained that FF Daly acted as a driver on January 7 and that he should be paid for the full day. Deputy Fire Chief Robert Petrucelli handed out a Daily Manpower document to the Commissioners that indicated that FF Collier was paid for a full day even though he had to leave for physical therapy. Deputy Fire Chief brought to the attention of the Commissioners Union Contract Article 26A and explained that the language does not address partial shift and that management rights were exercised. The Commissioners discussed that an error does not contribute to past practice and that contract language overrides all. Commissioner Correa contributed that a bad practice does not make it good. Commissioners Correa, Plummer and Rodgers voted unanimously to deny grievance 2010-3.

Regarding grievance 2010-11, Mr. Whitbread stated that in light of the death of LT Peter Langston in January 2010 that there was an opening from the active Lieutenant list for FF Sheppard to be promoted to Lieutenant. Chief Rooney explained to the Commissioners that the City was awarded the right as of January 1, 2010 to civilianize the Emergency Operations Center (EOC) and that the Fire Communications Center and Police Communications Center will no longer exist. Chief Rooney was told by the City not to replace LT Langston's position because of the EOC award because there was inadequate time for training. Mr. Dunn explained that FF Sheppard will be made Lieutenant at the very latest on August 14, 2010 per

the arbitration award. Ms. Doree Price explained that there were building and vendor delays. There were also delays with the new CAD system and grounding issues as well as equipment issues and that was why the opening of the building was delayed and expected to open on April 27, 28, and 29, 2010. Commissioners Correa, Plummer and Rogers unanimously denied grievance 2010-11.

Since Attorney Mitola was handling Grievance 2010-1 and he was on vacation Commissioner Correa motioned to table the grievance and Commissioner Plummer seconded the motion.

Mr. Whitbread stated that he was moving Grievances 2010-5, 2010-6 and 2010-9 to the State Labor Board.

Mr. Whitbread was commended by the Commissioners as being the most reasonable union person they have worked with. Mr. Whitbread and Fire Chief Rooney thanked the Commissioners.

At 3:15 p.m., on a motion by Commissioner Plummer and seconded by Commissioner Correa, a break was taken. The meeting resumed at 3:20 p.m.

8. Personnel Director's Report

Mr. Dunn requested that the Winterbottom study be tabled to the May 11, 2010 meeting. He further explained that he had read the draft and was waiting for edits. In answer to Commissioner Guedes question if the report was worth the investment Mr. Dunn said yes. Commissioner Correa requested that the draft report be sent to the Commissioners and Mr. Dunn said he would.

Mr. Dunn also said that the idea of Commissioner Training was further discussed at the Budget meeting on April 8, 2010. He said that Councilman Curwen was very supportive of the idea. Commissioner Correa requested a modified for Bridgeport *Roberts Rules of Order*. Commissioner Correa also asked Mr. Dunn to look at other municipalities similar to Bridgeport for "Best Practices" with Civil Service. Mr. Dunn agreed to and reminded Commissioner Correa that some do not have the same type of appeal process as Bridgeport. Commissioner Guedes discussed a national website dedicated to civil service. Commissioner Plummer stated that he thought Robert Rules of Order were updated every three to five years and that in general the rules do not change that much. The Commissioner discussed performance reviews. Mr. Dunn stated that Collective Bargaining have caused performance evaluations to morph over the years. Now there are step increases.

On a motion made by Commissioner Plummer and seconded by Commissioner Correa the meeting was adjourned at 3:47 p.m.