

**CITY OF BRIDGEPORT
 CIVIL SERVICE COMMISSION REGULAR MEETING
 CITY HALL, WHEELER ROOMS A AND B
 AUGUST 8, 2022 AT 4:30 P.M.**

MINUTES

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 4:33 p.m. Present were Commissioners Grech, Hall and Rodgers; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Atty. John Mitola, Acting Fire Chief Lance Edwards, Craig Nadrizny, Acting Director of Public Facilities, Attorney Tamara Titre, Senior Labor Relations Officer; Angellica Johnson, Evan Whitaker, George Berry, Derek Snyder, Pastor Jeremy Jameson, Arnaldo Alicea, Gloria Alicea, Ronald Mercado; Fire Lieutenant Joe Kirkland, Jr.

1. Meeting Minutes

The Minutes from the special virtual meeting on June 29, 2022, and the regular monthly meeting on July 12, 2022, are submitted for review.

**** COMMISSIONER RODGERS MOVED THE MINUTES FROM THE JUNE 29, 2022 VIRTUAL MEETING AND THE REGULAR MONTHLY MEETING OF JULY 12, 2022.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

2. Merit Increases – Certify for Payroll

Mr. Amado presented his report.

AUGUST 2022 MEETING Anniversary - MERIT INCREASES EFFECTIVE			
ID	Employee	Position	Increase
	Police Departments:		
	Animal Shelter		
219801	Emily Quintiliano	Kennelperson	\$32,580.00 (Step1 1) to \$34,295.00 (Step 2)
219967	Hailey Motley	Kennelperson	\$32,580.00 (Step1 1) to \$34,295.00 (Step 2)
	Public Facilities: Garage and Roadway Management:		
220138	Scott Angeley	Fleet Mechanic	\$65,707.00 (Step 1) to \$67,124.00 (Step 2)
219315	Frank Gallo	Maintainer I (Grade I)	\$32,2580.00 (Step 1) to \$34,295.00 (Step 2)
219800	Allen Kane	Maintainer I (Grade I)	\$32,2580.00 (Step 1) to \$34,295.00 (Step 2)
88382	Antonio Sampaio	Mainterner IV	\$50,054.00 (Step 4) to \$52,330.00 (Step 5)

**** COMMISSIONER GRECH MOVED TO APPROVE THE MERIT INCREASES -- CERTIFY FOR PAYROLL AS PRESENTED.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

3. Permanent Appointments – Certify for Payroll

Mr. Amado presented his report.

PERMANENT APPOINTMENTS			
Dept	Employee	Position	Effective Date
OPED	Matthew Abbott	Planner 2	5/29/22
OPED	Jackson Strong	Design Review Coord	7/3/02

PERMANENT APPOINTMENTS – AUGUST 2022 MEETING				
ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
220138	Angeley	Scott	Fleet Mechanic	7/12/22
220558	Francis	Jordan	Typist I (35 hours)	8/5/22
220758	Holman	Michael	Maintainer I (Grade I)	7/5/22
220767	Lema	Wagner	BOE - Maintainer I (Grade I)	7/10/22
218122	Rosado	Anthony	Maintainer I (Grade II)	7/3/22
220755	Sanchez	Ashley	Epidemiological Inspector	7/3/22
220766	Scott	Shanda	Victim Assistance Coordinator	7/17/22
220760	Soares Ramos	Maikol	BOE - Maintainer I (Grade I)	7/10/22
220741	Strong	Jackson	Design Review Coordinator	7/3/22
220759	Tsai	Melanie	Appointed / Pass Probation	7/10/22
220694	Wilson	Christian	Janitress	7/18/22
220695	Zong	Tairu	Airport Certification Specialist	6/23/22

FIRE PERMANENCY AUGUST 9, 2022 C.S.C. MEETING

FIRE	JOB TITLE	EFFECTIVE
ROGER MARTINEZ	FIRE FIGHTER	8/17/2022
BRIAN ZAYAS	FIRE FIGHTER	8/17/2022
ALEX SCOTT	FIRE FIGHTER	8/17/2022
LUIS OLIVARES	FIRE FIGHTER	8/23/2022
HELBERT PANETO	FIRE FIGHTER	8/23/2022
JOEY NGUYEN	FIRE FIGHTER	8/23/2022
SAMEER ABDULGALIL	FIRE FIGHTER	8/23/2022
VICTOR LOPEZ	FIRE FIGHTER	8/23/2022

**** COMMISSIONER HALL MOVED TO APPROVE THE PERMANENT APPOINTMENTS -- CERTIFY FOR PAYROLL AS PRESENTED.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

4. Vacancy Report

Mr. Amado presented his report.

VACANCIES		Report - 8/8/2		
<u>Competitive Positions</u>			<u>Former</u>	<u>Replacement</u>
POLICE				
Detective			Ada Curet	Vacant
Detective			Frank Delbouno	Vacant
Lieutenant			Jeffrey Grice	Vacant
Lieutenant			Nancy O'Donnell	Vacant
<u>Non-competitive Positions</u>			<u>Former</u>	<u>Replacement</u>
CITY ATTORNEY				
Paralegal			Jonna Rigon	Vacant
POLICE				
Administrative Secretary			Kathleen Burke	Vacant
PUBLIC FACILITIES				
Maintainer I Grade II			Theodore Jordan	Kevin Merced
Maintainer I Grade I			Darek Gore	Vacant
Maintainer I Grade I			Ryan Loschiavo	Vacant
Custodian I			Geoffrey Stone	Anthony Ettison
Supervisor of Custodial Services			Robert Hammond	Vacant
BENEFITS ADMINISTRATION/HR				
PT Clerk A (2)			New	Vacant

**** COMMISSIONER GRECH MOVED TO ACCEPT THE VACANCY REPORT.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

5. Extension of Probationary Period

The Commission has received a request from Building Official, Arben Kica, to extend the probationary period for Andrew Cominelli, Plan Reviewer in the Building Department.

Mr. Amado noted that Mr. Kica and Mr. Cominelli were not present. He then reviewed the employee's accomplishment. He noted that Mr. Cominelli had just taken the State Building Official Exam on August 1st. The department is awaiting the exam results. Discussion followed about the length of the extension.

**** COMMISSIONER GRECH MOVED TO TABLE AGENDA ITEM 5. EXTENSION OF PROBATIONARY PERIOD THE COMMISSION HAS RECEIVED A REQUEST FROM BUILDING OFFICIAL, ARBEN KICA, TO EXTEND THE PROBATIONARY PERIOD FOR ANDREW COMINELLI, PLAN REVIEWER IN THE BUILDING DEPARTMENT TO THE SEPTEMBER MEETING.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

6. Updated Job Description – Director of Environmental Sanitation (Tabled from June 29, 2022 and July 12, 2022)

The Commission is asked to approve the updated job description for Director of Environmental Sanitation in the Health Department.

Mr. Amado explained that the Office of Labor Relations was not ready to move forward with this job description at this time.

**** COMMISSIONER HALL MOVED TO REMOVE THE ITEM FROM THE AGENDA UNTIL SUCH TIME AS LABOR RELATIONS IS READY TO MOVE FORWARD WITH THE ITEM.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

7. Updated Job Description – Supervisor of District Operations

The Commission is asked to approve the updated job description for Supervisor of District Operations.

Mr. Amado presented the item and gave a brief overview of the position. Mr. Nadrizny, the Acting Director of Public Facilities, said that the previous job description was outdated but the training and experience would remain basically the same.

Mr. Amado stated that the union had agreed to the changes.

**** COMMISSIONER RODGERS MOVED TO APPROVE THE UPDATED JOB DESCRIPTION FOR SUPERVISOR OF DISTRICT OPERATIONS AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

8. Health Care Administrator

The Commission is presented with the signed Agreement.

Mr. Amado said that there was no action that needed to be taken.

9. Waiver Request

The Commission has received a request for a 6-month waiver regarding the CPAT exam from Angellica Johnson, entry level Firefighter #2380 candidate.

Mr. Amado gave a brief overview of the situation and announced that Ms. Johnson was present. Ms. Johnson said that she would just like more time. She explained that she was involved in a car accident the day before the exam and only started to feel the effect of the accident afterwards.

**** COMMISSIONER GRECH MOVED TO GRANT THE REQUEST FOR A 6-MONTH WAIVER REGARDING THE CPAT EXAM FROM ANGELLICA JOHNSON, ENTRY LEVEL FIREFIGHTER #2380 CANDIDATE.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

10. Tripartite Vote

The Commission has received a request from Craig Nadrizny, Acting Director of Public Facilities, to terminate the probationary employment of probationary employee Evan Whitaker.

Mr. Amado asked Mr. Whitaker if he wished to have the hearing held in Executive Session and explained what that entailed. Mr. Whitaker said that he was okay with the hearing being held in Public Session.

Mr. Amado then reviewed the documentation that was included in the Commissioners' packet.

Mr. Nadrizny came forward and explained that Mr. Whitaker's supervisors had reported that Mr. Nadrizny's attendance was poor. The documentation was included in the packet.

Mr. Whitaker said that he was a single father and involved in a custody issue. He missed days when his son is sick or needs him. He does not have any family to assist him. He said that he had sent screen shots of the court appointments to his supervisor in advance. Mr. Whitaker said that his last court date was scheduled for August 9th.

There was a discussion about the fact that the term "occurrence" can encompass a number of days. There was also a discussion surrounding the number of no call/no shows.

**** A TRIPARTITE VOTE ON THE REQUEST FROM MR. CRAIG NADRIZNY, ACTING DIRECTOR OF PUBLIC FACILITIES, TO TERMINATE THE PROBATIONARY EMPLOYMENT OF PROBATIONARY EMPLOYEE EVAN WHITAKER WAS TAKEN AS FOLLOWS:**

ACTING PUBLIC FACILITIES DIRECTOR NADRIZNY VOTED TO TERMINATE.

PERSONNEL DIRECTOR AMADO VOTED TO TERMINATE.

THE COMMISSIONERS VOTED AS FOLLOWS:

**COMMISSIONER GRECH VOTED TO TERMINATE.
COMMISSIONER HALL VOTED TO TERMINATE.
COMMISSIONER RODGERS VOTED NOT TO TERMINATE.**

**** BASED ON THE TRIPARTITE VOTE, THE REQUEST FROM MR. CRAIG NADRIZNY, ACTING DIRECTOR OF PUBLIC FACILITIES, TO TERMINATE THE PROBATIONARY EMPLOYMENT OF PROBATIONARY EMPLOYEE EVAN WHITAKER WAS APPROVED.**

11.Appeal – George Berry

The Commission has received a request for an appeal from George Berry, regarding his disqualification from the selection process for entry level Firefighter #2380, due to not being recommended for hire based on the psychological evaluation.

Mr. Berry came forward and presented the Commissioners and staff with a document.

**** COMMISSIONER GRECH MOVED TO ACCEPT THE DOCUMENT DISTRIBUTED BY MR. GEORGE BERRY AS EXHIBIT #1.
** COMMISSIONER RODGERS SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

Mr. Amado asked Mr. Whitaker if he wished to have the hearing held in Executive Session and explained what that entailed. Mr. Berry requested that the appeal hearing be held in Executive Session.

**** COMMISSIONER GRECH MOVED TO ENTER INTO EXECUTIVE SESSION TO HEAR THE APPEAL FROM GEORGE BERRY, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION.
** COMMISSIONER HALL SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado. Ms. Brelsford, Acting Fire Chief Lance Edwards, Atty. Mitola, Mr. Berry, Mr. Derek Snyder, Pastor Jeremy Jameson and Mr. Mark Middleton, entered into Executive Session at 5:12 p.m. They returned to Public Session at 5:25 p.m. No actions were taken or motions made during Executive Session.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM GEORGE BERRY, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION:**

COMMISSIONER GRECH MOVED TO DENY.

**COMMISSIONER HALL MOVED TO DENY.
COMMISSIONER RODGERS MOVED TO DENY.**

**** THE APPEAL FROM GEORGE BERRY, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

12. Appeal – Arnaldo Alicea

The Commission has received a request for an appeal from Arnaldo Alicea, regarding his disqualification from the selection process for entry level Firefighter #2380, due to not being recommended for hire based on the psychological evaluation.

**** COMMISSIONER GRECH MOVED TO ACCEPT THE DOCUMENT DATED AUGUST 8, 2022 FROM MR. ALICEA.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Mr. Amado asked Mr. Alicea if he wished to have his hearing in Executive Session or Public Session Mr. Alicea said that Public Session was acceptable.

Mr. Alicea then proceeded to read the text of his letter to the Commissioners. He noted that he is a member of the Trumbull Volunteer Firefighters.

Ms. Gloria Alicea, Mr. Alicea's mother, said that she was present to support her son. She said she was a Bridgeport School teacher and her son was an example and role model in his church. She said that she was most proud of his missionary work.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM ARNALDO ALICEA, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION.**

**COMMISSIONER GRECH MOVED TO DENY.
COMMISSIONER HALL MOVED TO DENY.
COMMISSIONER RODGERS MOVED TO DENY.**

**** THE APPEAL FROM ARNALDO ALICEA, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

13. Appeal – Jamel A. Small

The Commission has received a request for an appeal from Jamal A. Small,

regarding his disqualification from the selection process for entry level Firefighter #2380, due to not being recommended for hire based on the psychological evaluation.

Mr. Small distributed a packet of information to the Commissioners.

**** COMMISSIONER GRECH MOVED TO ACCEPT THE DOCUMENTATION FROM MR. JAMAL SMALL.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Mr. Amado asked Mr. Small if he wished to have his hearing in Executive Session or Public Session Mr. Small said that Public Session was acceptable.

Mr. Small said he was a member of the Cooperative Educational Services. He added that he and his sister had just started a business, Small Family Bounce Houses. The packet of information included several letters of recommendations.

Mr. Small said that he was interested in being a firefighter. He said that he had passed the CPAT test and felt that he would be an asset to the job.

Mr. Amado noted that there was an ambiguous line in the psychological report.

Mr. Small's fiancé, an attorney, came forward and said that she had known him for years and he was a good man.

Fire Lieutenant Joe Kirkland, Jr., president of the Firebirds, came forward and read a statement regarding Mr. Small and how he had qualified on many different aspects.

Mr. Louis Reed, the Sr. Director Strategic Partnership, came forward and noted that he was a licensed clinician in the State of Connecticut but was not practicing. Mr. Reed said that while he had served for 14 years in prison, Mr. Small has been able to avoid prison involvement. He also works with special needs children.

Lt. Earl King, Firebird Vice President, noted that the Mr. Small had passed the Civil Service exam with a score of 102. He also works with Special Needs students. The comments stated that Mr. Small answered the questions on the psychological exam according to what he felt was the correct answer rather than what Mr. Small actually felt.

Commissioner Grech said that the psychological report constrains the Commissioners. The Commissioners are not doctors. The Commissioners cannot challenge the doctors. He noted that Bridgeport is the only city that allows appeals.

Mr. Reed said that as a clinician, he has administered psychological tests and felt that Mr. Small should be given another chance with a different clinician.

Mr. Small's fiancé said that the clinician had not stated that there was a psychological disability. It was based on the way Mr. Small took the exam. Mr. Amado explained the exam is for suitability. Discussion followed.

Commissioner Grech suggested that they table the appeal in order to get some clarification from the clinician.

**** COMMISSIONER GRECH MOVED TO TABLE THE APPEAL FROM JAMAL A. SMALL, REGARDING HIS DISQUALIFICATION FROM THE SELECTION PROCESS FOR ENTRY LEVEL FIREFIGHTER #2380, DUE TO NOT BEING RECOMMENDED FOR HIRE BASED ON THE PSYCHOLOGICAL EVALUATION PENDING FURTHER CLARIFICATION FROM THE CLINICIAN.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

14. Appeal – Ronald Mercado

The Commission has received a request for an appeal from Ronald Mercado regarding the rejection of his application for the Police Captain examination.

Mr. Mercado said that he was willing to have the hearing in Public Session.

Mr. Amado gave a brief overview of the situation. He noted that there was a grievance from Police Union #1159 regarding the demotion of Officer Mercado. He explained that the Captain's Exam was going to be held on August 18, 2022.

Mr. Amado said he would like Mr. Mercado to sit for the Police Captain examination and have his test held in abeyance until the grievance was decided. He stated that Mr. Mercado does not hold the lower or inferior rank and as such does not qualify to sit for the examination of Police Captain. If the grievance regarding his demotion results in the demotion being overturned and Mr. Mercado being reinstated to Lieutenant and made whole, Mr. Mercado's examination would be then scored and the examination would not need to be thrown out.

Mr. Mercado said that he had been an Officer since 2000 and was an effective Officer, Sergeant and Lieutenant. He said that he would like to sit for the test if the State Arbitration Board grants his appeal. He did not sign the document on the advice of his attorney, but would like to take the test.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE RECOMMENDATION TO ALLOW ATTY. MITOLA TO SPEAK WITH MR. MERCADO'S ATTORNEY REGARDING TAKING THE UPCOMING EXAM**

COMMISSIONER GRECH ABSTAINED.

COMMISSIONER HALL MOVED TO APPROVE.

COMMISSIONER RODGERS MOVED TO APPROVE.

**** THE MOTION PASSED WITH TWO (2) IN FAVOR (HALL AND RODGERS) AND ONE (1) ABSTENTION (GRECH).**

Mr. Mercado said that he was not able to prepare to take the exam. Mr. Amado said that there was no reading list, or material for the exam. The other applicants received their notification only a day or two in advance. Mr. Amado asked what the remedy Mr. Mercado wanted. The discussion moved to possibly changing the date of the test. Mr. Amado said that the next open date would be at the end of September. Mr. Mercado said that he was asking for time to prepare.

15. Legal Report—No report at this time.

16. Personnel Director Report

• Exam Update

- **Tax Assessor** – The job description update has been forwarded to the Miscellaneous Matters Committee for approval.
- **Firefighter** –Civil Service is hoping to assemble a class of 23 recruits for the upcoming Fire Academy.
- **Police Officer** – The examination and application period is continuing.
- **Police Chief** – The International Association of Police Chiefs have completed the Phone screening of the candidates. There are a total of 19 candidates. Verification of the qualifications is underway. The process is on target for submitting three names to the Mayor on or around the end of September.
- **Assistant Fire Chief** is currently a priority and the job analysis is being done.
- **Police Captain** is on target for holding the exam by August 30, 2022.
- **Fire Pumper Engineer** is scheduled for the fall.

Mr. Amado stated for the record that the Department is currently on target for holding timely examinations.

- **Tour of the Connecticut State Police Polygraph Unit in Meriden, Connecticut on Thursday, August 25, 2022.** Proposed: leave City Hall at 9:15 a.m. by carpool or Vet bus.
- **Next regular monthly CSC meeting is scheduled for Tuesday, September 13, 2022.**

ADJOURNMENT

- ** **COMMISSIONER HALL MOVED TO ADJOURN.**
- ** **COMMISSIONER GRECH SECONDED.**
- ** **THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 6:36 p.m.

Respectfully submitted,

Telesco Secretarial Services