

**CITY OF BRIDGEPORT  
CIVIL SERVICE COMMISSION REGULAR MEETING  
CITY HALL, WHEELER ROOMS A AND B  
OCTOBER 26, 2022 AT 4:30 P.M.**

**MINUTES**

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 4:36 p.m. Present were Commissioners Ford, Grech and Hall; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Acting Fire Chief Edwards; Probationary Firefighter Jeffrey Zager; Jamal A. Small, Atty. Thomas Bucci, Austin E. Boyle, Shakeem Fowler

**1. Meeting Minutes**

The Minutes from the regular monthly meeting on September 13, 2022 are submitted for review.

**\*\* COMMISSIONER FORD MOVED THE MINUTES FROM THE REGULAR MEETING ON SEPTEMBER 13, 2022.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION TO APPROVE THE MINUTES FROM THE REGULAR MEETING ON SEPTEMBER 13, 2022 AS SUBMITTED PASSED UNANIMOUSLY.**

**2. Merit Increases – Certify for Payroll**

Mr. Amado presented his report.

OCTOBER 2022 MEETING			Anniversary - MERIT INCREASES EFFECTIVE
ID	Employee	Position	Increase
<b>Public Facilities: Parks Maintenance and Roadway Management:</b>			
31943	Gordon, Rudel	Maintainer I, (Grade I)	\$32,580.00 (Step 1) to \$34,295.00 (Step 2)
214674	Rosado, Angel	Maintainer I, (Grade I)	\$34,295.00 (Step 2) to \$36,005.00 (Step 3)

**MERIT INCREASES FOR OCTOBER 11, 2022 C.S.C MEETING**

<b>POLICE</b>	<b>JOB TITLE</b>	<b>EFFECTIVE OCTOBER 29, 2022</b>
MICHAEL VANGROWSKI	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ANGELIQUE CRUZ	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ALEXIS SANTANA	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ANTONIO MOLINA	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
DAVIS BAHR	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
COREY BALDWIN	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
XIOMARA NIEVES	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)

ALLISON ABRESKY	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
JOSEPH SEAGREN	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
JONATHAN FERRAO	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
MATHEW DEFILIPPO	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
MICHAEL SWIX	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
DEVON BONDS	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
JOSEPH ALBANI	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ISREAL COLON	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
BERNARD WEBB	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
LAMAR ROBINSON	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
CAITLYN HRACS	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
RICHARD RIVERA	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
KEITH PORTER	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
MATTHEW HOFFMAN	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
WALLY FRANCO	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
KEITH GRIECO	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
OSCAR SOLER	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
CRYSTAL MANUELE	POLICE OFFICER	\$70,467.00 (3) TO \$75,164.00 (4) TOP

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

**\*\* COMMISSIONER HALL SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

### 3. Permanent Appointments – Certify for Payroll

Mr. Amado presented his report.

PERMANENT APPOINTMENTS – October 2022 MEETING				
ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
220832	Dawson	Robert	BOE - Maintainer I (Grade I)	9/7/2022
220569	Gathers	Akeem	Mason	9/28/2022
76123	Rodriguez	Angel	Maintainer I (Grade I)	9/21/2022
220851	Rogers	Richard	BOE - Maintainer I (Grade I)	9/28/2022
220833	Schroeder	Chadwick	Special Project Coordinator	9/7/2022
93792	Valdegas	Domingos	Public Works Foreman II	8/16/2019

<b>PERMANENT APPOINTMENTS</b>			
<b>Dept</b>	<b>Employee</b>	<b>Position</b>	<b>Effective Date</b>
Information Tech Service	David Anton	Spec Project Mngr GIS	9/28/2022
OPM	Kathleen Brickett	Project Manager	8/15/2022
Zoning Commission	Paul Boucher	Zoning Administrator	10/1/2022

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

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

#### **4. Vacancy Report**

Mr. Amado presented his report.

<b>VACANCIES</b>	Report -	10/11/22		
<b><u>Competitive Positions</u></b>			<b><u>Former</u></b>	<b><u>Replacement</u></b>
<b>POLICE</b>				
Chief of Police			Armando Perez	Vacant
<b><u>Non-Competitive Positions</u></b>			<b><u>Former</u></b>	<b><u>Replacement</u></b>
<b>COMMUNICATIONS</b>				
Press Secretary			Josue Jorge	Vacant
<b>HEALTH &amp; SOCIAL SERVICES</b>				
Health Care Administrator			Jodi Fulton	Vacant
Clerical Assistant			New	Vacant
Code Enforcement Relocation Officer			Adrienne Numaworse	Vacant
<b>HUMAN RESOURCES</b>				
Human Resource Coordinator			New	Mayline Pellot
<b>POLICE</b>				
Typist I			Shayla Delgado	Vacant
<b>PUBLIC FACILITIES</b>				
Maintainer III			Gilberto Nieves	Vacant

Custodian Helper (PT)			New		Vacant
<b>LIGHTHOUSE</b>					
Senior Counselors			Seasonal		Vacant
College Counselors			Seasonal		Vacant
<b>ZONING</b>					
Zoning Inspector			Nicholas Sampieri		Vacant
Zoning Inspector			Patrick Kleps		Vacant

- \*\* COMMISSIONER GRECH MOVED TO ACCEPT THE VACANCY REPORT.**
- \*\* COMMISSIONER FORD SECONDED.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

**5. Examiner’s Report – Police Captain Exam #2364**

Mr. Amado presented the report. He referred the Commissioners to the summary in the information packets and reviewed the timeline for the administration of the exam and announcement of the exam rankings. Six of the officers passed. He said that this report was for the Commissioners’ information and that the Commissioners were not required to vote on this particular agenda item.

**6. Police Captain Promotional List #2364**

Mr. Amado said that the list has been established at the end of the 30 day review period on September 30, 2022. He said that this report was for the Commissioners’ information and that the Commissioners were not required to vote on this particular agenda item.

**7. Tripartite Vote**

Acting Fire Chief Edwards has recommended termination of probationary employment for probationary Firefighter Jeffrey Zager.

Mr. Amado presented the item. He noted that both Mr. Zager and Acting Fire Chief Edwards were in attendance. Mr. Amado asked Mr. Zager if he wished to have the hearing conducted in Executive Session or in Public Session. Mr. Zager stated that he would prefer to have the hearing conducted in Executive Session.

- \*\* COMMISSIONER HALL MOVED TO ENTER INTO EXECUTIVE SESSION REGARDING THE RECOMMENDED TERMINATION OF PROBATIONARY EMPLOYMENT FOR PROBATIONARY FIREFIGHTER JEFFREY ZAGER.**
- \*\* COMMISSIONER GRECH SECONDED.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

The Commissioner, Mr. Amado, Ms. Brelsford, Atty. Mitola, Acting Fire Chief Edwards and Mr. Zager entered into Executive Session at 4:45 p.m. They returned to Public Session at 4:59 p.m. No actions were taken or motions made during Executive Session.

**\*\* A TRIPARTITE VOTE ON THE REQUEST FROM ACTING FIRE CHIEF EDWARDS REGARDING THE TERMINATION OF PROBATIONARY EMPLOYMENT FOR PROBATIONARY FIREFIGHTER JEFFREY ZAGER WAS TAKEN AS FOLLOWS:**

**ACTING FIRE CHIEF EDWARDS VOTED TO TERMINATE.  
PERSONNEL DIRECTOR AMADO VOTE TO TERMINATE.**

**THE COMMISSIONERS VOTED AS FOLLOWS:**

**COMMISSIONER GRECH VOTED TO TERMINATE.  
COMMISSIONER FORD VOTED TO TERMINATE.  
COMMISSIONER HALL VOTED TO TERMINATE.**

**\*\* BASED ON THE TRIPARTITE VOTE, THE REQUEST FROM ACTING FIRE CHIEF EDWARDS REGARDING THE TERMINATION OF PROBATIONARY EMPLOYMENT FOR PROBATIONARY FIREFIGHTER JEFFREY ZAGER WAS UNANIMOUSLY APPROVED.**

**8. Appeal – Jamel A. Small – Tabled from August 8, 2022 and September 13, 2022**

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. Amado presented the item and noted that Mr. Small was present. Mr. Amado asked Mr. Small if he wished to have the hearing conducted in Executive Session or in Public Session. Mr. Small stated that he would prefer to have the hearing conducted in Public Session.

Mr. Amado said that the Commission had reviewed this item previously.

Commissioner Falberg asked Mr. Small if he had any questions for the Commissioners. Mr. Small said that he did not. The discussion moved to why the item was tabled.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON 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.**

**COMMISSIONER GRECH MOVED TO GRANT THE APPEAL.  
COMMISSIONER FORD MOVED TO GRANT THE APPEAL.  
COMMISSIONER HALL MOVED TO GRANT THE APPEAL.**

**\*\* 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 WAS UNANIMOUSLY APPROVED CONTINGENT UPON PASSING ANOTHER PSYCHOLOGICAL EVALUATION BECAUSE HIS EVALUATION WAS INCONCLUSIVE.**

**9. Appeal – Austin E. Boyle - Tabled from September 13, 2022**

The Commission has received a request for an appeal from Austin E. Boyle regarding his disqualification from the entry level firefighter exam #2380 regarding habits and conduct. Attorney Thomas Bucci is representing Austin E. Boyle.

Atty. Bucci came forward and requested that the appeal hearing be held in Executive Session.

**\*\* COMMISSIONER FORD MOVED TO ENTER INTO EXECUTIVE SESSION REGARDING THE APPEAL FROM AUSTIN E. BOYLE REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER EXAM #2380 REGARDING HABITS AND CONDUCT.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

The Commissioner, Mr. Amado, Ms. Brelsford, Atty. Mitola, Atty. Bucci and Mr. Boyle entered into Executive Session at 5:08 p.m. They returned to Public Session at 5:21 p.m. No actions were taken or motions made during Executive Session.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM AUSTIN E. BOYLE REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER EXAM #2380 REGARDING HABITS AND CONDUCT.**

**COMMISSIONER GRECH MOVED TO GRANT THE APPEAL.**

**COMMISSIONER FORD MOVED TO GRANT THE APPEAL.**

**COMMISSIONER HALL MOVED TO GRANT THE APPEAL.**

**\*\* THE APPEAL FROM AUSTIN E. BOYLE REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER EXAM #2380 REGARDING HABITS AND CONDUCT WAS UNANIMOUSLY GRANTED.**

**10. Appeal – Shakeem Fowler**

The Commission has received a request for an appeal from Shakeem Fowler regarding his disqualification from the entry level firefighter exam #2380 regarding habits and conduct.

Mr. Amado presented the item and noted that Mr. Fowler was present. Mr. Amado asked Mr. Fowler if he wished to have the hearing conducted in Executive Session or in Public Session. Mr. Fowler stated that he would prefer to have the hearing conducted in Public Session.

Mr. Amado reviewed the details and noted that there were some documents in the information packet regarding his disqualification including the Internal Affairs investigation, a probation violation and motor vehicle record. Mr. Amado indicated his reasons for the disqualification.

Mr. Fowler came forward and said that the violation of probation was because he didn't successfully complete a task. He added that he had tried to get some legal representation but was not able to do so.

Mr. Amado said that the Commission could consider tabling the matter to the next meeting. Discussion followed.

**\*\* COMMISSIONER GRECH MOVED TO TABLE THE APPEAL FROM SHAKEEM FOWLER REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER EXAM #2380 REGARDING HABITS AND CONDUCT.**

**\*\* COMMISSIONER HALL SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

### **11. Appeal – Michal Perkowski**

The Commission has received a request for an appeal from Michal Perkowski regarding his disqualification from the entry level firefighter exam #2380 regarding habits and conduct.

Mr. Amado informed the Commissioners that Mr. Perkowski had requested that the item be tabled to the November meeting.

**\*\* COMMISSIONER HALL MOVED TO TABLE THE APPEAL FROM MICHAL PERKOWSKI REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER EXAM #2380 REGARDING HABITS AND CONDUCT.**

**\*\* COMMISSIONER HALL SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

### **12. Legal Report**

There was no legal report to present at this time.

### **13. Personnel Director Report**

- Exam Update
  - Police Officer Entry Level– Interviews completed off site. Scores are pending. Simultaneously, applications are being accepted for a second examination until October 30th.
  - Public Safety TCO – Oral Exams are being set up.
  - Assistant Fire Chief – Job analysis being created.
  - Fire Captain – Announcement pending.

Discussion followed about the fact that the Police Sergeant promotional list has expired, which will be problematic when the promotions to Police Captain are announced.

Mr. Amado said that a number of exams were being given at one time because of the high number of turnovers. He explained that a “Certified Officer” designation was being considered. This would mirror lateral transfers, which the Charter Chapter 17 does not allow. The Commission will be presented with this proposed category in a few months. He outlined the details.

Mr. Amado announced that the next CSC meeting is scheduled for Monday, November 7, 2022 at 4:30 p.m. in the City Hall Wheeler Rooms.

### **ADJOURNMENT**

**\*\* COMMISSIONER HALL MOVED TO ADJOURN.**

**\*\* COMMISSIONER FORD SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 5:40 p.m.

Respectfully submitted,

Telesco Secretarial Services