

**CIVIL SERVICE COMMISSION  
REGULAR MEETING  
CITY HALL, WHEELER ROOMS A AND B  
MARCH 14, 2023**

**MINUTES**

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 4:35 p.m. Present were Commissioners Ford, Grech and Hall; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Lt. Adam Rozum; McKaela Askew, Kevin Martinez, Chris Bahr, Sherwan Hassan, and Atty. Thomas Bucci

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

Mr. Amado presented his report to the Commissioners.

<b>MARCH 2023 MEETING Anniversary - MERIT INCREASES EFFECTIVE</b>			
<b>ID</b>	<b>Employee</b>	<b>Position</b>	<b>Increase</b>
<b>BOARD OF EDUCATION</b>			
220758	Holman, Michael	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>Retroactive 2/1/2023</b>			
220767	Leme, Wagner	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>Retroactive 2/1/2023</b>			
220760	Soares Ramos, Maikol	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>Retroactive 2/1/2023</b>			
<b>BOE - Effective - March 1st, 2023</b>			
210023	Squire, Victor	Janitress	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
220815	Webb, Tracy	Janitress	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
217109	Viera, Brandon	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>BOE - Effective - April 1st, 2023</b>			
220832	Dawson, Robert	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
219735	Robinson, Devin	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
220851	Rogers, Richard	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>PUBLIC FACILITIES</b>			
220694	Wilson, Christian	Janitress	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)
<b>Retroactive 2/1/2023</b>			
218122	Rosado, Anthony	Maintainer I (Grade II)	\$37,657.00 (Step 1) to \$39,638.00 (Step 2)
<b>Retroactive 2/1/2023</b>			
<b>PF - April 1st, 2023</b>			
76123	Rodriguez, Angel	Maintainer I (Grade I)	\$35,264.00 (Step 1) to \$37,121.00 (Step 2)

**\*\* COMMISSIONER GRECH MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**

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

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

**2. Permanent Appointments – Certify for Payroll**

Mr. Amado presented his report to the Commissioners.

<b>PERMANENT APPOINTMENTS</b>			
<b>Dept</b>	<b>Employee</b>	<b>Position</b>	<b>Effective</b>
Town Clerk	James Morton	Typist I	1/11/23
Communications Office	Anthony Paoletto	Asst. Special Project Manager	1/25/23

<b>PERMANENT APPOINTMENTS – MARCH 2023 MEETING</b>				
<b>ID#</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>JOB TITLE</b>	<b>EFFECTIVE DATE</b>
219366	Acevedo	David	BOE - Janitress	2/15/23
221279	Atehortua Lopez	Carolina	Paralegal	2/1/23
221570	Douglas	Nadine	Special Project Coordinator	3/12/23
221357	Garcia	Angel	BOE - Janitress	2/15/23
2000125	Johnson Browning	Levonbria	Tax Assessment Clerk (35HRS)	1/15/23

**FIRE PERMANENCY MARCH 14, 2023 C.S.C. MEETING**

<b>FIRE</b>	<b>JOB TITLE</b>	<b>EFFECTIVE</b>
WILLAIM DIPASQUALE	FIRE EQUIPMENT MECHANIC-CIVILAIN	3/14/2023

**\*\* COMMISSIONER HALL MOVED TO APPROVE THE PERMANENT APPOINTMENTS AS PRESENTED.**

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

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

**3. Vacancy Report**

Mr. Amado presented his report to the Commissioners.

<b>VACANCIES</b>	Report -	3/14/23				
<b>Competitive Positions</b>				<b>Former</b>		<b>Replaceme</b>
<b>FIRE</b>						
Fire Assistant Chief				Harold Clarke Sr.		Vacant
				Scott Foss		Vacant
				James Cook		Vacant
<b>Non-Competitive Positions</b>				<b>Former</b>		<b>Replaceme</b>
<b>OPED</b>						
Assistant Special Project Manager				N/A		Vacant
<b>PUBLIC FACILITIES</b>						
Civil Engineer I				Megha Jain		Vacant
<b>PARKS &amp; RECREATION</b>						
Beach Lifeguard Operations Supervisor (Seasonal)				N/A		Vacant
Beach Supervisor (x3) (Seasonal)				N/A		Vacant
Camp Counselors (x35) (Seasonal)				N/A		Vacant
Camp Site Coordinator (x8) (Seasonal)				N/A		Vacant
Checkpoint Attendant (x40) (Seasonal)				N/A		Vacant
Checkpoint Supervisors (x4) (Seasonal)				N/A		Vacant
Lifeguard Captains (x4) (Seasonal)				N/A		Vacant
Lifeguard Supervisors (x4) (Seasonal)				N/A		Vacant
Lifeguard (x30) (Seasonal)				N/A		Vacant
Water Taxi Captains (x5) (Seasonal)				N/A		Vacant
Water Taxi Crew Members (x6) (Seasonal)				N/A		Vacant
<b>LIGHTHOUSE</b>						
Assistant Special Projects Manager				N/A		Vacant

**\*\* COMMISSIONER FORD MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**

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

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

#### **4. Request for Waiver**

The Commission has received 6 requests for a 6-month waiver or next Academy date; whichever comes first, regarding the entry level Police Officer exam #2375 hiring process:

- James Lariccia
- Ashley Calvao
- Hector Colon
- Jose Cartegena
- Jared Calandro
- Richard Aldridge

Mr. Amado reported that the Department had received 6-month waiver from the various individuals listed.

**\*\* COMMISSIONER GRECH MOVED TO APPROVE THE FOLLOWING REQUESTS FOR A 6-MONTH WAIVER FOR NEXT ACADEMY DATE; WHICHEVER COMES FIRST, REGARDING THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS:**

- **JAMES LARICCIA**
- **ASHLEY CALVAO**
- **HECTOR COLON**
- **JOSE CARTEGENA**
- **JARED CALANDRO**
- **RICHARD ALDRIDGE**

**\*\* COMMISSIONER FORD SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

**5. Request for Waiver**

The Commission has received 1 request for a 6-month waiver regarding the Public Safety Telecommunicator exam #2383 hiring process:

- **Danielle Delgado**

**\*\* COMMISSIONER FORD MOVED TO APPROVE THE FOLLOWING REQUESTS FOR A 6-MONTH WAIVER FROM DANIELLE DELGADO REGARDING THE PUBLIC SAFETY TELECOMMUNICATOR EXAM #2383 HIRING PROCESS.**

**\*\* COMMISSIONER HALL SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

**6. Appeal – Danielle McFarlane**

The Commission has received a request for an appeal from Danielle McFarlane regarding her disqualification from the Public Safety Telecommunicator exam # 2383 following the keyboarding test where the minimum passing point of 35 words per minutes was not attained.

Mr. Amado said that Ms. McFarlane was not present. He then reviewed the reasons of the disqualification.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM MS. DANIELLE MCFARLANE REGARDING HER DISQUALIFICATION FROM THE PUBLIC SAFETY TELECOMMUNICATOR EXAM # 2383 FOLLOWING THE KEYBOARDING TEST WHERE THE MINIMUM PASSING POINT OF 35 WORDS PER MINUTES WAS NOT ATTAINED.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL.  
COMMISSIONER FORD MOVED TO DENY THE APPEAL.**

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

**\*\* THE APPEAL FROM MS. DANIELLE MCFARLANE REGARDING HER DISQUALIFICATION FROM THE PUBLIC SAFETY TELECOMMUNICATOR EXAM # 2383 FOLLOWING THE KEYBOARDING TEST WHERE THE MINIMUM PASSING POINT OF 35 WORDS PER MINUTES WAS NOT ATTAINED WAS UNANIMOUSLY DENIED.**

**7. Appeal – McKaela Askew**

The Commission has received a request for an appeal from McKaela Askew regarding her disqualification from the entry level Police Officer exam #2375 hiring process based on her psychological evaluation.

Mr. Amado asked Ms. Askew if she wished to enter into Executive Session. Ms. Askew indicated that she wished to have the appeal heard in Executive Session.

**\*\* COMMISSIONER GRECH MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR MCKAELA ASKEW REGARDING HER DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HER PSYCHOLOGICAL EVALUATION.**

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

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

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford, Ms. Askew and her representatives entered into Executive Session at 4:42 p.m. They returned to Public Session at 4:52 p.m. No actions were taken or motions made during Executive Session.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM MS. MCKAELA ASKEW REGARDING HER DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HER PSYCHOLOGICAL EVALUATION.**

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

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

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

**\*\* THE APPEAL FROM MS. MCKAELA ASKEW REGARDING HER DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HER PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

**8. Appeal – Kevin Martinez**

The Commission has received a request for an appeal from Kevin Martinez regarding his disqualification from the entry level Police Officer exam #2375 based on habits and conduct.

Mr. Amado asked Mr. Martinez if he wished to enter into Executive Session. Mr. Martinez indicated that he wished to have the appeal heard in Executive Session.

**\*\* COMMISSIONER HALL MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR KEVIN MARTINEZ REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

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

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford and Mr. Martinez entered into Executive Session at 4:54 p.m. They returned to Public Session at 5:05 p.m. No actions were taken or motions made during Executive Session.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM KEVIN MARTINEZ REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

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

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

**\*\* THE APPEAL FROM KEVIN MARTINEZ REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT WAS UNANIMOUSLY DENIED.**

#### **9. Appeal – Jeffrey Taveras**

The Commission has received a request for an appeal from Jeffrey Taveras regarding his disqualification from the entry level Police Officer exam #2375 based on habits and conduct.

Mr. Amado said that the office had been notified that Mr. Taveras was not able to attend due to a death in the family.

**\*\* COMMISSIONER FORD MOVED TO TABLE THE APPEAL FROM JEFFREY TAVERAS REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT TO THE APRIL MEETING.**

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

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

#### **10. Appeal - Chris Bahr**

The Commission has received a request for an appeal from Chris Bahr regarding his disqualification from the entry level Police Officer exam #2375 based on habits and conduct.

Mr. Amado asked Mr. Bahr if he wished to enter into Executive Session. Mr. Bahr indicated that he wished to have the appeal heard in Executive Session.

**\*\* COMMISSIONER HALL MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR CHRIS BAHR REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

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

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford and Mr. Bahr along with his uncle Mr. Jose Bahr entered into Executive Session at 5:09 p.m. They returned to Public Session at 5:30 p.m. No actions were taken or motions made during Executive Session.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM CHRIS BAHR REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

**\*\* THE APPEAL FROM CHRIS BAHR REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT WAS UNANIMOUSLY DENIED.**

### **11. Appeal – Sherwan Hassan**

The Commission has received a request for an appeal from Sherwan Hassan regarding his disqualification from the entry level Police Officer exam #2375 based on habits and conduct. He is represented by Attorney Thomas Bucci.

Mr. Amado asked Mr. Hassan if he wished to enter into Executive Session. Atty. Bucci indicated that his client wished to have the appeal heard in Executive Session.

**\*\* COMMISSIONER GRECH MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR SHERWAN HASSAN REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

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

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford, Mr. Hassan, and Atty. Bucci entered into Executive Session at 5:33 p.m. No actions were taken or motions made during Executive Session.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM SHERWAN HASSAN REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.**

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

**\*\* THE APPEAL FROM SHERWAN HASSAN REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT WAS UNANIMOUSLY DENIED.**

**12. Legal Report – No report.**

**13. Personnel Director Report**

- Fire Assistant Chief #2379 List – for Commissioner information. Mr. Amado reviewed the various testing announcement dates, the testing dates, subsequent notifications, and the exam summary. The established list was included in the information packet.
- Entry Level Police Officer #2385 List – for Commissioner information. Mr. Amado reviewed the various testing announcement dates, the testing dates, subsequent notifications, and the exam summary. The established list was included in the information packet.

Mr. Amado said that 255 candidates had voluntarily withdrawn due to the fact that they had not obtained a CHIP card, which is a card given by a third party vendor regarding the POST physical assessments standards. A large number of the individuals has originally applied for the assessment for the # 2375 test and were not able to meet the standards. Mr. Amado explained that he had transferred that group of applicants over to the group for 2385 exam in order to give the applicants more time to prepare without cost. He said that they hoped to have 26 or 27 candidates for #2375 class started at the Academy.

Additional tests requests include: Fire Department Lieutenant and Pumper Engineer along with requests from the Police Department and the Emergency Operations Center.

The last wave of disqualification letters for entry level Police Officer Exam #2375 were mailed earlier in the day and it is expected that there may be more appeals requested. Those were also reviewed by the Police Peer Review Committee.

- Exam Update –

Mr. Amado said that he would like to update the Commissioners on the evaluation metrics that the Police Review Committee used when they review potential background



disqualifications. He said that the following suggestions were emailed to Chief Porter as well.

The Committee should review each report and independently provides feedback as to whether or not they believe the candidate should be disqualified based on habits and conduct. For reference the standardized areas of disqualification used within Civil Service are listed below:

1. Drug or narcotic use, or taking or possessing without prescription, or experimenting with any of the drugs in the following categories: cannabis substances, stimulants or depressants, steroids, hallucinogens, or narcotics;
2. False statements that constitute dishonesty or perjury;
3. Deceptive, inconsistent or evasive statements to Investigators;
4. Illegal or criminal behavior, conduct or activity; including sexual behavior
5. Excessive alcohol use or consumption;
6. Driving under the influence of alcohol or drugs (DUI);
7. Unsatisfactory driving or motor vehicle record;
8. Current financial liabilities, personal debt obligations, and/or Federal and State of Connecticut income tax liabilities;
9. Subversive and/or gang affiliation;
10. Unsatisfactory prior employment history or record;
11. Withholding or falsification of information during the application process;
12. Unacceptable conduct or behavior inconsistent with that of a police officer in the City of Bridgeport that would constitute a serious violation of Police Department Rules and regulations.

In addition, it is important to note the essential functions, duties, expectations, State and Federal regulations which govern the respective position. These are good indicators of the level or type of investigation that should take place. For example, it is appropriate to contact past employers, do a credit check and run a criminal background check on any employee with access to city funds (accountant, finance director, etc.). EEOC guidelines and rules of the Civil Service Commission, call for the consideration of the following factors when making an employment decision based on a person's criminal and/or background history:

1. The nature and severity of the offense;
2. Time elapsed since conviction;
3. Age when convicted;
4. The degree to which the conviction is related to the duties and responsibilities of the job;
5. The bearing the conviction has on the applicants' fitness and ability to perform such duties and responsibilities;
6. Evidence or lack thereof rehabilitation.

Please note, Title VII in the Civil Rights Act of 1964 – EEOC: requires that an employer prove “Business Necessity” in order to deny employment based on conviction. Specific

to the City of Bridgeport, business necessity is placed in the interest of the City in protecting property and the welfare and safety of the public and employees. Courts have ruled that business necessity cannot be justified if the employer has not examined the particular circumstances surrounding the incidents or considered the relationship of the charges to the position. The City may use consumer reports when hiring new employees and when evaluating employees for promotion, reassignment, and retention as long as the city complies with the Fair Credit Reporting Act (FCRA). Lastly, the age when the background incident occurred should also be taken into consideration. Recent studies provide a good overview of brain development in adolescents in relation to behavior and conduct; see following link: <https://clbb.mgh.harvard.edu/juvenilejustice/>.

Mr. Amado said that they take this very seriously and to show that they were not just disqualifying applicants. There is structure and a method and everything is being done in accordance with Section 7 of the Civil Rights Act and the job relatedness to the issues that Civil Service is dealing with.

Discussion followed about the various applications that had potential disqualifications. Commissioner Grech noted that the appeals that the Commissioners receive have already been previously reviewed multiple times. Mr. Amado said that he has also met with candidates who request a meeting to discuss the issues.

Next regular monthly CSC meeting is scheduled for Tuesday, April 11, 2023.

### **ADJOURNMENT**

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

The meeting adjourned at 6:00 p.m.

Respectfully submitted,

Telesco Secretarial Services