

**CIVIL SERVICE COMMISSION
REGULAR MEETING
CITY HALL, WHEELER ROOMS A AND B
APRIL 11, 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, Hall and Rodgers; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Acting Fire Chief Lance Edwards; Ryan DuBret, Jose Diaz, Joshua Brown

1. Meeting Minutes

The Minutes from the special meeting on special meeting on March 8, 2023 and the regular meeting on March 14, 2023 are submitted for review.

Mr. Amado presented the Minutes of the March 8, 2023 special meeting and the regular meeting on March 14, 2023 to the Commissioners.

**** COMMISSIONER HALL MOVED TO APPROVE THE MINUTES OF THE MARCH 8, 2023 SPECIAL MEETING AND THE REGULAR MEETING ON MARCH 14, 2023.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION TO APPROVE THE MINUTES OF THE MARCH 8, 2023 SPECIAL MEETING AND THE REGULAR MEETING ON MARCH 14, 2023 AS SUBMITTED PASSED UNANIMOUSLY.**

2. Merit Increases – Certify for Payroll

Mr. Amado presented his report to the Commissioners.

STEP INCREASES APRIL 1, 2023			
Dept	Employee	Position	Increase
Library	Antonio Dionisio	Maintainer I (Grade I)	\$35,264 (1) to \$37,121 (2)

**** COMMISSIONER HALL MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

3. Permanent Appointments – Certify for Payroll

Mr. Amado presented his report to the Commissioners.

POLICE PERMANENCY APRIL 11, 2023 C.S.C. MEETING

POLICE	JOB TITLE	EFFECTIVE
CARLOS VAZQUEZ	POLICE DETECTIVE	4/13/2023
JOSE BAHR	POLICE DETECTIVE	4/13/2023
ROBERT PASCONE	POLICE DETECTIVE	4/13/2023
PHILLIP NORRIS	POLICE DETECTIVE	4/13/2023
VICTOR RODRIGUEZ	POLICE DETECTIVE	4/13/2023
JOSEPH CRUZ	POLICE DETECTIVE	4/13/2023
ALFRED CESAR	POLICE DETECTIVE	4/13/2023
AARON RIVERA	POLICE DETECTIVE	4/13/2023
JOHN KNAPP	POLICE DETECTIVE	4/13/2023
DAVON POLITE	POLICE DETECTIVE	4/13/2023
MICHAEL DAVILA	POLICE DETECTIVE	4/13/2023

PERMANENT APPOINTMENTS – APRIL 2023 MEETING				
ID#	LAST NAME	FIRST	JOB TITLE	EFFECTIVE DATE
221610	Bendolph	Marquis	BOE - Janitress	3/26/23
221606	Argueta	Pablo	BOE - Maintainer I, Gr. I	3/26/23
221612	Cannon	Mary	Paralegal	4/3/23
221588	Cruz	Adianez	BOE - Janitress	3/19/23
217169	Ettison	Anthony	Custodian I	1/25/23
212566	Faiella	Arcangelo	BOE - Custodian III	2/18/23
221590	Lachapelle	Joseph	BOE - Janitress	3/26/23
37678	Lopes	Ana	BOE - Custodian I	2/16/23
211602	Stone	Geoffrey	Maintenance Leadman	1/15/23

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

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

4. Vacancy Report

Mr. Amado presented his report to the Commissioners.

VACANCIES	Report - 4/11/23			
<u>Competitive Positions</u>			<u>Former</u>	<u>Replacement</u>
POLICE				
Police Officer			Various Retirements/Promotions	Vacant
FIRE				
Fire Captain			Richard Skoog/Retirement	Vacant
			Peter Oliva/Retirement	Vacant
			Scott Boris/Promotion	Vacant
			Giovanni Sanzo/Promotion	Vacant
			Andrew Ellis/Promotion	Vacant
<u>Non-Competitive Positions</u>			<u>Former</u>	<u>Replacement</u>
PUBLIC FACILITIES				
Clerical Assistant			Ivelisse Torres	Vacant
Maintainer III			Scott Lefevre	Vacant
Maintainer I Grade II			Anthony Rosado	Vacant
Maintainer I Grade II			Tyshun Hamilton	Vacant

**** COMMISSIONER RODGERS MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

5. Request for Waiver (6 month or next Academy, whichever comes first)

The Commission has received two (2) requests for waiver for the entry level Police Officer exam #2375 hiring process from:

- Adam Cohen
- Lauren Mecozzi

The Commission has received a request for waiver for the entry level Police Officer exam #2385 hiring process from:

- Adam Robinson

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE TO APPROVE THE FOLLOWING REQUESTS FOR A 6-MONTH WAIVER OR NEXT ACADEMY DATE; WHICHEVER COMES FIRST, REGARDING THE ENTRY LEVEL POLICE OFFICER EXAM #2375 AND #2385 HIRING PROCESS:**

- ADAM COHEN
- LAUREN MECOZZI

• **ADAM ROBINSON**

**COMMISSIONER GRECH MOVED TO GRANT THE WAIVERS.
COMMISSIONER FORD MOVED TO GRANT THE WAIVERS.
COMMISSIONER HALL MOVED TO GRANT THE WAIVERS.
COMMISSIONER RODGERS MOVED TO GRANT THE WAIVERS.**

**** THE MOTION TO APPROVE THE REQUESTS FOR A 6-MONTH WAIVER OR NEXT ACADEMY DATE; WHICHEVER COMES FIRST, REGARDING THE ENTRY LEVEL POLICE OFFICER EXAM #2375 AND #2385 HIRING PROCESS HIRING PROCESS PASSED UNANIMOUSLY.**

6. Appeal – James Spodnik

The Commission has received a request for an appeal from James Spodnik regarding his disqualification from the entry level Police Officer exam #2375 hiring process based on his psychological evaluation. He is represented by Attorney Thomas Bucci.

Mr. Amado said that Atty. Bucci had informed him at the start of the meeting that Mr. Spodnik had an family emergency to attend to. Atty. Bucci requested that this be tabled to the next meeting. The motion to table the appeal was made by Commissioner Ford. This was agreeable to all.

7. Appeal – Ramoy Sinclair

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

Mr. Amado presented the appeal request to the Commissioners. Mr. Sinclair was not present. Mr. Amado said that if there was a good reason that Mr. Sinclair was unable to attend the appeal hearing, the Commission could decide to reconsider the matter at the next meeting.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM RAMOY SINCLAIR REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION.**

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

**** THE APPEAL FROM RAMOY SINCLAIR REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

8. Appeal – Ryan DuBret

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

Mr. Amado presented the appeal request to the Commissioners. He asked Mr. DuBret if he wished to have the appeal heard in Executive Session or Public Session. Mr. DuBret said that he wished to have the appeal heard in Executive Session.

**** COMMISSIONER RODGERS MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR RYAN DUBRET REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford and Mr. DuBret entered into Executive Session at 4:46 p.m. They returned to Public Session at 5:08 p.m. No actions were taken or motions made during Executive Session.

Mr. DuBret submitted a recommendation from Mr. DuBret's work supervisor to the Commissioners.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM RYAN DUBRET REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION.**

COMMISSIONER GRECH MOVED TO DENY THE APPEAL.

COMMISSIONER FORD MOVED TO DENY THE APPEAL.

COMMISSIONER HALL MOVED TO DENY THE APPEAL.

COMMISSIONER RODGERS MOVED TO DENY THE APPEAL.

**** THE APPEAL FROM RYAN DUBRET REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

9. Appeal – Jose Diaz

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

Mr. Amado presented the appeal request to the Commissioners. He asked Mr. Diaz if he wished to have the appeal heard in Executive Session or Public Session. Mr. Diaz said that he wished to have the appeal heard in Executive Session.

**** COMMISSIONER GRECH MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR JOSE DIAZ 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. Diaz entered into Executive Session at 5:10 p.m. They returned to Public Session at 5:23 p.m. No actions were taken or motions made during Executive Session.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM JOSE DIAZ 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.

COMMISSIONER RODGERS MOVED TO DENY THE APPEAL.

**** THE APPEAL FROM JOSE DIAZ REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 HIRING PROCESS BASED ON HIS PSYCHOLOGICAL EVALUATION WAS UNANIMOUSLY DENIED.**

10. Appeal – Joshua Brown

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

Mr. Amado presented the appeal request to the Commissioners. He asked Mr. Brown if he wished to have the appeal heard in Executive Session or Public Session. Mr. Brown said that he wished to have the appeal heard in Executive Session.

**** COMMISSIONER RODGERS MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR JOSHUA BROWN 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 and Mr. Brown entered into Executive Session at 5:27 p.m. They returned to Public Session at 5:52 p.m. No actions were taken or motions made during Executive Session.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM JOSHUA BROWN REGARDING HIS DISQUALIFICATION FROM**

THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT.

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

**** THE APPEAL FROM JOSHUA BROWN REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER EXAM #2375 BASED ON HABITS AND CONDUCT WAS DENIED.**

11. Appeal – Ramon Rosado

The Commission has received a request for an appeal from Ramon Rosado, regarding his termination from seasonal employment with the City of Bridgeport as a Maintainer 1 Grade 1

Mr. Amado presented the appeal request to the Commissioners. He asked Mr. Rosado if he wished to have the appeal heard in Executive Session or Public Session. Mr. Rosado said that he wished to have the appeal heard in Executive Session.

**** COMMISSIONER GRECH MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR RAMON ROSADO, REGARDING HIS TERMINATION FROM SEASONAL EMPLOYMENT WITH THE CITY OF BRIDGEPORT AS A MAINTAINER 1 GRADE 1.**

**** COMMISSIONER FORD SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Atty. Mitola, Ms. Brelsford and Mr. Rosado entered into Executive Session at 5:55 p.m. They returned to Public Session at 6:00 p.m. No actions were taken or motions made during Executive Session.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM RAMON ROSADO, REGARDING HIS TERMINATION FROM SEASONAL EMPLOYMENT WITH THE CITY OF BRIDGEPORT AS A MAINTAINER 1 GRADE 1.**

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

**** THE APPEAL FROM RAMON ROSADO, REGARDING HIS TERMINATION FROM SEASONAL EMPLOYMENT WITH THE CITY OF BRIDGEPORT AS A MAINTAINER 1 GRADE 1 WAS UNANIMOUSLY DENIED.**

12. Legal Report – There was no legal report at this time.

13. Personnel Director Report

- **Exam Update**

Mr. Amado presented the Commissioners with the Examiner's Report for the Fire Captain Examination #2381 and reviewed the details. He noted the summary attached to the Examiner's Report labeled Exhibit A and an adjusted ranked list labeled Exhibit B, which is submitted for the Commissioners' consideration. On the second page is a summary of the candidate appeals and the responses.

EXHIBIT A
Fire Captain Exam #2381
Summary of Candidate Appeals and Responses

Candidate #9

Written Exam
Item #36 – Appeal granted
Item #92 – Appeal denied

Assessment Center
Subordinate Meeting Exercise – Appeal denied

Candidate #12

Written Exam
Item #36 – Appeal granted

Assessment Center
Tactical Incident (Transfer of Command) – Appeal denied

Candidate #14

Written Exam
Item #25 – Appeal denied

Candidate #16

Written Exam
Item #36 – Appeal granted
Item #49 – Appeal denied

Candidate #17

Written Exam
Item #36 – Appeal granted

Candidate #24

Written Exam
Item #39 – Appeal denied

EXHIBIT B

Fire Captain Exam #2381

Preliminarily Established 03/07/2023

Last Name	First Name	Preliminary Score	Preliminary Rank
King	Brandon	91.54	1
Seto	Jesse	89.07	2
Benedict	Kenneth	89.01	3
Pettway-Moore	Montique	86.75	4
Bullock	Damian	86.56	5
Jones	Lamont	86.14	6
Dundy Pittman	Necole	85.79	7
Donovan	Michael	85.31	8
Smriga	Andrew	84.03	9
Kirkland Jr.	Joseph	83.11	10
Santiago	Louis	82.22	11
Boroskey	William	81.62	12
Benderoth	Joshua	79.32	13
McNellis	Joseph	78.92	14
Reyes	Carlos E	78.53	15
Daly	Gregory	77.78	16
Christy	Joel	77.64	17
McAulay	Scott	77.39	18
Olivier	Richard	76.61	19
Lenart	David	75.43	20
Muhammad	Samuel	74.70	21
Falzarano	Mathew	74.46	22
Purcell	David	70.96	23
Deer	Charles	69.74	24

Mr. Amado then read the following memorandum to the Commissioners along with the response from the attorneys. The communication was dated and received on April 23. He noted that the term “Appeal” in the correspondence is mis-applied as intended in the Bridgeport Charter Chapter 17 – The Rules of the Bridgeport Civil Service Commission. If the intent is in fact to appeal errors in marking rather than differences of opinion, the appeal is untimely. An Employment List resulting from Examination #2381 was posted March 7, 2023, ending the 30 day appeal period on Wednesday, April 5, 2023. Note that Joseph McNellis, Michael Donovan and Richard Olivier were granted full opportunity to inspect the markings and their test papers and participated in the 30 day review and appeal process. Joseph McNellis and Michael Donovan filed specifically in relation to Examination Question Items #25 and #39. Richard Olivier did not file any appeal. Both appeals were reviewed by the City’s examination partner, IOS, Inc. and subsequently denied.

Mr. Amado said that he had provided the Commissioners with the appeals and the full responses from the examining partner. Additionally, it is important to note that the Charter does not contain any language whatsoever that would toll or delay the effective date of the list or dependency of any appeal, if again in fact, that’s what this legal communication is trying to do.

Mr. Amado said that the intent of the complaint is to compel the Civil Service Commission to negate the establishment of a promotional employment list resulting from Fire Captain Examination #2381. The complaint calls for a full investigation and resolution prior to the establishment of a promotional employment list contained in the communication. The allegations are as following:

1. The exam was created, administered and/or scored and marked in an unreasonable, illegal and/or unfair way.
2. Upon information and belief, certain of the applicants were known to and/or disclosed to certain of the assessors and/or proctors in violation of Charter Section 211(a).
3. Upon information and belief, certain of applicants for the exam had personal, social and/or social media relationships with or otherwise known to certain of the assessors and/or proctors prior to the exam making the Civil Service Commission’s engagement of those assessors and/or proctors inappropriate and unfair and compromising the Commission’s ability to evaluate candidates anonymously.
4. Upon information and belief, certain of the persons serving as assessors and/or proctors for the exam did not possess the required rank, qualifications and/or experience necessary to evaluate candidates for the position of Fire Captain in the City of Bridgeport.
5. Upon information and belief, the procedures for conducting the exam were not fairly and uniformly applied to all applicants.

Mr. Amado stated the Office of the Civil Service Commission takes all complaints as you know, very seriously and gives all full consideration, as such as preliminary investigation which was conducted by myself and the examining partner. He noted commentary from independent examining partner as follows:

Regarding number 5, there are no specific details listed on what aspect the exam procedures are allegedly or not fairly or uniformly applied to all candidates so it is hard to provide specific information. But the initial response as currently stated would be that all candidates taking part in the 2023 Fire Captain examination had the process administered in the exact same way. This examination included being provided identical printed instructions, procedures, having the exact same amount of time to prepare for exercises, being given the exact same amount of time to respond to each exercise scenario question and having their performance in each exercise rated against the exact same criteria.

We also asked if any of the assessors recused themselves or brought to the attention of the examining company any potential conflicts. Again, those assessors signed off on strict confidentiality acknowledgement sheets, forms. If the examining company and the City found that something like that happened, we would pursue legal action, but none of that occurred.

We have looked at and IOS also looked at the raw data by assessor and did not see any clear trends of abnormally high or abnormally low scores across assessors or candidates. Assessors were required to be within one point of each other on the scenarios in question and I didn't see any cases coming from IOS where a certain assessor was always displaying higher or lower than the other two assessors they were paired with. In short, there are no clear patterns that were seen that would indicate one assessor was trying to manipulate the scores of certain candidates.

Also note that I provided you all with an email that was sent from my office that was sent to all participating candidates of the Fire Captain examination. The email provided a good general overview of how the assessors are selected, trained and examinations are conducted. Again there are rumors and rumblings, so we wanted to get ahead of that and provide open transparency of how this works.

Regarding the rank and qualification of the assessors, again, this legal correspondence claims that they do not have the rank of at least Captain. Two Battalion Chiefs were used, three Fire Chiefs were used, one Fire Marshal was used, one Assistant Chief was used and two Fire Captains were used.

Regardless, the complaint has been forwarded to your attention and the recommendation to conduct an independent investigation has been made.

Unfortunately, the complaint lacks production of material fact and disclosure of the specific "information and belief" as referenced. Due to this lack of fact and disclosure, there is no foundation established that would justify or warrant a failure to establish the employment list resulting from examination #2381. A postponement of the establishment

of this list without just cause will deprive other ranked Fire Lieutenants a protected property interest in the promotion to Fire Captain.

The complaint also erroneously interprets the Commission as holding certification authority, reference United States District Court decision in Cummings vs. the City of Bridgeport. The decision concludes that the Charter clearly, unambiguously states that promotional lists are in force one month after they are posted immediately upon expiration of the appeals period. Note, eleven candidates participated in the exam review, ten appeals were filed with the examiner; four of the appeals were for the same question on the exam. Those four appeals were granted and the employment list was adjusted accordingly. The remaining six appeals were investigated and subsequently denied. There are no errors in the marking of this test that has not been remedied, however, copies of all the appeals has been provided and the responses have been brought to the Commissioners' attention.

The second to last paragraph for the Cummings vs. Bridgeport court case indicates that there is no action for the Commission or the Personnel Director that can be legally taken to prevent or toll the establishment of this list. The appeals were received, reviewed and submitted to the Commission and the ones that were found to be just were remedied. This communication is untimely and again, any postponement of the establishment of the list without that cause will deprive other Fire Lieutenants that took the test in the interest of promotion to Fire Captain.

Atty. Mitola said Mr. Amado summed it up accurately and reminded that there is a document that cites the claims and Atty. Mitola suggested that the Commission investigate those claims that have merit to them.

Good Afternoon Commissioners:

Attached for your review is the examiners' report for Fire Captain Examination #2381 and memorandum in response to a compliant received by the Civil Service Commission Office. As you will note in the memo, appears that the intent of the complaint is to compel the Civil Service Commission to negate the establishment of a promotional employment list resulting from Fire Captain examination #2381. The complaint calls for a full investigation and resolution prior to the establishment of a promotional employment list. Unfortunately, the complaint lacks production of material fact and disclosure of the specific "information and belief" referenced. Due to this lack of fact and disclosure, there is no foundation established that would justify or warrant a failure to establish the employment list resulting from examination #2381. A postponement of the establishment of this list without just cause will deprive other ranked Fire Lieutenants a protected property interest in the promotion to Fire Captain.

I will present the examiners' report including memo and supporting documents at today's meeting.

Please let me know if there are any questions.

Respectfully,



Eric M. Amado | Personnel Director
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City of Bridgeport, Connecticut
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Bridgeport, CT 06604

Tele# (203) 576-7101 | Fax# (203) 576-7102

Commissioner Grech said that they should move forward with Mr. Amado's recommendation and establish the list. He felt it was a fair and valid test.

Mr. Amado said that they had received the complaint on Thursday after the end of the appeals period. Secondly, the communication consistently states the following phrase: 'upon communication and belief', but never substantiates or provides any factual information that would warrant a need of just cause to indicate a pause. Mr. Amado said that his department can investigate and bring the information to the Commissioners' attention.

Atty. Mitola said that they could investigate and have someone review it, but they would need to have the complainants substantiate their claims. The Commission can decide to move forward and if an investigation yields or determines something, the Commission can then act at that time.

There were several questions asked by those members of the public at this time. Atty. Mitola stated that the Personnel Director received a complaint from a law firm alleging certain irregularities regarding certain individuals that the firm was representing. He said that the department would investigate this. The Civil Service Commission has the authority to do that and it is the prudent thing to do. Mr. Amado reminded everyone that the investigation was not to prove that there were irregularities, but to prove that there were not.

Mr. Amado said that they were working on the Public Safety Telecommunicator background checks.

A class of Police Officers are now at the Academy.

A number of examinations for both the Police Department and the Fire Department are being prepared.

Mr. Meszoros, the NAGE President, wished to address the Commission. He came forward and introduced himself. Mr. Meszoros said that one of the Library III was up for promotion and it was discovered that one of the members was related to another candidate being evaluated for the position. He said that the union members were requesting that in the future, if someone is a

relative of someone in the department, that person should not be evaluating the job application. This situation was brought to Mr. Meszoros' attention.

Mr. Amado said that it was a valid point. He added that the process was staffed by a Civil Service member and the complaint was taken seriously. The assessor that was allegedly related to one of candidates was removed. All of the candidates were members. The candidate that was allegedly related to the assessor did worse in the exam process when the relative was removed. Ethics and confidentiality reviewed the assessor's scores and it did not show anything. All the assessors were within one to two points, which indicated that the allegations are without merit, but the information was relayed to the Library Board to insure that things were fair.

Next regular monthly CSC meeting is scheduled for Tuesday, May 9, 2023.

ADJOURNMENT

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

The meeting adjourned at 6:30 p.m.

Respectfully submitted,

Telesco Secretarial Services