

**CITY OF BRIDGEPORT
CIVIL SERVICE COMMISSION
SPECIAL MEETING
CITY HALL, WHEELER ROOMS A AND B
FEBRUARY 28, 2024**

MINUTES

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 4:30 p.m. Present were Chairperson Melva Falberg, Commissioners Dr. Ralph Ford, Captain Paul Grech, LaShea Hall; Absent: Commissioner Richard Rodgers; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Lisa Mastronunzio, Acting Assistant Personnel Director; Sgt. Fabio Perriera, Fire Chief Lance Edwards; City Atty. John Mitola; City Atty. John Bohanan, Atty. John Walsh;

Consent Agenda – Matters to be Acted Upon

- ** COMMISSIONER FALBERG MOVED TO ADOPT THE CONSENT CALENDAR AS FOLLOWS:
MEETING MINUTES OF MEETING OF JANUARY 9, 2024 AND SPECIAL MEETING OF JANUARY 31, 2024; MERIT INCREASES, PERMANENT APPOINTMENTS, VACANCY REPORT AS PRESENTED.**
- ** COMMISSIONER HALL SECONDED.**
- ** THE MOTION PASSED UNANIMOUSLY.**

Meeting February 2024
MERIT INCREASES EFFECTIVE FEBRUARY, 2024

Departments & Employees Name	Title	Step increases
BOARD OF EDUCATION		
212082 - Mabel Avila Retroactive 1/1/2024	Typist II	\$44,245.00 (Step 3) to \$46,255.00 (Step 4)
HEALTH DEPT – All Divisions:		
Housing Code		
220684 - Sumit Sharma	Deputy Director of HSS	\$117,335.00 (Step 1) to \$121,441.00 (Step 2)
221777 - Natasha Haley	Healthcare Administrator	\$87,514.00 (Step 1) to \$87,953.00 (Step 2)
92666 – Charles Tate	Housing Code Inspector Registered	\$70,748.00 (Step 3) to \$73,051.00 (Step 4)
218330 - Derek Grant	Sanitarian/Inspector	\$70,748.00 (Step 3) to \$73,051.00 (Step 4)

STEP INCREASES JAN. 1, 2024

Dept	Employee	Position	Increase
Library	Taslina Sultana	Junior Librarian	\$48,380 (1) to \$52,686 (2)
Library	Monika Anton	Librarian II	\$81,135 (1) to \$82,939 (2)
Library	Jeffrey Coutts	Librarian II	\$82,939 (2) to \$84,725 (3)
Library	Alexis Young	Librarian II	\$81,135 (1) to \$82,939 (2)
Library	Robert Jefferies	Library Assistant III	\$46,005 (1) to \$47,485 (2)
Library	Andre O'Connor	Library Assistant III	\$46,005 (1) to \$47,485 (2)

PERMANENT APPOINTMENTS

Dept	Employee	Position	Effective
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NONE

FIRE PERMANENCY FEBRUARY 13, 2024 C.S.C. MEETING

FIRE	JOB TITLE	EFFECTIVE
MICHAL LUPA	PUMPER ENGINEER	1/15/2024
HERBIE MEGHIE	PUMPER ENGINEER	1/15/2024
CURTIS CATHLIN	PUMPER ENGINEER	1/15/2024
JOHN NUZZI	PUMPER ENGINEER	1/15/2024
GEOVANNI ORTIZ	PUMPER ENGINEER	1/15/2024
MICHAEL SORENSEN	PUMPER ENGINEER	1/15/2024
LUIS RODRIGUEZ	PUMPER ENGINEER	1/15/2024
DANIEL WRESILO	PUMPER ENGINEER	1/15/2024
JUAN RIVERA	PUMPER ENGINEER	1/27/2024
ARISTY GIANCARLOS	PUMPER ENGINEER	1/27/2024
SAMPHER ADORNO	PUMPER ENGINEER	1/27/2024
CHRISTOPHER SANCHEZ	PUMPER ENGINEER	1/27/2024

PERMANENT APPOINTMENTS – February 2024 - MEETING

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
222419	Cruz Camacho	Brenda	BOE - Janitress	2/9/2024
213441	Grace	Salandra	Sr. Vital Record Customer Service Clerk	1/10/2024
219846	Guzman	Carlos	Maintainer I Grade I	1/23/2024
222010	Morales	Jorge	Maintainer I Grade II	1/22/2024
222127	Schneider	Jimmie	Maintainer I Grade I	1/23/2024
87102	Serrano	Norma	Maintainer I Grade I	1/23/2024
222348	Torres	Robert	Airport Certification Specialist	1/23/2024

VACANCIES Report - 2/13/2024

Competitive Positions

FIRE

Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Fire Liuetenant
 Pumper Engineer
 Pumper Engineer

Former

Thomas Connolly
 Brian Coppolo
 Lamont Jones
 Damaso Morales, Jr.
 Necole Dundy Pittman
 Michael Donovan
 Carlos Reyes
 Richard Mangiamele
 Joel Christy
 Andrew Smriga
 Gatsha Wilson
 Giancarlos Aristy

Replacement

Kevin Scranton
 Giancarlos Aristy
 Ryan Hathaway
 Noam Meir
 Gatsha Wilson
 Alexander Poling
 Joseph Crupi
 Avery Molnar
 Jordan Townsend
 Devante Teel
 Jose Munoz
 Albert Figueroa Jr.

Non-Competitive Positions

CITY ATTORNEY

City Attorney

Former

Mark Anastasi

Replacement

Tyisha Toms

HEALTH DEPARTMENT

Clerical Assistant

New

Vacant

LABOR RELATIONS

Clerk I

New

Paulete Murras

OPED

Planning Director

Lynn Haig

Vacant

PUBLIC FACILITIES

Maintainer I Grade I

Eric Arita

Robert Beckford

PUBLIC LIBRARY

Library Assistant I

Ana Felipe

Vacant

REGISTRAR OF VOTERS

Data Entry Clerk

Seasonal

Adrienne Walton

Black = competitive

Blue = non-competitive

Matters to be Acted Upon

5. Waiver Request

The Commission has received a request from Michael Haas for a 6-month waiver for the hiring process for entry level Police Officer exam#2388).

- ** COMMISSIONER FORD MOVED TO APPROVE THE REQUEST FROM MICHAEL HAAS FOR A SIX MONTH WAIVER FOR THE HIRING PROCESS FOR ENTRY POLICE OFFICER EXAM (#2388)**
- ** COMMISSIONER GRECH SECONDED.**
- ** THE MOTION PASSED UNANIMOUSLY.**

6. City-wide Table of Organization

The Commission is asked to approve the City-wide Table of Organization, that was originally presented as a “draft” at the January 31, 2024 special meeting of the Civil Service Commission.

- ** COMMISSIONER GRECH MOVED TO APPROVE THE CITY-WIDE TABLE OF ORGANIZATION, THAT WAS ORIGINALLY PRESENTED AS “DRAFT” AT THE JANUARY 31, 2024 SPECIAL MEETING OF THE CIVIL SERVICE COMMISSION.**
- ** COMMISSIONER HALL SECONDED THE MOTON.**
- ** THE MOTION TO APPROVE PASSED UNANIMOUSLY.**

7. Extension of Probationary Period

The Commission has received a request from Tonya Lewis, Senior Office Manager, Public Facilities, to extend Amber Vasconez’s probationary period for an additional 3 months.

Mr. Amado asked the candidate if she wished to have the appeal heard in Executive or Public Session and explained the difference. Ms. Vasconez chose Public Session.

Mr. Amado introduced the item and reviewed background for the extension request as outlined in the supporting documents under tab 7.

Ms. Tonya Lewis reviewed performance reviews and explained that the rationale for this request is to provide further training so that performance can progress to an evaluation of proficient.

- ** COMMISSIONER GRECH MOVED TO GRANT A REQUEST FROM TONYA LEWIS, SENIOR OFFICE MANAGER, PUBLIC FACILITIES, TO EXTEND AMBER VASCONEZ’S PROBATIONARY PERIOD FOR AN ADDITIONAL THREE MONTHS.**
- ** COMMISSIONER HALL SECONDED THE MOTON.**
- ** THE MOTION TO GRANT THE REQUEST PASSED UNANIMOUSLY.**

Chairperson Falberg noted that this was a Tripartite Vote.

**** Department Head Tonya Lewis voted to grant the request.**

**** Personnel Director Amado voted to grant the request.**

**** The Commission voted to grant the request.**

****THE TRIPARTITE VOTE WAS UNANIMOUS TO GRANT THE REQUEST.**

8. Michelle Farkas – Appeal

The Commission has received a request for an appeal from Michelle Farkas, regarding her disqualification from the Public Safety Telecommunicator exam #2387 hiring, process due to not meeting the minimum qualification of typing speed.

Mr. Amado reported that correspondence was received that the applicant was sick and there was a request to table the item.

**** COMMISSIONER HALL MOVED TO TABLE THE AGENDA ITEM 8
MICHELLE FARKAS APPEAL UNTIL THE NEXT MEETING.**

**** COMMISSIONER FORD SECONDED THE MOTION**

**** THE MOTION TO TABLE THE ITEM PASSED UNANIMOUSLY.**

9. Craig Baldwin – Appeal

The Commission has received a request for an appeal from Craig Baldwin, regarding his disqualification from the entry level firefighter exam #2380 hiring process due to the results of the psychological evaluation and the background investigation.

Mr. Amado asked the candidate if he wished to have the appeal heard in Executive or Public Session and explained the difference. Mr. Baldwin chose Public Session.

Mr. Amado introduced the item and reviewed background for the appeal as outlined in the supporting documents under tab 9. He reviewed the psychologist's evaluation and report findings. Mr. Baldwin felt the psychological result was wrong. He said the psychologist stated during the interview part of the evaluation that he would follow direction from his supervisor. Mr. Baldwin gave his statement and explained he has worked hard over the past ten years as a business owner and has supported his family and has been an active member of the community.

Members of the public and family members spoke in support of Mr. Baldwin:

Mr. Earl King stated Mr. Baldwin is a former member of the Police Cadets and is an upstanding member of the community, who has worked very hard and deserves the appeal to be granted.

Ms. Erica McQueen thanked the Commission for the chance to speak in consideration of her boyfriend as an honest hard-working and upstanding member of the community, who has worked very hard and deserves the appeal to be granted.

Ms. Dekenya Bell thanked the Commission for the chance to speak and wanted to echo the comments of her son that she raised as a single mother. She added that he has shown himself to be truly a fighter, very hard-working and wonderful man who has worked very hard and deserves the appeal to be granted.

Fire Chief Edwards said he always backs the results of the psychological evaluation, and explained the peer review committee recommending to Eric that he be offered employment as a firefighter.

Commissioner Ford asked for details on the background investigation.

Mr. Amado replied that the background investigation results reported a fight in 2015 with shots fired. In 2021 he was brought to the police department and charges were dismissed. The psychological evaluation was the primary factor but in conjunction with the background were the reasons for disqualification. Attorney Mitola said the agenda said the disqualification was the psychological evaluation and background. Mr. Amado said the disqualification was a compound of both the psychological evaluation and the background.

Mr. Baldwin asked to speak about the investigation findings and noted he was an armed security officer in the City of Norwalk and was initially arrested. The prior assault charges were dismissed. There was an issue at his business Downtown and the case was recently dismissed. His father was there and there may have been confusion as the charge included his father with the same name, Jr. and Sr.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM CRAIG BALDWIN REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FROM THE FIREFIGHTER EXAM #2380 HIRING PROCESS DUE TO THE RESULTS OF THE PSYCHOLOGICAL EVALUATION AND THE BACKGROUND INVESTIGATION.**

COMMISSIONER GRECH VOTED TO GRANT THE APPEAL.

COMMISSIONER FORD VOTED TO GRANT THE APPEAL.

COMMISSIONER HALL VOTED TO GRANT THE APPEAL.

**** THE APPEAL FROM CRAIG BALDWIN REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FROM THE ENTRY LEVEL FIREFIGHTER EXAMINATION #2380 DUE TO THE RESULTS OF THE PSYCHOLOGICAL EVALUATION AND THE BACKGROUND INVESTIGATION WAS UNANIMOUSLY GRANTED.**

10. James Jackson – Appeal

The Commission has received a request for an appeal from James Jackson, regarding his disqualification from the entry level firefighter exam #2380 hiring process due to the background investigation. He is represented by Attorney John Walsh.

Mr. Amado asked the candidate if he wished to have the appeal heard in Executive or Public Session and explained the difference. Atty. Walsh replied that the appeal could be held in Executive Session.

**** CHAIRPERSON FALBERG ACCEPTED A MOTION BY COMMISSIONER GRECH TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL FROM JAMES JACKSON.**

**** COMMISSIONER FORD SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Ms. Brelsford, Atty. Mitola, Mr. Jackson, and Atty. Walsh entered into an Executive Session at 5:03 p.m. and returned to Public Session at 5:43 p.m.

**** CHAIRMAN FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM JAMES JACKSON REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FROM THE FIREFIGHTER EXAM #2380 HIRING PROCESS DUE TO THE RESULTS OF THE PSYCHOLOGICAL EVALUATION AND THE BACKGROUND INVESTIGATION.**

COMMISSIONER GRECH VOTED TO DENY THE APPEAL.

COMMISSIONER FORD VOTED TO DENY THE APPEAL.

COMMISSIONER HALL VOTED TO DENY THE APPEAL.

**** THE APPEAL FROM JAMES JACKSON REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FROM THE ENTRY LEVEL FIREFIGHTER EXAMINATION #2380 HIRING PROCESS DUE TO THE RESULTS OF THE PSYCHOLOGICAL EVALUATION AND THE BACKGROUND INVESTIGATION WAS UNANIMOUSLY DENIED.**

11. Request by Firefighter Dennis Olmstead and the Fire Union IAFF Local 834 to speak regarding the complaint and appeal regarding competitive promotional exam 2384 Fire Lieutenant that was heard at the January 9, 2024 Civil Service Commission meeting.

Atty. Mitola read the item and explained this item was heard at length at the January meeting, and due to the time, the Firefighter was not able to speak, and this is why it is on the agenda.

Mr. Olmsted thanked the Commission for allowing him to speak and read his statement, a summary is as follows:

He thanked Mr. Amado for his response in the compassionate decision to allow him to retake the exam under the special circumstances of his wife going into early labor. He explained that his priority was his wife and unborn child, especially considering a high-risk pregnancy. He gave an overview of his wife's previous pregnancy that was difficult and sadly ended in the death of his newborn child.

He spoke of the reactions of support from members of the department and disappointing texts and emails from others that did not approve of the decision. He added that the inflammatory comments have been very discouraging over the decision to take the make-up exam. He truly hopes that there can be more clear guidelines in the Civil Service regulations on exceptions and conditions that more clearly outline approved reasons to retake exam for prevent future conflicts and complaints from the department.

He summarized his background and qualifications and time invested with this process. He expressed his sincere appreciation for statements of understanding and compassion for the traumatic circumstances of the emergency labor. He added that it has been a hardship not knowing what his future employment will be and being put on hold during this time in his family, and in view of the time he has invested with training and test preparation.

Atty. Courtney George asked to speak, and Atty. Mitola replied that she was not permitted to speak at this time. Atty. Mitola noted that the legal opinion was in process and would be submitted for documentation for the next meeting.

Item 12. Legal Report – No report

Item 13. Personnel Director Report

Personnel Director Amado highlighted the following reports for information:

- Exam Update
 - Processing new Public Safety classification positions.
 - Looking into finalizing results for Fire Deputy Chief Exam.
 - The office is doing other processing of exams for non-competitive classifications.

The next regular monthly CSC meeting is scheduled for Tuesday, March 12, 2024.

ADJOURNMENT

**** COMMISSIONER FORD MOVED TO ADJOURN.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 5:58 p.m.

Respectfully submitted,
Telesco Secretarial Services