



45 Lyon Terrace
Bridgeport, CT 06604

**CITY OF BRIDGEPORT
CIVIL SERVICE COMMISSION
SPECIAL MEETING
CITY HALL, WHEELER ROOMS A AND B
MARCH 12, 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, Richard Rodgers; Personnel Director Eric Amado; Clerk to the Commission Deborah Brelsford; Lisa Mastronunzio, Acting Assistant Personnel Director; City Atty. John Mitola;

Consent Agenda – Matters to be Acted Upon

**** COMMISSIONER FALBERG MOVED TO ADOPT THE CONSENT CALENDAR AS FOLLOWS:**

**MEETING MINUTES OF SPECIAL MEETING OF FEBRUARY 28, 2024;
MERIT INCREASES, PERMANENT APPOINTMENTS, VACANCY REPORT
AS PRESENTED.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

MERIT INCREASES FOR MARCH 12, 2024 C.S.C MEETING

POLICE	JOB TITLE	EFFECTIVE MARCH 2024
MATTHEW GONCALVES	POLICE DETECTIVE	\$92,812.00 (2) TO \$94,740.00 (3) TOP
BRADFORD SEELY	POLICE LIEUTENANT	\$108,616.00 (3) TO \$109,702.00 (4) TOP
JONATHAN DUHARTE	POLICE LIEUTENANT	\$108,616.00 (3) TO \$109,702.00 (4) TOP
LAMEIK SELDON-BLACK	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
ZACHARY RUSCOE	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
DANIEL BUCKLEY	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
ZACHARY SCHULER	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
ROLANDO MONTERO	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
DAVID TEIXEIRA	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
BRITTNEY BAER	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
WILBERTO RIVERA-COLON	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
LEANDRO FLORIAN	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
DARRYL WILSON	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
JAMESON ROWLAND	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
RUSSELL OUELLETTE	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
RACHEL HARRY	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
MICHAEL CUNEO	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)
JOSHUA WALKER	POLICE OFFICER	\$77,001.00 (2) TO \$82,134.00 (3)

STEP INCREASES JULY 1, 2022

Dept	Employee	Position	Increase
Info Tech Services	Jean Presume	Computer Systems Analyst	\$93,320 (3) to \$94,959 (Top)

STEP INCREASES MAR. 9, 2024

Dept	Employee	Position	Increase
Comptroller's	Christopher Anastasi	Accountant	\$88,487 (4) to \$90,885 (5)

PERMANENT APPOINTMENTS – February 2024 - MEETING

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
214025	Estephan	Joseph	Permit Supervisor	2/16/2024
211282	Santiago Lopez	Kelvin	BOE - Maintainer I, Grade I	2/21/2024

FIRE PERMANENCY MARCH 12, 2024 C.S.C. MEETING

FIRE	JOB TITLE	EFFECTIVE
ROBERT NOVAK	FIRE ASSISTANT CHIEF	3/23/2024
ANDREW SMIRGA	FIRE CAPTAIN	3/23/2024

POLICE PERMANENCY MARCH 12, 2024 C.S.C. MEETING

POLICE	JOB TITLE	EFFECTIVE
JUSTIN ALSTON	POLICE OFFICER	3/27/2024
CURHONE BALDWIN	POLICE OFFICER	3/27/2024
STEPHEN BARKER	POLICE OFFICER	3/27/2024
JAIRO BASTIDAS	POLICE OFFICER	3/27/2024
DARNELL BLANDING	POLICE OFFICER	3/27/2024
RAYANE BRANDAO	POLICE OFFICER	3/27/2024
CHRISTIAN COMPOLATTA	POLICE OFFICER	3/27/2024
ROBERTO DA SILVA	POLICE OFFICER	3/27/2024
SCULLY DUMAY	POLICE OFFICER	3/27/2024
ANGELO FISCHETTI	POLICE OFFICER	3/27/2024
MICHAEL GUTHRIE	POLICE OFFICER	3/27/2024
YOON HEO	POLICE OFFICER	3/27/2024
JOCIMARA SILVA	POLICE OFFICER	3/27/2024
BENJAMIN JUCHNIEWICH	POLICE OFFICER	3/27/2024
DAMON KENNEDY	POLICE OFFICER	3/27/2024
JAH'MAINE MERCER	POLICE OFFICER	3/27/2024
JOHN MICHELSON	POLICE OFFICER	3/27/2024
CHRISTOPHER ROBINSON	POLICE OFFICER	3/27/2024
STEVEN SINGH	POLICE OFFICER	3/27/2024
SPENCER THOMAS	POLICE OFFICER	3/27/2024
CHRISTIAN VAZQUEZ	POLICE OFFICER	3/27/2024
GEORGE VIVO	POLICE OFFICER	3/27/2024
RYAN WILSON	POLICE OFFICER	3/27/2024

VACANCIES	Report -	3/12/2024				
<u>Competitive Positions</u>				<u>Former</u>		<u>Replacement</u>
EOC						
Public Safety Telecommunicator				Adam Szeps		Vacant
Public Safety Telecommunicator				Dwayne McBride		Vacant
Public Safety Telecommunicator				Eric Lopez		Vacant
Public Safety Telecommunicator				Marqus Pritchett		Vacant
Public Safety Telecommunicator				Kevin Werder		Vacant
<u>Non-Competitive Positions</u>				<u>Former</u>		<u>Replacement</u>
POLICE DEPARTMENT						
Kennel Person				Emily Quintiliano		Vacant
Manager Municipal Garage				New		Vacant
Fleet Mechanic				New		Vacant
LABOR RELATIONS						
Senior Labor Relations Officer				Domenic Costello		Jason McKoy
Benefits Coordinator/ Worker's Compensation				Terry Jones		Vacant
PUBLIC FACILITIES						
Custodian I				Yesenia Alicea Nadrizny		Vacant
Clerical Assistant				Giselle Torres		Vacant
Maintainer II				Charles Geibel		Vacant
Maintainer II				Eric Arita		Vacant
Maintainer III				Kevin Merced Davila		Vacant
WPCA						
Engineer I				Anthony Santiago		Vacant
<i>Black = competitive</i>						
<i>Blue = non-competitive</i>						

Matters to be Acted Upon

5. Waiver Request

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

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

6. New Classification Request - Senior Paralegal

The Civil Service Commission has received a request from Personnel Director, Eric Amado in collaboration with City Attorney Tyisha Toms, to approve the creation of a new non-competitive classification of Senior Paralegal for the Office of the City Attorney.

- ** COMMISSIONER HALL MOVED TO APPROVE THE NEW CREATION OF A NEW NON-COMPETITIVE CLASSIFICATION OF SENIOR PARALEGAL FOR THE OFFICE OF THE CITY ATTORNEY.**
- ** COMMISSIONER RODGERS SECONDED.**
- ** THE NEW CLASSIFICATION WAS UNANIMOUSLY GRANTED.**

7. New Classification Request – Deputy Chief Executive Officer

The Civil Service Commission has received a request from Personnel Director, Eric Amado, in collaboration with Fire Chief Lance Edwards, to approve the creation of a new classification for the Fire Department position of Deputy Chief Executive Officer. It is not union affiliated.

- ** COMMISSIONER HALL MOVED TO APPROVE THE NEW CLASSIFICATION OF DEPUTY CHIEF EXECUTIVE OFFICER.**
- ** COMMISSIONER GRECH SECONDED.**
- ** THE NEW CLASSIFICATION WAS UNANIMOUSLY GRANTED.**

8. Updated Job Description – Deputy Chief of Administration and Operations

The Civil Service Commission has received a request from Personnel Director, Eric Amado, in collaboration with Fire Chief Lance Edwards, to approve an updated job description for the Fire Department classification of Deputy Chief of Administration and Operations. It is not union affiliated.

- ** COMMISSIONER RODGERS MOVED TO APPROVE THE NEW CLASSIFICATION OF DEPUTY CHIEF OF ADMINISTRATION AND OPERATIONS.**
- ** COMMISSIONER GRECH SECONDED.**
- ** THE NEW CLASSIFICATION WAS UNANIMOUSLY GRANTED.**

9. 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 the applicant was not present, and since there were prior requests to table, the appeal can no longer be continued.

**** CHAIRPERSON FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE 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.**

- ** COMMISSIONER GRECH VOTED TO DENY THE APPEAL.**
- ** COMMISSIONER FORD VOTED TO DENY THE APPEAL.**
- ** COMMISSIONER RODGERS VOTED TO DENY THE APPEAL.**
- ** COMMISSIONER HALL VOTED TO DENY THE APPEAL.**
- ** THE APPEAL WAS UNANIMOUSLY DENIED.**

10. Appeal – Kenneth DuBose, Jr. Police Officer #2388

The Commission has received a request for an appeal from Kenneth DuBose, Jr. regarding his disqualification from the hiring process for the entry level Police Officer examination #2388, due to failing a portion of his medical examination.

Mr. Amado reported there was a request to table the appeal because there was a death in the family.

- ** COMMISSIONER RODGERS MOVED TO TABLE THE REQUEST FOR AN APPEAL FROM KENNETH DUBOSE, JR. REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR THE ENTRY LEVEL POLICE OFFICER EXAMINATION #2388, DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION UNTIL THE NEXT MEETING.**
- ** COMMISSIONER GRECH SECONDED THE MOTION**
- ** THE MOTION TO TABLE THE APPEAL PASSED UNANIMOUSLY.**

11. Appeal – Jordan Francis, Police Officer #2388

The Commission has received a request for an appeal from Jordan Francis regarding his disqualification from the hiring process for the entry level Police Officer examination #2388, due to failing a portion of his medical examination.

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

- ** CHAIRPERSON FALBERG ACCEPTED A MOTION BY COMMISSIONER FORD TO ENTER INTO EXECUTIVE SESSION FOR THE REQUEST FOR AN APPEAL FROM JORDAN FRANCIS, POLICE OFFICER #2388.**
- ** COMMISSIONER RODGERS SECONDED THE MOTION.**
- ** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Ms. Brelsford, Atty. Mitola, and Mr. Francis entered into an Executive Session at 4:49 p.m. and returned to Public Session at 5:03 p.m.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM JORDAN FRANCIS REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FROM THE ENTRY LEVEL POLICE OFFICER EXAMINATION #2388, DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

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

**** THE APPEAL WAS GRANTED.**

12. Appeal – Bobbie Broadnax, Jr.

The Commission has received a request for an appeal from Bobbie Broadnax, Jr. regarding his disqualification from the hiring process for a seasonal position with the Fairchild Wheeler Golf Course due to failing a portion of his medical examination.

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

**** CHAIRPERSON FALBERG ACCEPTED A MOTION BY COMMISSIONER FORD TO ENTER INTO EXECUTIVE SESSION FOR THE REQUEST FOR AN APPEAL FROM BOBBIE BROADNAX.**

**** COMMISSIONER RODGERS SECONDED THE MOTION.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Ms. Brelsford, Atty. Mitola, and Mr. Broadnax, Jr. entered into an Executive Session at 5:05 p.m. and returned to Public Session at 5:13 p.m.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM BOBBIE BROADNAX, JR. REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR A SEASONAL POSITION WITH THE FAIRCHILD WHEELER GOLF COURSE DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER GRECH VOTED TO GRANT THE APPEAL.
COMMISSIONER FORD VOTED TO GRANT THE APPEAL.
COMMISSIONER HALL VOTED TO GRANT THE APPEAL.
COMMISSIONER RODGERS VOTED TO GRANT THE APPEAL.**

**** THE APPEAL WAS UNANIMOUSLY GRANTED.**

13. Legal Opinion regarding Fire Lieutenant Examination #2384

Attorney John Mitola will discuss the legal opinion regarding Fire Lieutenant Examination #2384.

Atty. Mitola referred to the legal opinion as contained in the supporting document binder.

He summarized that the key issue is whether the Personnel Director violated the Bridgeport City Charter by allowing Firefighter Candidate to retake the promotional exam for Lieutenant within five days after the scheduled exam because the Candidate's wife went into labor on the day of the exam, and therefore was unable to take the exam. After research done on the details, it is the finding that the Personnel Director exercised his proper authority under the charter, and the law; and therefore, for reasons as outlined in the legal opinion, there is no violation of the charter.

Atty. Mitola reviewed details of the facts of the case and dates of the scheduled exam and the process whereby the Civil Service office retained IOS Solutions to develop the exam and work with the Civil Service to handle the process of scheduling and administering of the exam. He outlined the dates of the announcement (Exhibit A) of the computerized test procedures and email notifications, and charter mandated requirements. He added that (Exhibits B & Exhibit C) included requirements of reading list for preparation and included the process of a security deposit to ensure the candidates to show up for the exam. He added the confidentiality agreement (Exhibit E) that is intended to ensure no sharing of answers that would result in an unfair advantage of a make-up exam.

He reviewed details of notification by emails of the candidate's inability to take the exam, the Personnel Director's notice to IOS Solutions of the retake request, and the response by Consultant, Mr. Rob Shepard who evaluated the request and relayed information to Civil Service that a retake was it would not affect the integrity of the examination process and was within the guidelines, and he recommended the retake of the exam be done within five days.

He summarized that the purpose and purview of the Civil Service Office and legal opinion concluded that the Personnel Director followed procedures within his authority did not violate the Bridgeport City Charter (sections as outlined) by allowing Firefighter Candidate to retake the promotional exam for Lieutenant for the reasons as outlined.

14. Complaint and appeal regarding competitive promotional exam #2384 Fire Lieutenant (Tabled from January 9, 2024.

Personnel Director Amado read the item and asked the Commissioners if statement from the legal counsel would be heard. Chairperson Falberg replied that a summary would be heard and asked that the time be limited to five minutes.

Attorney Courtney George, representing the complainants in this matter and thanked the Commission for the opportunity to speak on this matter. She presented the statement for the appeal that the Personnel Director actions were justified on the purpose of Civil Service authority and purview, but the City Charter section 211 principles were violated by personally and privately granted the retake request without prior public notice violated CT state law.

She outlined that this is grounds for exception of competitiveness and created an unfair and unequal opportunity for the Candidate to retake the exam. She explained that the Opinion Letter got it wrong and read from the Charter on the purpose of Civil Service rules were violated by the Personnel Director for creating an unfair advantage for not following rules for hardship and retake procedures.

She emphasized that promotion tests could be held as necessary and notice and time and place and scope by public notice and takes the position that the test and subsequent make up test would require public notice, and she provided the rationale of the requirements of Civil Service.

Commissioner Ford asked if any of the complainants she represents requested to retake the exam. Atty. George replied, no.

Commissioner Grech asked Personnel Director Amado if he had any personal relationship to the candidate now or any time prior to the exam. Mr. Amado replied, no.

Chairperson Falberg asked if there was any situation in the past that established a precedent for retaking the exam. Mr. Amato outlined there were past situations of exam for alternative platforms for candidates to retake the exam for unforeseen circumstances, so this was not a rare occurrence.

Commissioner Grech asked to clarify the ruling of the appeal, and Attorney Mitola noted that granting would result in taking the candidate off of the list; and for a denial, he would remain on the list.

**** COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE COMPLAINT AND APPEAL REGARDING COMPETITIVE PROMOTIONAL EXAM #2384 FIRE LIEUTENANT (TABLED FROM JANUARY 9, 2024).**

**COMMISSIONER GRECH VOTED TO DENY THE COMPLAINT AND APPEAL.
COMMISSIONER FORD VOTED TO DENY THE COMPLAINT AND APPEAL.
COMMISSIONER RODGERS VOTED TO DENY THE COMPLAINT AND APPEAL.
COMMISSIONER HALL VOTED TO DENY THE COMPLAINT AND APPEAL.**

**** THE COMPLAINT AND APPEAL REGARDING COMPETITIVE PROMOTIONAL EXAM #2384 FIRE LIEUTENANT WAS UNANIMOUSLY DENIED.**

Item 15. Legal Report – No report

Item 16. 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, April 9, 2024.

ADJOURNMENT

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

The meeting was adjourned at 5:49 p.m.

Respectfully submitted,
Telesco Secretarial Services