

CIVIL SERVICE COMMISSION REGULAR MEETING

February 11, 2014 at 2:00 p.m.

City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

MINUTES

Commissioner Eleanor Guedes called the February 11, 2014 regular meeting of the Civil Service Commission to order at 2:11 p.m. Present were Commissioners Rodgers, Plummer and McBride. Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and City Attorney John Mitola were also in attendance. It is noted that at 2:15 p.m. Commissioner McBride joined the meeting in progress.

1. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission meeting on January 14, 2014 were submitted for review. Mr. Dunn stated that he reviewed them and found them to be in order. Commissioner Plummer said that he abstained on the Joel Christy grievance for the Fire department at last month's meeting on principle. It was unfortunate that Attorney Bohannon had not provided Chief Rooney's investigation to the Commission prior to the meeting. There was no time for the Commission to read the investigation at the meeting. The Commissioners all requested to be able to read documents, such as this, in advance of the meeting. Commissioner Plummer said that when he read Chief Rooney's report he found it to be very thorough, unbiased and all his doubts were settled. He said that statements were taken and it was very conclusive. He said that he would change his abstention to a denial. City Attorney Mitola said that there would be a problem with voting again because the matter would have to be put back on the table and not all parties are present. He said that it was fine that Commissioner Plummer expressed how he felt for the Record today.

Mr. Dunn said that he and Ms. Brelsford do not have documents in advance and in the future any documents would be requested in advance as a courtesy for the Commission and to give them time to be informed in advance of meeting. Mr. Dunn said that it would be rare of an arbitration panel to issue a bench decision. He explained that evidence, testimony, briefs, reply briefs and discussions all take place before a panel makes a decision. Commissioner Guedes thanked Commissioner Plummer and said his comments would be noted for the Record. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Minutes for January 14, 2014 were unanimously approved.

2. Vacancy Report - NOTED FOR THE RECORD

The Commission noted the following vacancies for the Record:

Competitive

BOE Facilities Custodian I

Public Safety Telecommunicator (5)

Non-Competitive

BOE Facilities Maintainer I Grade I (2)

Public Facilities Data Coordinator

3. Merit Increases – CERTIFIED FOR PAYROLL

The Commission certified for payroll the following merit increase:

Jorge Dasilva Maintainer III Public Facilities \$45,300 (6) to \$56,007 (Top)*

*Retro to January 1, 2014

Also corrections were made from the previous month for Curtis Hooks and Sampher Adorno.

4. Permanent Appointments – CERTIFIED FOR PAYROLL

The Commission certified for payroll the following permanent appointment:

Walter Blunt Maintainer I Grade I Public Facilities Effective 1/8/14

5. Request for Examination - APPROVED

The Commission received a request from Fire Chief Brian Rooney to conduct a promotional examination for the position of Fire Assistant Chief. Commission Guedes asked Mr. Dunn about how many eligible candidates there would be for the exam and he replied about 12-14. She also wanted to know the eligibility requirements and Mr. Dunn said 3 year time and grade. On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the Commission unanimously approved a promotional examination for the position of Fire Assistant Chief.

6. Request for Examination – TABLED TO MARCH 11, 2014

The Commission received a written request from Police Chief Joseph Gaudett to conduct an entry level police officer exam in addition to a verbal request for promotional exams for Detective and Captain. Mr. Dunn stated that the Exam #2302 list has now been exhausted and that 17 men and women were to begin the Training Academy on February 17th. He added that this was the 3rd class from the list and that Civil Service went through numerous candidates. He stated that these candidates came from the 2nd half of the list. He stated that Chief Gaudett had said that rumors regarding a large group of Police Officers retiring in April have been circulating around the department.

Mr. Dunn also reminded the Commissioners that there are about 20 police candidate appeals for a special meeting.

There was a discussion amongst the Commissioners regarding waiting until after the appeal meeting to approve Chief Gaudett's request for an exam.

On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission unanimously tabled the exam request to March 11, 2014.

7. Examiner's Report - Police Lieutenant Promotional Exam #2324 - CERTIFIED

The Commission received a report from Lisa Kollman, Examiner, for Police Lieutenant Promotional Exam #2324. Mr. Dunn explained the report to the Commissioners in Ms. Kollman's absence. He added that Lieutenants Cotto and Grech were promoted provisionally a few weeks back and that on February 10th they were sworn in at a special ceremony and award night that took place at Fairchild Wheeler School. Mr. Dunn stated that the list is official for 2 years. On a motion made by Commissioner Plummer and seconded

by Commissioner Rodgers the Commission unanimously certified the employment list for Police Lieutenant Exam #2324.

8. Examiner's Report – Airport Manager Exam #2328 - ENDORSED

The Commission received a report from Deborah Brelsford, Examiner, for Airport Manager Structured Oral Interview (SOI) Examination #2328. Mr. Dunn noted that the position is non-competitive. He added that he and City Attorney Mark Anastasi met and Mr. Dunn decided to run a competitive process, similar to Police Chief. With that process the Mayor picked any of the 3 finalists. In this case of Airport Manager there is the rule of 1. Mr. Dunn wanted the process to be fair and professional.

Ms. Brelsford explained the report to the Commissioners and informed them that Ms. Pauline Mize had the highest number of points from the panel. Mr. Dunn added that his predecessor, Mr. Ralph Jacobs, started a Structured Oral Interview process. Mr. Dunn further added that he continued it and expanded on it and that this style is not new to the Civil Service office. On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission unanimously endorsed the findings conducted by the Personnel office regarding Pauline Mize as candidate number 1 for the position of Airport Manager.

9. Fire Grievances – TABLED to March 11, 2014

The Commission received a request from Mr. Robert Whitbread, President Local 834, for the following grievances to be heard:

- Griev 2013-19 Light duty during storm Nemo
- Griev 2013-2 Lee Taylor car use
- Griev 2013-13 J. Hall docked pay
- Griev 2013-3 Isias Rodriguez transfer

Mr. Dunn informed the Commission that on February 10th Chief Rooney requested the grievances be tabled because he was going to be at the State Labor Board. Mr. Dunn added that the union was there as well. Mr. Osborne, Director, Labor Relations, said that he would also like the grievances tabled to the March Commission meeting. On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the Commission unanimously tabled the grievances to March 11, 2014.

10. Legal Report – Attorney Mitola – NO ACTION TAKEN

Attorney Mitola said he had no legal report. Commissioner Guedes asked about a hearing that she thought was supposed to take place in December. Attorney Mitola explained that he filed a motion to dismiss. He said if the motion was denied then there would be a trial and he would let her know.

11. Personnel Director's Report – NO ACTION TAKEN

- Police #2306 3rd Academy Class Update
Mr. Dunn said that on February 17th the Training Academy would begin for 17 men and women. One of the rookies is a body builder and did not have enough hair on his body for a hair follicle drug test. This rookie will still need to be tested when enough hair could be given to test.
- Police Sergeant Promotional Exam #2325 Update
Mr. Dunn reported that this examination was being created by Selection Works and the job analysis was already performed. He hoped to announce it in the next week. Eligible patrol officers and detectives could take the test. Again, the Civil Service office would take a refundable fee for the exam, and upon exam completion the check would be returned to the candidate.
- Police Entry Level Exam – lateral entry/POST Certified Candidates only
Mr. Dunn explained to the Commissioners the possibility of a lateral entry for certified Police Officers. He noted that there was a meeting with the South Central Criminal Justice Consortium and City Attorneys Mark Anastasi and Art Laske also attended the meeting. The possibility of Bridgeport joining the Consortium was discussed at the meeting. Mr. Dunn explained that 2 tests per year are given by the Consortium; 1 in the spring and 1 in the fall. Candidates select the community or town they are interested in. Mr. Dunn stated that this was an alternative testing process that would work within the Charter requirements and would be in compliance with the Charter.

Lateral entry would be made by a current POST certified Police Officer working somewhere else. Police officers working at Southern Connecticut State University and Yale are POST certified. Certification does not expire, even if retired the certification is kept. An example is a Lieutenant working in another department retires and could then work for the Bridgeport Police department. Mr. Dunn reported a cost savings in not needing to give a polygraph and psychological exam because the lateral entry would have already passed it. Mr. Dunn envisioned an oral exam of some sort. Civil Service could be more selective in hiring.

Mr. Dunn told the Commissioners that the Police department received a grant for 10 School Resource Officers (SRO). He added that 2 or 3 already have this certification and would have to take this test. They could move in laterally as well. A lateral entry process would be open for a short time. There would only be 10 hires. The list would be disbanded and go into other exam process.

Commissioner Guedes asked about screening that would take place to prevent problems such as bad actors. Mr. Dunn said that candidates would still undergo an oral exam, a background investigation by the Office of Internal Affairs, a physical examination and stress test. Mr. Dunn said that the City's pension system will be a major enticement.

- February 25, 2014 – all day - Police #2302 appeals

Mr. Dunn asked to go into executive session. Commissioner Guedes asked Attorney Mitola if this would be legal. He replied that it would be legal because the discussion would be on a personnel matter and medical information. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously entered executive session at 3:00 p.m.

On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commission returned to public session at 3:25 p.m.

On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission adjourned the February 11, 2014 regular monthly meeting at 3:25 p.m.