

# CIVIL SERVICE COMMISSION REGULAR MEETING

April 8, 2014 at 2:00 p.m.

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

## MINUTES

Commissioner Eleanor Guedes called the April 8, 2014 regular meeting of the Civil Service Commission to order at 2:03 p.m. Present were Commissioners Rodgers, Plummer, McBride, Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, City Attorney John Mitola, and Assistant Chief of Police James Nardozzi. Police Chief Joseph Gaudett joined the meeting at 2:35 p.m.

### 1. Meeting Minutes - APPROVED

The Minutes from the regular monthly Civil Service Commission meeting on March 11, 2014 were submitted for review. Mr. Dunn stated that he read the Minutes and found them to be in order. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Civil Service Commission unanimously approved the March 11, 2014 Minutes.

### 2. Vacancy Report – NOTED FOR THE RECORD

Mr. Dunn informed the Commissioners of the following vacancies and they are noted for the Record:

#### Competitive Positions

##### Zoning

Provisional Zoning Inspector

#### Non-Competitive Positions

##### Human Resources/Benefits

Clerk A – Floater

##### Parks & Rec – Zoo

Seasonal Checkpoint Attendant (4)

Seasonal Maintainer I (9)

Zookeeper

##### Parks & Rec – Parks

Seasonal Maintainer I Grade I (45)

Seasonal Maintainer I Grade II with CDL (5)

##### Parks & Rec – Golf Course

Seasonal Golf Course Mechanic

Assistant Managers (3)

Head Starters (2)

Starter Rangers (20)

Junior Groundskeepers (4)

Groundskeepers (30)

##### Department on Aging

Senior Bus Driver

**3. Merit Increases – CERTIFIED FOR THE PAYROLL**

The Commission certified the following merit increase, effective May 1, 2014, for the payroll:

Carol Brelsford, BOE Facilities, Janitress \$28,939 (1) to \$30,463 (2)

**4. Permanent Appointments - NO ACTION TAKEN**

No one was eligible for permanent appointment.

**5. Alma Figueroa- Appeal Police Officer #2302 – FTA (failed to appear) - DENIED**

Mr. Dunn reminded the Commissioners that Ms. Figueroa's appeal was on the March 11<sup>th</sup> agenda and that she left the meeting before her hearing. He added that Ms. Figueroa did not pick up certified mail sent to her by the Office of the Civil Service Commission regarding leaving the March 11, 2014 Commission meeting before her appeal was heard and her opportunity to submit another appeal. The certified mail was returned by the USPS. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission unanimously denied the appeal of Ms. Alma Figueroa.

**6. Hector Rivera – Appeal Police Officer #2302 – TABLED**

The Commission received a request for an appeal from Mr. Rivera regarding his disqualification from Police Officer #2302 for habits and conduct. Mr. Rivera requested a private hearing and on a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission entered executive session at 2:08 p.m. The Commission returned to public session at 2:35 p.m. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously tabled the appeal of Mr. Hector Rivera.

**7. Vincenzo J. Mirci – Appeal Police Officer #2302 – TABLED**

The Commission received a request for an appeal from Mr. Mirci regarding his disqualification from Police Officer #2302 due to failing his hearing examination. Mr. Mirci requested a private hearing and on a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission entered executive session at 2:40 p.m. The Commission returned to public session at 3:08 p.m. On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commission unanimously tabled the appeal of Mr. Vincenzo Mirci.

**8. Benjamin Blue – Appeal Public Safety Telecommunicator #2321- TABLED**

The Commission received a request for an appeal from Mr. Blue regarding his disqualification from PST #2321 for failing a portion of his medical examination. Mr. Blue requested a private session and on a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission entered executive session. 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 unanimously tabled the appeal of Mr. Benjamin Blue.

At 3:26 p.m. a short recess was taken at the request of Commissioner Plummer. The Commission was back in public session at 3:37 p.m.

#### **9. Philippe Desrosiers – NO ACTION TAKEN**

The Commissioner received a request from Mr. Dwayne Harrison, President of NAGE Local R1-200, on behalf of Mr. Desrosiers, regarding his involuntary resignation from the Library on January 2, 2014. Mr. Dunn explained to the Commissioners that Mr. Desrosiers was a Library Assistant at the Library. Mr. Dwayne Harrison, NAGE Local R1-200 President and Mr. Scott Hughes, City Librarian were present. Mr. Desrosiers explained that he was on vacation in Haiti and got sick. He contacted Mr. Hughes regarding FMLA. When he was well enough to travel he had complications with his passport and had to apply for a new passport and wait for it. It is a lengthy process. When he returned to the U.S. on January 28, 2014 he read his mail and saw that he had been involuntarily resigned from his position.

Attorney Mitola questioned why this was before the Commission as it was not in their authority. Attorney Mitola said that the union could have filed a grievance. He added that this should be dealt with through Labor Relations and the union and then through the grievance process. Mr. Hughes stated that Mr. Desrosiers was a good employee and was in good standing with the Library. Mr. Hughes said that the Library has a vacant position for Library Assistant. Mr. White stated that Labor Relations has no animosity and that the involuntary resignation was done under contract terms.

#### **10. Fire Grievances – TABLED**

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

On Friday, April 4, 2014, both Mr. Lawrence Osborne and Mr. Robert Whitbread asked Ms. Brelsford to have the Fire grievances tabled. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commission unanimously tabled the Fire grievances.

#### **11. Legal Report – Attorney Mitola – NO REPORT**

Attorney Mitola stated that he had no report.

#### **12. Personnel Director's Report - NO ACTION TAKEN**

##### Police Sergeant Promotional Exam #2326 Update

Mr. Dunn reported that the Police Sergeant exam will take place on May 3 at Geraldine Johnson School. He added that over 100 patrol officers have applied for

the exam. He explained that the union requested that another week be given to applicants so Mr. Dunn moved the exam back 1 week.

#### Fire Assistant Chief Exam

Mr. Dunn said that an exam is being given on April 14, 15, and 16 for Fire Assistant Chief at Fire headquarters. He added that Dominick Carfi was promoted to Deputy Chief and that Ismael Pomales will be retiring. He also stated that James Grace is going to retire. Commissioner Rodgers asked Mr. Dunn how much time and grade was needed to take the test and Mr. Dunn replied that 3 years as a Captain was required.

#### Compressed Police Entry Level Exam

Mr. Dunn reported that there would not be a lateral entry exam for entry level Police Officer. He added that the Police department wanted a class by October 1<sup>st</sup> and the way Civil Service can handle this would be to give a compressed process, recruit for a month, resulting in a smaller pool of applicants. Mr. Dunn added that this has not been approved by the Administration yet. He told the Commission that he has been speaking with the Guardians, the Hispanic Society, and the Chief's office about word of mouth recruiting. Mr. Dunn referred to a recent New Haven Police Officer hiring of 26 cops. He said the breakdown was 18 white males; 1 African American male; 3 Hispanic males and 4 women. He said that this is an indication of other municipalities also having difficulty recruiting minorities and protected classes.

Commissioner McBride asked about the residence preference points for Bridgeport residents and Mr. Dunn said that the 15% will be a plus for City residents. Mr. Dunn said that he was meeting with Mr. Nunn (on Wednesday) to discuss an entry level exam. Mr. Dunn added that the City is required by Charter to advertise in a newspaper with at least 5,000 circulations and this would be the CT Post. The exam would also be posted on the City's website and word of mouth. Mr. Dunn informed the Commissioners that many qualified applicants from Westchester, Long Island, and Manhattan would have difficulty paying the non-resident fee of \$135.00 and that he was thinking about charging \$35.00 for both residents and non-residents.

On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the April 8, 2014 regular monthly meeting of the Civil Service Commission was adjourned at 4:04 p.m.