

CIVIL SERVICE COMMISSION REGULAR MEETING

January 12, 2016 at 2:00 p.m.
City Hall, 45 Lyon Terrace, Bridgeport, CT 06604
Wheeler Rooms A and B

MINUTES

Commissioner Plummer called the regular meeting of the Civil Service Commission to order at 2:08 p.m. Present were Commissioners Emanuel and Falberg; Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford; Associate City Attorney John Mitola; Janene Hawkins, Labor Relations Director; Cristal Ribeiro, Serdar Sahin, Mr. Whitbread, Fire Union President; Associate City Attorney Mark Anastasi; Philip White, Labor Relations Officer; Rui Lopes, prior Support Services Manager; Adam Heller, ITS Director

It is noted that Commissioners Guedes and Rodgers were not present.

1. Meeting Minutes - Approved

The minutes from the regular monthly Civil Service Commission meeting on December 8, 2015 were submitted for review.

**** COMMISSIONER EMANUEL MOVED THE DECEMBER 8, 2015 MINUTES.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION TO APPROVE THE DECEMBER 8, 2015 MINUTES AS SUBMITTED PASSED UNANIMOUSLY.**

2. Vacancy Report – NOTED FOR THE RECORD

Mr. Dunn presented the following Vacancy Report. He explained that with the new administration in place, there were a number of administrative appointed positions that had been terminated or the staff member had resigned or retired.

VACANCIES – Report 01/12/2016

Competitive Positions	Former	Replacement
POLICE		
Typist I	Ann Kubel (Promoted)	
COMPTROLLER'S		
Accounting Clerk I	Anjerice Holloway (Promoted)	Cassandra Edmonds
PUBLIC FACILITIES		
Custodian I	Joseph Guzek	Carlos Pita
Non-Competitive Positions	Former	Replacement

AGING

Administrative Assistant	N/A	Heather Goulet
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OFFICE OF THE MAYOR

Clerical Assistant (PT)	N/A	Veronica Ortiz
MBK Project Coordinator (PT)	Michael Jones-Peeler	Joseph K. Ossei

CHIEF ADMINISTRATIVE OFFICE

Assistant Chief Administrative Officer	Theresa Brown	Joao Gomes
Deputy Chief Administrative Officer	Indra Sen	Virginia Malhiero
Clerical Assistant (PT)	N/A	Carolanne Curry
Financial Coordinator	N/A	Christopher Alarcon

POLICE

Clerical Assistant	N/A	Sam Marks
Press Secretary	N/A	Michael Giannotti

SOCIAL SERVICES

Data Coordinator	Ernest Brown (Promoted)	April Bradley
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LABOR RELATIONS

Director of Labor Relations	Lawrence Osborne	Janene Hawkins
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COMPTROLLER'S

Director of Finance	Anne Kelly-Lenz	Kenneth Flatto
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CITY ATTORNEY

City Attorney	Mark Anastasi (Transferred)	R. Christopher Meyer
Deputy City Attorney	Arthur Laske	John Bohannon

PUBLIC FACILITIES

Director of Public Facilities	Jorge Garcia	John Ricci
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3. Merit Increases – CERTIFIED FOR PAYROLL

The Commission certified the following merit increases:

MERIT RAISES – JANUARY 2016 MEETING**FIRE**

MacNicholl, John D.	Fire Assistant Chief	\$95,549 to \$99,904 (3)	1/1/16
Rolfe, Ronald J.	Fire Captain	\$82,017 to \$84,438 (2)	1/1/16
Wallen, Everal O.	Fire Captain	\$84,438 to \$86,877 (3)	1/1/16
Marrero, Robert	Fire Inspector	\$77,558 to \$81,207 (2)	1/1/16
Sanzo, Giovanni	Fire Inspector	\$77,558 to \$81,207 (2)	1/1/16
Daly, Gregory R.	Fire Lieutenant	\$73,097 to \$75,539 (2)	1/1/16
Gegerly, Dennis M.	Fire Lieutenant	\$73,097 to \$75,539 (2)	1/1/16
Morales Jr., Damasio	Fire Lieutenant	\$73,097 to \$75,539 (2)	1/1/16
DeFranzo, Michael L.	Pumper Engineer	\$68,198 to \$70,617 (2)	1/1/16

POLICE

Caiazzo, Anthony J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Esquilin, Juan C.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Gianpoalo III, Anthony T.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Goncalves, Matthew J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Hanson, Keith W.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Holder, Eric J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Mazzacco, Michael A.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Mirtsoopoulos, Stavros	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Neumahr, Michael P.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Novia, Michael A.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Orlich III, Daniel J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Ortiz, Joshua P.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Pabon Jr., Carlos	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Remy, Cody J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Schumaker, Ian T.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Teixeira, Marcus A.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16
Topolski, John J.	Police Officer	\$57,574 to \$64,141 (3)	1/9/16

MERIT INCREASES EFFECTIVE JANUARY 1, 2016**BOE – FACILITIES**

Luan Rexhepaj	Janitress	\$31,981 (3) to \$33,616 (4)
Muoi La	Janitress	\$31,981 (3) to \$33,616 (4)
Diane Richards	Custodian I	\$38,468 (1) to \$39,542 (TOP)
Joseph Pires	Custodian I	\$38,468 (1) to \$39,542 (TOP)
Jose Perez	Maintainer I, Grade I	\$28,939 (1) to \$30,463 (2)

BOE ADMINISTRATION

Connie Johnson	Data Analyst	\$43,249 (1) to \$44,939 (2)
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CITY CLERK

Tatiana Urena	Typist I	\$34,560 (1) to \$36,290 (2)
Lounette Pettway	Typist III	\$46,153 (1) to \$47,571 (2)

TOWN CLERK

Christina Resto	Assistant Town Clerk	\$68,837 (4) to \$70,902 (5)
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CIVIL SERVICE

Eric Amado	A/Personnel Assistant I	\$65,707 (2) to \$67,757 (3)
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COMPTROLLER

Jennifer Krajnak	Accounting Clerk I	\$42,525 (4) to \$43,545 (5)
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HEALTH DEPARTMENT

Inna Khmel'nitskaya	Registered Sanitarian	\$65,840 (3) to \$76,922 (4)
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PARKS DEPARTMENT

Rodney Poulos Janitress \$31,981 (3) to \$33,616 (4)

CITY ATTORNEY'S OFFICE

Shakira Simpson Paralegal \$51,962 (3) to \$53,754 (4)

PUBLIC FACILITIES

Timothy Powell Maintainer I, Grade I \$31,981 (3) to \$33,507 (4)

Richard Abbott Maintainer II \$38,599 (4) to \$40,352 (5)

Aaron Curry Automotive Parts Specialist \$49,199 (2) to \$52,379 (3)

Emilio Fernandes Public Works Traffic Foreman \$60,782 (3) to \$62,686 (4)

Marisol Sterling Payroll Compensation Processor \$51,770 (1) to \$54,365 (2)

PUBLIC FACILITIES – AIRPORT

Coca Ignacio Airport Serviceman I \$35,963 (4) to \$37,598 (5)

TAX COLLECTOR'S OFFICE

Deborah Russi Tax Collector Clerk \$48,310 (4) to \$49,994 (TOP)

Elizabeth Caterson Tax Collector Clerk \$48,310 (4) to \$49,994 (TOP)

LIBRARY

Shauna-Kay Hyde Library Assistant I \$30,567 (1) to \$31,516 (2)

Twana Johnson Library Assistant I \$30,567 (1) to \$31,516 (2)

Sharaya Smith Library Assistant I \$30,567 (1) to \$31,516 (2)

Cynthia Hilliard Junior Librarian \$41,816 (1) to \$44,970 (2)

John Soltis Librarian III \$78,024 (1) to \$79,633 (2)

Sylvia Boyd Librarian IV \$84,678 (2) to \$87,388 (3)

PUBLIC SAFETY COMMUNICATIONS

Hillary MacKenzie Public Safety TCO \$20.30/hr (1) to \$22.68/hr (2)*

*Merit increase effective January 20, 2016

POLICE

Diana Morales School Crossing Guard \$8.37/hr (1) to \$9.03/hr (2)*

Rose-Marie Muniz School Crossing Guard \$8.37/hr (1) to \$9.03/hr (2)*

Derrick Stancil School Crossing Guard \$8.37/hr (1) to \$9.03/hr (2)*

Luis Hernandez School Crossing Guard \$8.37/hr (1) to \$9.03/hr (2)*

*Merit increase effective January 20, 2016

**** COMMISSIONER FALBERG MOVED TO APPROVE THE INCREASES.**

**** COMMISSIONER EMANUEL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

4. Permanent Appointments – CERTIFIED FOR PAYROLL

PERMANENT APPOINTMENTS – JANUARY 2016 MEETING

<u>Employee Name</u>	<u>Job Title</u>	<u>Effective Date</u>
<u>FIRE</u>		
Hannigan, Timothy G.	Fire Fighter	8/18/15
Dailey, Loren E.	Fire Fighter	8/18/15
Mincey, Terry L.	Fire Fighter	8/18/15
Prior, Gregory P.	Fire Fighter	8/18/15
Ramos, Marcos A.	Fire Fighter	8/18/15
Tobin, Darnell J.	Fire Fighter	8/18/15
Varanelli, Thomas C.	Fire Fighter	8/18/15
Marrero Jr., Robert	Fire Inspector	10/18/15
Sanzo, Giovanni	Fire Inspector	10/18/15
Daly, Gregory R.	Fire Lieutenant	7/17/15
Christy, Joel M.	Fire Lieutenant	10/18/15
Muhammad, Samuel A.	Fire Lieutenant	10/18/15
Pettway-Moore, Montique	Pumper Engineer	10/18/15
Scudder, Venus E.	Pumper Engineer	10/18/15
Levine, Eric J.	Pumper Engineer	1/11/16
McKelvie, John H.	Pumper Engineer	1/11/16
Valderrama, Edwardo	Pumper Engineer	1/11/16

5. Fire Grievance – WITHDRAWN.

The Commission received a request from Fire Union Local 834 to hear Grievance 2015-5 failure to promote Sanzo and Marrero (FI).

Mr. Dunn announced that this item had been withdrawn per the written request of Mr. Whitbread.

6. Cristal Ribeiro Appeal – Police Officer #2330 - DENIED.

The Commission received an appeal from Ms. Ribeiro regarding her disqualification from Police Officer examination #2330 for failing a portion of her medical examination.

**** COMMISSIONER EMANUEL MOVED TO ENTER INTO EXECUTIVE SESSION TO HEAR THE APPEAL FROM MS. RIBEIRO REGARDING HER DISQUALIFICATION FROM POLICE OFFICER EXAMINATION #2330 FOR FAILING A PORTION OF HER MEDICAL EXAMINATION.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Dunn, Ms. Brelsford, Atty. Mitola and Ms. Ribeiro entered into Executive Session to discuss personnel issues at 2:18 p.m. They returned to Public Session at 2:33 p.m. No actions were taken during the Executive Session

**** COMMISSIONER EMANUEL MOVED TO DENY THE APPEAL FROM MS. RIBEIRO REGARDING HER DISQUALIFICATION FROM POLICE OFFICER EXAMINATION #2330 FOR FAILING A PORTION OF HER MEDICAL EXAMINATION.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

7. Termination Hearing – Tripartite Vote

The department of Information Technology has recommended to terminate the probationary employment of Philip Brower, Support Specialist II.

Atty. Mitola gave a brief overview of the situation. Atty. Anastasia said that the employee had been suspended with pay and later announced that he was having surgery. Mr. Brower does not have any accrued sick time.

A brief discussion followed regarding whether or not the hearing should continue since Mr. Brower was not present. It was decided that since Mr. Rui Lopes, Mr. Brower's Supervisor at ITS Manager of Support Services, was present, that the Commission would open the hearing and hear Mr. Lopes' testimony. The hearing would be continued so that Mr. Brower could appear before the Commissioners next month.

Mr. Philip White, Labor Relations, said that he had been contacted by Mr. Lopes with some serious concerns regarding Mr. Brower's work performance. Following an confrontational incident with another employee, Mr. Brower made a number of accusations against Mr. Lopes that were without basis.

Commission Emanuel said that he had some questions about whether Mr. Brower's actions warranted termination.

Mr. White said that he had been involved in a number of terminations and often there were problems during the employee's probationary period. Mr. Dunn said that he puts a great deal of faith in the probationary period. He thought that it was good that the Supervisor had come forward to the Commission.

Atty. Anastasi commented that one of the Commissioners is elected and selected by the employees to the Commission. However, Atty. Anastasi said for the record that there was no obligation on the part of the Commissioner to act as a representative for the employees. Commission Emanuel repeated that, in his opinion, the employee did not do anything that warranted termination.

Mr. Adam Heller, the IT Director, came forward and said that he had initially taken the call about the confrontation. During Mr. Heller's conference with Mr. Brower, Mr. Brower displayed a level of anger that was unexpected. Mr. Heller added that there seemed to be a level of confusion on Mr. Brower's part about who actually was his supervisor. Mr. Heller stated that Mr. Brower had claimed that he was being unfairly treated in terms of moving equipment. Following the conclusion of the meeting with Mr. Brower about the confrontation, Mr. Heller said he agreed with Mr. Lopes' assessment regarding termination.

Commissioner Falberg said that she had a number of concerns about the employee's actions, including the fact that he was complaining about his co-workers within his probationary period. Mr. Lopes said that after many years of being a supervisor, every time he has seen this type of pattern in employees, it has been a red flag.

Commissioner Falberg asked if this employee had experience. Mr. Heller said that Mr. Brower was qualified for his position.

**** COMMISSIONER FALBERG MOVED TO CONTINUE THE TERMINATION HEARING FOR PHILIP BROWER, SUPPORT SPECIALIST II.
** COMMISSIONER EMANUEL SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

**** COMMISSIONER FALBERG MOVED TO DISCONTINUE THE ADMINISTRATIVE LEAVE WITH PAY FOR PHILIP BROWER, SUPPORT SPECIALIST II.
** COMMISSIONER EMANUEL SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

8. Michael J. Lazarus – Appeal - DENIED.

The Commission received an appeal from Mr. Lazarus regarding his disqualification from Custodian I in the Board of Education for failing a portion of his medical examination.

Mr. Dunn stated that Mr. Lazarus was not present. Ms. Brelsford said that a letter was sent to Mr. Lazarus informing of the appeal hearing.

**** COMMISSIONER FALBERG MOVED TO DENY THE APPEAL BASED ON MR. LAZARUS' FAILURE TO ATTEND.
** COMMISSIONER EMANUEL SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

9. Serdar Sahin – Appeal - GRANTED

The Commission received an appeal from Mr. Sahin regarding his disqualification from Police Officer examination #2330 process. He was late for OIA Orientation and was not allowed in.

Mr. Sahin came forward and said that he would want this appeal hearing to be public. Mr. Dunn explained that Mr. Sahin was late to the group orientation for the OIA headquarters on November 21st. He arrived five minutes late and was not allowed into the orientation. OIA has a practice of not allowing anyone to be late for orientation because punctuality is critical to be a Police Officer.

Mr. Sahin said that he was working at FedEx in Waterbury and since it was the holiday season they did not give him time off. Atty. Anastasi asked what the consequences of granting Mr. Sahin an appeal. Mr. Dunn said that the OIA policy was that if the candidate was late, the candidate was immediately disqualified.

Commissioner Falberg asked if Mr. Sahin could be put back in the next class called. Mr. Dunn said that as long as Mr. Sahin agreed that it was acceptable, Mr. Dunn did not have a problem with it. Atty. Anastasi asked if Mr. Sahin agreed that was acceptable. Mr. Sahin stated that being put in the next class was acceptable to him.

**** COMMISSIONER FALBERG MOVED TO APPROVE MR. SAHIN'S APPEAL WITH THE STIPULATION NOTED THAT THE APPLICANT HAS AGREED THAT HE WAIVED HIS SPOT IN HIS ORIGINAL GROUP AND AGREED TO BE PLACED IN THE NEXT GROUP.**

**** COMMISSIONER EMANUEL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

10. Alfonso Emmanuel Sneed II – Request for Waiver - GRANTED

The Office of Internal Affairs received written notice from Mr. Sneed regarding his deployment on December 28, 2015. His letter also requested a waiver for Police Officer Exam #2330.

**** COMMISSIONER EMANUEL MOVED TO APPROVE MR. SNEED'S REQUEST FOR A WAIVER FOR POLICE OFFICER EXAM #2330 DUE TO HIS MILITARY DEPLOYMENT ON DECEMBER 28, 2015.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

11. Legal Report – Attorney Mitola

Atty. Mitola said he did not have an additional report for the Commission.

Atty. Anastasi came forward to present a request for the classification of a Legal Assistant to the City Attorney.

**** COMMISSIONER EMANUEL MOVED TO ADD TO THE AGENDA A LETTER DATED JANUARY 11, 2016 FROM THE OFFICE OF THE CITY ATTORNEY REQUESTING THE CREATION OF THE CLASSIFICATION OF LEGAL ASSISTANT TO THE CITY ATTORNEY IN THE NONCOMPETITIVE DIVISION OF THE CLASSIFIED SERVICE.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Atty. Anastasi said that there had been an office supervisor in the Department for many years, but the employee was laid off eight years ago. The position was never filled again. He pointed out that it is a waste of the attorney's time to supervise the support staff. Atty. Anastasi reviewed the details of the position and the salary outlined in the letter dated January 11, 2016 from the City Attorney's Office with the Commissioners.

**** COMMISSIONER EMANUEL MOVED TO PERMIT PUBLIC COMMENT.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

No one present came forward to address the Commissioners.

**** COMMISSIONER EMANUEL MOVED TO APPROVE THE CREATION OF THE CLASSIFICATION OF LEGAL ASSISTANT TO THE CITY ATTORNEY IN THE NONCOMPETITIVE DIVISION OF THE CLASSIFIED SERVICE AND TRANSMIT SUCH ACTION TO THE CITY COUNCIL FOR ITS ACTION ESTABLISHING THE POSITION CLASSIFICATION.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

12. Personnel Director's Report

Police Officer #2330 Appeal Hearing Dates

Mr. Dunn gave a brief update on the item and said the hearing date had not yet been determined.

ADJOURNMENT.

**** COMMISSIONER EMANUEL MOVED TO ADJOURN.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The January 12, 2016 regularly monthly meeting of the Civil Service Commission adjourned 3:45 p.m.

Respectfully submitted,

S. L. Soltes
Telesco Secretarial Services.