

CIVIL SERVICE COMMISSION REGULAR MEETING

March 8, 2016 at 2:00 p.m.
City Hall, 45 Lyon Terrace, Bridgeport, CT 06604
Bridgeport City Council Chambers

MEETING MINUTES

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:12 p.m. Present were Commissioners Plummer and Falberg; Personnel Director David Dunn; Clerk to the Commission Deborah Brelsford; Attorney John Mitola; Horace J. Jennings, Jr.; Gilbert Velez.

It is noted that Commissioners Rodgers was not present.

Meeting Minutes - APPROVED

The minutes from the regular monthly Civil Service Commission meeting on February 18, 2016 were submitted for review.

**** COMMISSIONER PLUMMER MOVED THE FEBRUARY 18, 2016 MINUTES.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION TO APPROVE THE FEBRUARY 18, 2016 MINUTES AS SUBMITTED PASSED UNANIMOUSLY.**

Vacancy Report

Mr. Dunn stated that he was still waiting to receive the information from the various department heads at this time.

Merit Increases

Mr. Dunn stated that he was still waiting to receive the information from the various department heads at this time.

Permanent Appointments

Mr. Dunn stated that he was still waiting to receive the information from the various department heads at this time.

Entry Level Police Officer #2330 Appeal Dates.

Mr. Dunn said that the Commissioners needed to set dates for the Police Exam Appeals regarding Habits and Conduct. Mr. Dunn listed a group of Police Administration that reviewed the polygraph test results that failed. Previously, Mr. Dunn said that he had been the only one who handled this matter. Now the Guardians, the Hispanic Community, a representative from the Police Chief's Office and OIA review the testing results along with Mr. Dunn. OIA will be present for the appeal hearings as will a representative from the Police Chief's Office along with the other representatives. The Commission discussed potential dates for the appeal hearings. March 31st has been agreed upon as a tentative first potential date for the hearings.

Job Description Update – Custodian IV- APPROVED

Mr. Dunn presented the updated job description for the Custodian IV position. He reviewed the changes made to the job description with the Commissioners. The orientation for the exam will be on March 9th, and the exam will be given on March 19th. He said that he believed the Supervisors Union would approve the position description. This is a supervisory position and the starting salary is \$49,665.00. Each individual building has its own supervisor.

**** COMMISSIONER PLUMMER MOVED TO APPROVE THE UPDATED JOB DESCRIPTION FOR THE CUSTODIAN IV POSITION.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Job Description Update – Fire Equipment Mechanic – APPROVED

Mr. Dunn presented the updated job description for the Fire Equipment Mechanic. Mr. Dunn said that the ad is currently running. There is no overtime involved. Discussion followed about the details of the job.

**** COMMISSIONER FALBERG MOVED TO APPROVE THE UPDATED JOB DESCRIPTION FOR FIRE EQUIPMENT MECHANIC.**

**** COMMISSIONER PLUMMER SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Termination Hearing - Tripartite Vote – TABLED

Mr. Dunn stated that he had received a memo from Atty. Neil Austin requesting the hearing regarding Sue Paiva be tabled to next month.

**** COMMISSIONER PLUMMER MOVED TO TABLE THE TERMINATION HEARING FOR PROBATIONARY EMPLOYEE SUE PAIVA TO THE APRIL 2016 MEETING.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Termination Hearing - Tripartite Vote – TABLED

Mr. Dunn stated that he had received a memo from Atty. Bohannon requesting the hearing regarding Iris Molina be tabled to next month.

**** COMMISSIONER FALBERG MOVED TO TABLE THE TERMINATION HEARING FOR IRIS MOLINA TO THE APRIL 2016 MEETING.**

**** COMMISSIONER PLUMMER SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Complaint from Horace J. Jennings, Jr.

Mr. Jennings came forward and presented his complaint regarding his application for a custodial position with the City. Mr. Jennings said that he had been calling the City every

week and been told that there were no custodial positions open. However, Mr. Jennings said that one of his co-workers had recently been hired as a custodian by the City. He said that he would like to know why he wasn't told there were positions open. Mr. Dunn requested that Mr. Jennings set up an appointment to meet with him.

Waiver Request – Adriana Reyes - GRANTED

Ms. Reyes was not present. Mr. Dunn reviewed the waiver request from Ms. Reyes regarding the entry level Police Officer #2330 exam.

**** COMMISSIONER FALBERG MOVED TO APPROVE THE WAIVER REQUEST FROM MS. REYES REGARDING THE ENTRY LEVEL POLICE OFFICER #2330 EXAM.**

**** COMMISSIONER PLUMMER SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Legal Report

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

Personnel Director's Report

Mr. Dunn said that the Police Class had started.

He informed the Commissioners that SSC, a background investigation company, has been engaged to do background checks on the new employees. The Mayor is promoting a 'second chance' initiative for those with criminal backgrounds. A Committee is being assembled to create guidelines that would address this issue. Discussion followed.

Mr. Dunn then updated the Commissioners regarding Donald Day and Ron Mackey who have been posting comments on a local blog claiming that the City has been discriminatory in its hiring practices. Mr. Dunn said that he would be releasing a report which outlines the hiring process. He then listed the various tests that the City has done recently and noted that there have been no issues with the content of the tests.

The discussion moved to verifying the re-appointments of the Commissioners.

ADJOURNMENT.

**** COMMISSIONER PLUMMER MOVED TO ADJOURN.**

**** COMMISSIONER FALBERG SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The March 8, 2016 regularly monthly meeting of the Civil Service Commission adjourned at 3:25 p.m.

Respectfully submitted,
S. L. Soltes
Telesco Secretarial Services