

**CIVIL SERVICE COMMISSION MEETING  
TUESDAY, JANUARY 12, 2010  
CITY HALL, WHEELER ROOMS A & B  
MINUTES**

Commission President Guedes called the meeting to order at 3:10 p.m. In attendance were Commissioners Correa, McBride, and Plummer. Also in attendance were Acting Personnel Director David Dunn, Clerk to the Civil Service Commission Deborah Brelsford, and Attorney John Mitola. Commissioner Rodgers joined the meeting at 3:15 p.m.

**1. Approval of Regular and Special Meeting Minutes – APPROVED**

On a motion from Commissioner Plummer, seconded by Commissioner Correa, the minutes from the regular meeting held on December 8, 2009 were approved. On a motion from Commissioner McBride, seconded by Commissioner Plummer, the minutes from the special meeting held on December 30, 2009 were approved.

**2. Position Vacancies – 3 APPROVED**

The Commissioners unanimously voted to approve three (3) Custodian I positions for the Board of Education.

**3. Salary Increases – MERIT APPROVED, 9 CONTRACT APPROVED, 1 CONTRACT TABLED**

The Commission voted unanimously to approve the merit raises as follows:

<b>Department</b>	<b>Motion made by</b>	<b>Motion seconded by</b>
Animal Shelter	Commissioner Correa	Commissioner McBride
Board of Education	Commissioner Plummer	Commissioner McBride
City Attorney's Office	Commissioner McBride	Commissioner Plummer
Civil Service	Commissioner Correa	Commissioner McBride
Engineering	Commissioner Rodgers	Commissioner Plummer
Police	Commissioner Rodgers	Commissioner McBride
Public Facilities	Commissioner Rodgers	Commissioner Correa

On a motion by Commissioner Plummer, seconded by Commissioner Rodgers, the Commission tabled the contract raise for Veronica Jones and voted unanimously to approve the contract raises as follows:

<b>Department</b>	<b>Motion made by</b>	<b>Motion seconded by</b>
Airport	Commissioner McBride	Commissioner Plummer
City Clerk	Commissioner McBride	Commissioner Rodgers
Engineering	Commissioner McBride	Commissioner Plummer
Police	Commissioner Rodgers	Commissioner Plummer
Public Facilities	Commissioner Correa	Commissioner McBride
Town Clerk	Commissioner Plummer	Commissioner Rodgers
Fire	Commissioner McBride	Commissioner Rodgers

**4. Kuerschner Appeal – TABLED**

The Board of Education stands firmly in its position not to employ Mr. Kuerschner. On a motion by Commissioner Correa, seconded by Commissioner McBride, the Commission voted to table Mr. Kuerschner's appeal. The Commission suggested that if Mr. Kuerschner can get some details clarified he should then see Mr. Dunn, in the Civil Service Office, for inclusion in the February Agenda.

**5. Norbut Request to Rescind Resignation**

On a motion by Commissioner Correa, seconded by Commissioner Plummer, the Commission referred this matter back to Chief Rooney for action on Mr. Norbut's letter of January 5, 2010.

**6. Personnel Director's Report**

**Civil Service Rule Change to Increase Police and Fire Exam Fees**

Mr. Dunn discussed the upcoming police recruitment campaign and the current City of Bridgeport police and fire application/examination fee. He presented a survey of surrounding communities similar to Bridgeport and the application/examination fees charged by those communities for police and fire applications. Mr. Dunn requested the Commissioners change the Civil Service Rule to increase police and fire application (exam) fees to make them competitive, yet keeping in place a hardship waiver for City of Bridgeport residents. Mr. Dunn explained that the Common Council will vote on the increase of fees, following the Civil Service Commission's decision.

On a motion by Commissioner Plummer, seconded by Commissioner Rodgers, and concurred by Commissioners Correa and McBride, the Commission unanimously voted to change the Civil Service rule regarding fees and therefore increase the fee for Police and Fire examinations to one hundred dollars (\$100.00) for residents and two hundred fifty dollars (\$250.00) for non-residents.

**Connecticut Post Article**

Mr. Dunn discussed a recent article regarding illegal grants payroll and assured the Commissioners that there is nothing illegal. While the author did not get all the facts correct, the article is neutral. Mr. Dunn reminded the Commissioners that the focus is on emergency services, such as Police and Fire, and that Lisa Kollman, Personnel Assistant II, is working on 12 exams that are in different stages of the process. Exams for single occupant jobs are costly and are a budget issue. Discretion is exercised in giving tests. Where possible exams involve interview panels and resume reviews.

The Commissioners requested a monthly report, beginning with the February Civil Service Meeting, detailing the number of provisional employees and which departments they are in. Attorney Mitola addressed the Commission and reminded them that a charter revision is a long, arduous process. Mr. Dunn expressed that collective bargaining could help streamline the exam process, enabling more modern ways of filling positions. A non-competitive hiring process is a "misnomer" because the process is competitive when qualifications are established and panel interviews are conducted. Testing at entry level is recommended, and then collective bargaining, bidding rights and seniority rights come into play.

The Commissioners requested that Mr. Dunn prepare a plan for the next five (5) years and how the Commission will evolve into the 21<sup>st</sup> Century, while safeguarding union positions.

On a motion from Commissioner Plummer, seconded by Commissioner McBride, the January 12, 2010 regular meeting of the Civil Service Commission adjourned at 4:50 p.m.