

**CIVIL SERVICE COMMISSION MEETING
TUESDAY, JUNE 8, 2010
CITY HALL, WHEELER ROOMS A&B
MINUTES**

Commissioner Guedes called the regular meeting of the Civil Service Commission to order at 2:08 p.m. Present were Commissioners Correa, McBride, Plummer and Rodgers. Also present were Personnel Director David Dunn and Clerk to the Commission Deborah Brelsford.

1. Approval of Regular Meeting Minutes - APPROVED

Mr. Dunn presented the May 2010 minutes to the Commission. On a motion made by Commissioner Correa and seconded by Commissioner Plummer, the minutes from the regular meeting on May 11, 2010 were unanimously approved.

2. Vacant Positions – NOTED FOR THE RECORD

Charles Carroll, Director of Parks and Recreation, noted that he requested additional Checkpoint Attendants in an effort to limit the amount of sun the Checkpoint Attendants are exposed to at Seaside Park. It is the intention to hire a few more CP Attendants so each attendant can work a shorter shift.

3. PSC Telecommunicator #2295 Examiner's Report – APPROVED

Mr. Dunn reviewed the report with the Commissioners. Commissioner Plummer complimented the fine job Lisa Kollman did on the report. He appreciated her effort in providing transparent information on testing. Commissioner Guedes also stated that Mr. Dunn and his office were to be commended for their work.

Commissioner Guedes also noted for the record that the Commission could overturn errors on grading of test scores but that she felt uncomfortable in questioning the evaluation performed by an expert such as a psychiatrist or medical doctor. City Attorney John Mitola stated that the Charter allows for appeal rights, however, great deference should be given to the experts in these reports. Commissioner Correa stated that there have been times when the language in the report leads to questions. She noted the tremendous responsibility of a Commissioner. She also stated that some materials are not given to the Commissioners in advance of a meeting. Mr. Dunn explained that due to medical rules and HIPPA that some materials cannot be sent in the traditional Commissioner packet the Friday before the meeting. Mr. Mitola stated that the City would hope an individual would pass an exam, as the City invested a lot of time and money in the process, however; sometimes there is a stigma attached and the exam is really about if a person is suitable for that particular job. The City would be doing the candidate a favor by not hiring him/her for a position that he/she would not be appropriate for.

Mr. Dunn told the Commissioners that the psychologist agreed to make a presentation to the Commissioners to explain what they test for and look for when conducting interviews and that he would endeavor to set a date.

On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commissioners unanimously approved the report, subject to appeal.

4. Senior Manager, Central Grants and Community Development #2301 Examiner's Report – APPROVED

Mr. Dunn reviewed the report with the Commissioners and Alana Kabel, Deputy Chief Executive Officer, told the Commissioners she was very pleased with the exam process for this position. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commissioners unanimously approved the report.

5. Sergeant Paul Grech Request – GRANTED

On a motion made by Commissioner McBride and seconded by Commissioner Correa the Commissioners unanimously granted the request for a waiver to allow him to retain his position on the detective list.

6. Sergeant John Andrews Request – GRANTED

On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commissioners unanimously granted the request for a waiver to allow him to retain his position on the detective list.

A motion was made by Commissioner Correa and seconded by Commissioner McBride to amend the agenda to include Sergeant Manuel Cotto and any other Officers on the Sergeant List who were unaware of the need to request the waiver in writing. On a motion made by Commissioner Correa and seconded by Commissioner McBride the Commissioners unanimously granted Sergeant Manuel Cotto's request.

7. Mr. John Alves Request – GRANTED

Mr. Dunn explained that Mr. Alves was working in an internship at Disney World and requested a five (5) month extension to remain on the list for PSC Telecommunicator until his internship concluded. On a motion made by Commissioner Plummer and seconded by Commissioner McBride, the Commissioners unanimously granted the request.

8. Public Facilities Requests – GRANTED

Mr. Charles Carroll and Mr. Robert Kennedy (Deputy Director) explained to the Commissioners that one person is doing the work of two people and that it is necessary to change the title and job description of Equipment Mechanic Foreman to Supervisor of Fleet Operations in the Public Facilities/Municipal Garage. Mr. Dunn explained that the upgrade in salary was subject to negotiation with the Union. He also stated that he will review the final job description. On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the Commissioners unanimously granted the Supervisor of Fleet Operations request.

At the Sikorsky Airport, the position of Airport Serviceman III would be created to upgrade to a more supervisory responsibility and a funded but unfilled Serviceman II position would be reduced to an Airport Serviceman I position. Commissioner Guedes questioned Mr. Carroll as to who the Director of the Airport is and he replied that Mr. John Ricci is the Director. On a motion made by Commissioner McBride and seconded by Commissioner Plummer, the Commissioners unanimously granted the request to create an Airport Serviceman III position.

On a motion made by Commissioner Correa and seconded by Commissioner McBride the agenda was amended to address the Mr. Mario Gennarini, Jr. appeal at this point in the Commission meeting.

On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission entered Executive Session at 2:30 p.m. At 3:04 p.m. the Commission returned to Public Session.

9. Mr. Mario Gennarini, Jr. Appeal – GRANTED CONDITIONALLY

The Commissioners unanimously granted conditionally the appeal with the conditions set forth in Executive Session.

10. Mr. Christopher Courage Probationary Matter – UPHELD

Based on the representations made by Ms. Kabel, Mr. Courage's supervisor, the Commissioners unanimously upheld the Department Head's and Personnel Director's decision to terminate employment. Commissioner Guedes stated for the record that her organization has had involvement in the HOME grant projects and that she has not had any direct interfacing with Mr. Courage.

On a motion made by Commissioner McBride and seconded by Commissioner Plummer, the Commission entered Executive Session at 3:11 p.m. The Commission returned to Public Session at 3:42 p.m.

11. Bryan Wood Appeal – DENIED

The Commissioners unanimously denied Mr. Wood's appeal regarding his disqualification from continuing in the examination process for Public Safety Communications Telecommunicator.

The Commission took a short recess and resumed Public Session at 3:52 p.m.

12. Ms. Elizabeth DeFrancisco Appeal – DENIED

Mr. Dunn told the Commissioners that Ms. Elizabeth DeFrancisco was not present. The Commissioners reviewed related documents that Mr. Dunn handed out. The Commissioners unanimously denied Ms. DeFrancisco's appeal regarding her disqualification from continuing in the examination process for Public Safety Communications Telecommunicator.

13. Mr. Francisco Rivera, Jr. Appeal – GRANTED CONDITIONALLY

Mr. Dunn explained that he disqualified Mr. Francisco Rivera, Jr. from the PSC Telecommunicator position because of an OIA concern in that he was given instruction by a Police Officer to register his motor vehicle in Bridgeport within thirty (30) days and he did not follow through.

Mr. Rivera explained that in early March his hours at work were cut from 40 hours per week to 20 hours per week and that his plan to leave his car in Florida and purchase another car in Bridgeport was not possible. He also had other financial considerations such as student loans to pay. He could not afford to register his vehicle in Bridgeport. He also did not have the title and had complications in receiving it because of a lien holder on the vehicle. He started to save money and is currently employed by 3030 Watermark as a custodian.

His father, Mr. Francisco Rivera, Sr. asked to speak. He told the Commissioners that he is a Captain in the City of Bridgeport Fire Department and reported to the Commissioners that he owns a condo in Kissimmee, Florida where the car could be kept. His son is educated with an Associate and Bachelor Degree.

Sergeant Manuel Cotto spoke to the Commissioners and reported that Mr. Rivera Jr.'s references were great. He also said that Mr. Rivera Jr. did not contact him to tell him that there was a problem getting the title for the car or registering the car. He said he could have arrested Mr. Rivera, Jr. but he did not. He said that sometimes people keep vehicles registered in other states because it is less expensive than Bridgeport. He also said he spoke with Mr. Rivera, Sr. about the matter. He told him to take the Florida plates off the car and not to drive it.

Commissioner Guedes stated that it was a matter of youthful indiscretion. The Commissioners unanimously granted the appeal with the stipulations of removing the license plates immediately. When proper registration takes place Mr. Rivera, Jr. needs to submit the documentation to OIA and copy Mr. Dunn in the Civil Service Office.

On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commission entered Executive Session at 4:46 p.m. The Commission returned to Public Session at 4:55 p.m.

14. Ms. Jessica Santiago Appeal – GRANTED CONTINGENTLY

The Commissioners unanimously granted the appeal regarding her disqualification from continuing in the examination process for Public Safety Communications Telecommunicator contingently upon Mr. Dunn receiving a copy of the court report this week.

15. Personnel Director's Report

Robin Mazerolle Matter

Mr. Dunn handed out a timeline to the Commissioners regarding Ms. Robin Mazerolle and the Assistant to the Tax Collector position. Anne Kelly Lenz was present to answer questions the Commissioners had. She further explained that OPM did not approve the position in her budget. Hiring Ms. Mazerolle would mean she would have to fire one of her other employees.

Mr. Mitola said that the City is not obligated to hire off a list just because it gives a test and that because of financial reasons the City has not been able to include the position in the budget. He suggested that he, Mr. Dunn, and Ms. Kelly-Lenz meet with Mr. Thomas Sherwood, Director of OPM. Mr. Mitola also said he is confident that the City has the right based on financial constraints to do what it did in this situation and that the City Attorney's Office would give a legal opinion on the matter.

Mr. Dunn stated for the record that his initial opinion was that it looked like the department may have been playing games with the list however he no longer feels that way after researching the matter thoroughly. Commissioner Guedes stated that the Commission respects and admires Ms. Kelly-Lenz and hoped she did not see them as being defensive.

Carolyn Campos Matter

Mr. Dunn also informed the Commissioners that Ms. Campos would be sent to the same agency but to a different doctor for a second opinion. There would be no need to re-profile. The second doctor would conduct an interview.

Jamie Pettway Matter

Mr. Dunn also informed the Commission that Labor Relations requested Civil Service to make the decision regarding Jamie Pettway and his last chance agreement which Mr. Pettway violated. Mr. Dunn requested the support of the Commission in not granting Mr. Pettway any further chances and the Commission unanimously agreed with Mr. Dunn.

Police Officer Exam #2302

Mr. Dunn also reported that the Police Officer Examination #2302 process was progressing well and that applicants have been pre-registering and pre-paying for the written exam and have been receiving a study guide at that time.

Commissioner Training in Executive Session

Mr. Dunn requested the Commissioners set aside Tuesday, June 22nd at 2:00 p.m. to meet with a psychiatrist for the presentation he referenced earlier in the meeting. Also, the Commission's next regular meeting is scheduled for July 13, 2010. Mr. Dunn informed the Commissioners that he would be out of the office on vacation the last two weeks in July.

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the meeting was adjourned at 5:04 p.m.