

**CITY OF BRIDGEPORT
CONTRACTS COMMITTEE
REGULAR MEETING
SEPTEMBER 13, 2016**

ATTENDANCE: Jeanette Herron, Co-Chair; Anthony Paoletto,
Richard Salter, Sr., Milta Feliciano

*Jack O. Banta, Co-Chair arrived at the meeting at 6:10.
Alfredo Castillo arrived at the meeting at 6:10.*

STAFF: Richard Weiner, Benefits Manager
David Dunn, Personnel Director, Civil Service
Donna Doxsey-McGrew, Nurse Practitioner, Health Department
Carole Presnick, Medical Director
Frank Croke, Sr. Economic Developmental Associate
Albertina Baptista, Health Department, Acting Deputy Director
Mrs. Conte, Supervisor of the Public Health Nurses

CALL TO ORDER

Co-Chair Herron called the meeting to order at 6:00 P.M.
She reviewed the procedures of the meeting to all those present.

AGENDA

**APPROVAL OF COMMITTEE MINUTES OF AUGUST 10, 2016
(RESCHEDULED MEETING)**

- ** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE COMMITTEE MINUTES OF AUGUST 10, 2016 (RESCHEDULED MEETING).
- ** COUNCIL MEMBER FELICIANO SECONDED.
- ** THE MOTION PASSED UNANIMOUSLY.

**ITEM 93-15
PROPOSED MASTER STATE/MUNICIPALITY AGREEMENT FOR THE
READJUSTMENT, RELOCATION AND/OR REMOVAL OF MUNICIPAL FACILITIES
ON HIGHWAY PROJECTS**

- ** COUNCIL MEMBER RICHARD SALTER, SR. MOVED TO TABLE ITEM 93-15, PROPOSED MASTER STATE/MUNICIPALITY AGREEMENT FOR THE READJUSTMENT, RELOCATION AND/OR REMOVAL OF MUNICIPAL FACILITIES ON HIGHWAY PROJECTS.
- ** COUNCIL MEMBER FELICIANO SECONDED.
- ** THE MOTION PASSED UNANIMOUSLY.

ITEM 101-15
PROPOSED DRAFT LEASE AGREEMENT RE: A SITE AT TRUMBULL GARDENS
TO SERVE AS A SUBSTATION FOR THE POLICE DEPARTMENT AND
COMMUNITY CENTER FOR RESIDENTS AND STAKEHOLDERS IN THE
COMMUNITY.

- ** COUNCIL MEMBER FELICIANO MOVED TO TABLE ITEM 101-15, PROPOSED DRAFT LEASE AGREEMENT RE: A SITE AT TRUMBULL GARDENS TO SERVE AS A SUBSTATION FOR THE POLICE DEPARTMENT AND COMMUNITY CENTER FOR RESIDENTS AND STAKEHOLDERS IN THE COMMUNITY.**
- ** COUNCIL MEMBER PAOLETTO SECONDED.**
- ** THE MOTION PASSED UNANIMOUSLY.**

ITEM 140-15
PROPOSED PROFESSIONAL SERVICES AGREEMENT WITH ST. VINCENT'S
MULTISPECIALTY GROUP, INC.

Mr. Weiner spoke first, stating that the Committee had requested more information on this item and that he hoped the information provided will answer any remaining questions. He then turned the discussion over to Mr. Dunn.

Council Member Feliciano interjected with the concern about this item that she had stated in a previous meeting of this committee. She summarized the issue as follows:

- this proposed agreement wants to pay St. Vincent's \$127,000;
- the Nurse Practitioner for the City does physicals for the Fire Department which adds another \$80-90,000 out-of-pocket cost plus benefits; and
- the question that could not be answered in the previous meeting was why the pre-employment physicals have to be out-sourced to St. Vincent's as opposed to being performed by the Nurse Practitioner.

Mr. Dunn began his response to the question by stating that Council Member Feliciano's question had been addressed with the Health Department and there was a meeting to review all aspects of the issue. He said that the City is responsible for regular employee physicals as well as physicals related to injury-leave and back-to-work requirements. He then handed out an Executive Summary packet which he said would show an overview of what the physicals involve.

Co-Chair Herron asked the City of Bridgeport staff, sitting at the table, to introduce themselves. Mr. Weiner, Nurse Doxsey and Dr. Presnick stated who they were. Mr. Dunn noted that Dr. Presnick is Bridgeport's dollar/year doctor which he said means that the Health Department can provide some medical services under her license.

Mr. Dunn continued to hand out information packets for civilian employees, firefighters and police, saying that the packets are for the purpose of illustrating the comprehensive physical examination of newly-hired City employees, particularly police and fire. He stated that the physical standards for police and fire employees have to adhere to strict physical fitness requirements, and the pre-employment physicals provide a good assessment of the health of an

applicant. In addition, he said there are specific guidelines which have to be followed by the doctors in determining the health of an applicant. Mr. Dunn concluded that St. Vincent's is the most prudent way to go in terms of handling all the services required, adding that the Nurse Practitioner cannot be responsible for all this.

Mr. Dunn said he would like to suggest that the Committee endorse and approve the contract with St. Vincent's Medical Center because it would not be practical for the Nurse Practitioner and the Supervisor of Nursing to be primarily responsible for this type of testing, adding that it would not be a good idea to sub-contract everything out, with the City being the contractor in the middle. He noted that a City committee had assessed both Bridgeport Hospital and St. Vincent's Multispecialty Group, looking both institutions over, and St. Vincent's was decided upon.

Co-Chair Banta asked what makes the difference between Bridgeport and St. Vincent's Hospitals. Mr. Dunn answered that Bridgeport Hospital is smaller than St. Vincent's, where St. Vincent's has 13 satellite emergency walk-in clinics around the area and Bridgeport has far fewer, adding that the closest Bridgeport Hospital walk-in would be in Shelton. He said St. Vincent's is bigger, possibly has more state-of-the-art equipment, and is tied to Yale. He reiterated the point that St. Vincent's multiple locations around the area, and also with a new one being built on the East Side of Bridgeport, provide accessible service to employees who live outside Bridgeport. In addition, he stated the price was better at St. Vincent's. Council Member Banta thanked Mr. Dunn.

Mr. Dunn re-stated the reasons why the contract with St. Vincent's should be kept in place, those reasons being:

- a comprehensive facility would have to be built
- purchase of equipment
- hiring of more medical professionals and staff
- concerns about liability insurance.

Mr. Dunn said that he and the staff members at the meeting want to answer any questions the Committee has, and spoke about the OSHA laws which govern annual physicals and which have to be complied with. He said that the Health Department takes care of these annual physicals.

Co-Chair Banta asked how many staff members at St. Vincent's will be performing these physicals. Dr. Presnick asked if she may answer the question, and then said that the physicals are done at any of the walk-in centers which are staffed from early in the morning to late in the afternoon, and are designed to accommodate the community, so that there are not just a few people doing all the physicals, and that referrals are made to specialists when necessary. Dr. Presnick said she thought Mr. Dunn's department negotiated an excellent contract considering everything that is included.. Mr. Dunn commented that the City has been affiliated with St. Vincent's for a long time, and, with the City of Bridgeport being one of the largest employers in the area, it is a good contract for St. Vincent's and the City to have.

Council Member Salter, Sr. held up the hand-out sheet for civilian employee physicals and asked if it was the same exam that the firemen go through to which Mr. Dunn answered in the affirmative and the negative. He pointed at the sheet and said that it reflected a standard physical including drug testing, and then pointed to the firemen hand-out packet, saying that firemen have more testing in their exam. Council Member Salter, Sr. said that what he was asking was

whether there are any items on the civilian list that the Health Department cannot do. Nurse Doxsey offered to answer the question, saying that the list of tests for non-uniformed employee physicals can be performed by basic providers – a nurse practitioner, a doctor, etc. She stated that uniformed personnel, however, need stress testing, x-rays, bloodwork, and various kinds of specialty services that the Health Department cannot provide. She noted that, according to Civil Service Personnel, there are annually between 1,200 and 2,000 total employees coming through the City of Bridgeport in a clinic which houses Mrs. Doxsey, one nurse, a Nursing Supervisor, a secretary and a non-medical TB outreach worker. She stated that the numbers are impossible, not to mention the fact, she said, that they have a sexually-transmitted disease clinic, a tuberculosis clinic, the vaccine clinic, and, in addition, she is performing all the annual firefighter physicals. Nurse Doxsey then preempted what she believed would be the next question about why she could perform the annual physicals, but could not perform the incoming firemen physicals. Nurse Doxsey explained that OSHA does not require firefighters, once they are already on duty, to undergo the stress testing, cardiology, radiology, drug-testing, or lab required by the pre-employment physicals and, therefore, the Health Department is neither equipped nor staffed to carry out these pre-employment tests. Council Members Salter, Sr. commented that Nurse Doxsey cannot do those pre-employment physicals, which Nurse Doxsey agreed with and she reiterated all the tests which could not be done with current equipment and staffing. Mr. Dunn interjected that, in theory, this could be done, but it would take a herculean effort, would be an astronomic investment, and would involve serious liability issues. He also talked about the increased staffing considerations in light of the seasonal employees, e.g. hundreds of kids in the summer, lifeguards, who are sent for physicals. He said that, currently, there are about 150 police and firemen going for physicals.

Co-Chair Herron said she had a couple of questions for Dr. Presnick. Co-Chair Herron stated that she utilizes St. Vincent's Urgent Care and was referred to a stress-testing center, noting that in the urgent care walk-ins, there is no stress test machine, and she wanted to know how the process works. Dr. Presnick answered that, once the need for a stress test is identified, the patient would be referred to a stress test center through a cardiologist. Co-Chair Herron said that the stress test is outsourced somewhere else to which Dr. Presnick commented in the affirmative. Co-Chair Herron confirmed with Dr. Presnick that the referral would be on the list of providers as part of the medical group and Dr. Presnick agreed. Mr. Dunn said the patient would probably go to St. Vincent's on Main Street for the test to which Co-Chair Herron answered that the stress test center is not on Main Street, adding that this is why the Committee is asking questions. Co-Chair Herron wanted to make clear that she is not trying to give anybody a hard time, however she made the point that Mr. Dunn had said that the City does not want to outsource services, and yet St. Vincent's is outsourcing the stress tests. Co-Chair Herron extended the concept to apply to many parts of the provisions that are sent to other providers under the same umbrella, and asked Dr. Presnick if that is correct to which Dr. Presnick answered in the affirmative. Mr. Dunn noted that there is no extra cost for the stress testing.

Council Member Feliciano wanted to comment on three different things on the table:

- pre-employment physicals in view of the fact that the City does not hire on a daily basis
- yearly physicals for current employees
- police and fire pre-employment and annual physicals.

Council Member Feliciano asked if Dr. Presnick was in agreement with her statement that these

are all the things the contract would cover to which Dr. Presnick and Nurse Doxsey answered in the negative. Dr. Presnick stated that, as she understands it, the OSHA physicals which are only required for the Fire Department currently is in-house, but even those firemen have had a pre-employment physical. Council Member Feliciano said she understood that an employee only gets a pre-employment physical once which is right before they get hired, and after that they go for yearly physicals which Nurse Doxsey conducts. Dr. Presnick added that is for the Fire Department. Council Member Feliciano continued that it is the same thing with the regular employees who also get a pre-employment physical once, and then, annually, they get another physical. Mr. Dunn interjected that the employees do not pay for it to which Council Member commented that the insurance pays for it which, she said, is almost the same thing.

Council Member Feliciano said that her concern is that the City is paying \$127,000 to one company that outsources different things that have to get done during a physical and, just like Nurse Doxsey, who is on staff, would have to outsource a whole bunch of different things that have to get done. She stated that she is not trying to give anyone a hard time, but the point she said she wants to make, notwithstanding her belief that a good contract had been negotiated by Mr. Dunn, is that her duty as an elected official is to look out for the best interests of the tax payers. She continued that, when there is a contract on the table such as this one, and there is a nurse on staff that already does some of the physicals, she want to know why the City has to have both, when both have to essentially refer the employees for different things. Dr. Presnick noted that Nurse Doxsey spends about 50% of her time just with the approximately 300 firefighter physicals and, with her other responsibilities, Dr. Presnick stated that this is enough for one person. She re-stated the pre-employment numbers from Civil Service which are between 1,200 and 2,000. Council Member Feliciano said that number reflects current employees to which Mrs. Doxsey responded that the number was not just current employees, but seasonal employees also. Council Member Feliciano asked whether the City hires 1,200 seasonal employees to which Mr. Dunn answered that they could, since the seasonal hires come in waves. He added that a seasonal employee can only work for 120 days and then has to be released, and, if a seasonal employee is released and is out of work for more than 30 days and then re-hired, another physical is required. Council Member Feliciano thanked Mr. Dunn for all research his office has done, however she voiced her concern that the information had not been previously provided, as requested by the Committee. She listed the four packets of information they had received from Mr. Dunn at the beginning of the meeting, saying that she has not had the time to read the information as she is paying attention to the meeting. Dr. Presnick noted that the information has only to do with the pre-employment contract. Council Member Feliciano said that Dr. Presnick had said pre-employment and yearly physicals have to be done. Several people began talking at the same time, and Co-Chair Herron brought all those meeting back to the Chair.

Mr. Dunn then returned to the numbers of new hires and re-stated the medical standards in place for police and fire, saying that Bridgeport cannot provide these services. Nurse Doxsey added that, even if the City decided to provide these services, they would still have to outsource and would not get the deal currently worked out with St. Vincent's, and would lead to higher pricing for the necessary outsourcing. Council Member Feliciano stated that this was done in-house years ago and referred to Mr. Dunn's statement earlier that the outsourcing started in 2009. Mr. Dunn stated that he has been the Personnel Director since 2009, and that, before 2009, there had been outsourcing. Council Member Feliciano continued that first this was done in-house, then somebody came up with the idea to outsource, and now the issue is back at the table with everyone trying to figure out which route to take. Mr. Dunn said he did not want to concede that

this was done in-house prior to 2009 which was before he came to Bridgeport, but he stated he does not think that these physicals have been in-house in many, many years – further back than 2009. Council Member Feliciano confirmed with Mr. Dunn that he, in fact, does know that the physicals were done in-house a long time ago and Mr. Dunn agreed they had been done many, many years ago. Council Member Feliciano re-stated that the City had come up with the idea that outsourcing was the way to go.

Council Member Feliciano asked Dr. Presnick whether she worked for both Bridgeport and St. Vincent's Hospitals to which Dr. Presnick answered in the negative. Dr. Presnick stated that she works exclusively for Bridgeport Hospital, but she said she can also see the value of what St. Vincent's is offering.

Council Member Feliciano then asked Nurse Doxsey how long it takes her to conduct a firefighter annual physical to which Mrs. Doxsey answered that it takes about 1.5 hours per firefighter including reading the EKG. Co-Chair Herron asked whether Nurse Doxsey reads the EKG to which Nurse Doxsey answered in the affirmative. Co-Chair Banta asked how many physicals she conducts per day to which Nurse Doxsey answered that it depends on what the need is. She said that she typically does firefighters two days per week, Tuesdays and Thursdays, and does 4 or 5 per 7-hour day. Nurse Doxsey stated that she always does four or five on Tuesdays and Thursdays, but she said that OSHA requires that the physical be done while on duty and, due to the rotating shifts of the fire-fighters, appointments have to be re-scheduled. She said that the re-scheduling involves checking the shifts, making the schedule, checking with the battalion chiefs to make sure the fire-fighters are available for their physicals, and constantly re-arranging and revising the schedule. Co-Chair Herron asked whether the master schedule is available for the Committee to see to which Nurse Doxsey answered in the affirmative.

Council Member Feliciano stated that she is not sure that the Committee received all the information in a timely manner and, notwithstanding the Personnel Department's good effort to negotiate a good deal, she further stated that she does not see how this contract is in the best interests of the tax payer.

Co-Chair Herron asked for a motion to enter the four hand-out packets as exhibits. All four packets were listed as separate exhibit items, but were voted upon in one motion.

- ** COUNCIL MEMBER PAOLETTO MOVED TO MAKE THE CITY OF BRIDGEPORT CIVILIAN PHYSICAL EXAM EXHIBIT 9.13.16-1.**
 - ** COUNCIL MEMBER PAOLETTO MOVED TO THE EXECUTIVE SUMMARY EXHIBIT 9.13.16-2.**
 - ** COUNCIL MEMBER PAOLETTO MOVED TO MAKE THE FIRE-FIGHTER'S PACKET EXHIBIT 9.13.16-3.**
 - ** COUNCIL MEMBER PAOLETTO MOVED TO MAKE THE POLICE OFFICER PACKET EXHIBIT 9.13.16-4.**
 - ** COUNCIL MEMBER FELICIANO SECONDED.**
 - ** THE MOTION PASSED UNANIMOUSLY.**
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- ** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE ITEM 140-15, PROPOSED PROFESSIONAL SERVICES AGREEMENT WITH ST. VINCENT'S**

MULTISPECIALTY GROUP, INC.
**** COUNCIL MEMBER CASTILLO SECONDED.**
**** THE MOTION PASSED.**

4 IN FAVOR
1 OPPOSED (M. FELICIANO)

ITEM 183-15
PROPOSED ON-CALL ENVIRONMENTAL ENGINEERING PROFESSIONAL
SERVICES AGREEMENT WITH AECOM, TRC ENVIRONMENTAL CORPORATION,
TIGHE & BOND FREEMAN COMPANIES AND LEGGETTE, BRASHEARS &
GRAHAM, INC. FOR ENVIRONMENTAL SERVICES

Mr. Croke came forward to speak on this, noting his assumption that the Committee members have received the resolution and the attached formal contract to which there was a collective response in the affirmative. He stated that the on-call list has been standard in the industry for some time, it is out there for three years and provides the City an effective way to bid on necessary environmental services. Mr. Croke said the on-call list comes up every three years, noting that the previous list had three parties and that it expired in July, 2015, at which time CMS put out an RFQ, the responses to which were due in September. He said CMS was not able to finish that, so Mr. Croke's office picked up the ball in January. He said the RFQ was well-received on the market, with 21 firms responding. He continued that a selection committee was called, all reports were looked at and scored, and a short list of the top ten was drawn up, at which point the committee brought the firms in for in-person interviews. A re-scoring was done, using the same criteria, and the committee found that all ten firms could technically perform the services. Mr. Croke stated that the committee took some time to arrive at the best choices, looking at technical ability, capacity, and a variety of items in the RFQ.

Mr. Croke said his office is asking for approval to be able to contract with those five firms that were approved by the Board of Purchases with the formal contract having been approved, noting again that this is an increase from three to five firms that the City is using. He asked if there were any questions.

Council Member Feliciano asked whether any of the five companies are based locally. Mr. Croke answered in the negative, saying that there are no firms with a Bridgeport address. Council Member Feliciano asked where the firms are from. Mr. Croke stated that the firms need to be based fairly close to Hartford in order to connect with DEP and to be able to get to the different municipalities. He said Freeman is in Hartford, Tighe & Bond is Middletown, TRC is in Milford, AECOMM is in Shelton and Rocky Hill.

Council Member Feliciano thanked Mr. Croke for the information.

**** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE ITEM 183-15,**
PROPOSED ON-CALL ENVIRONMENTAL ENGINEERING PROFESSIONAL
SERVICES AGREEMENT WITH AECOM, TRC ENVIRONMENTAL
CORPORATION, TIGHE & BOND FREEMAN COMPANIES AND LEGGETTE,
BRASHERS & GRAHAM, INC. FOR ENVIRONMENTAL SERVICES.

**** COUNCIL MEMBER BANTA SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

ADJOURNMENT

**** COUNCIL MEMBER PAOLETTO MOVED TO ADJOURN THE MEETING.
** COUNCIL MEMBER FELICIANO SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

Co-Chair Herron adjourned the meeting at 6:50 PM.

Respectfully submitted,

Nerina Kagan
Telesco Secretarial Services