

**CITY OF NEW HAVEN
CIVIL SERVICE BOARD**

MINUTES OF MEETING

January 26, 2010

<u>Present</u>	<u>Also Present</u>
<ul style="list-style-type: none">• Commissioner James Segaloff-Chair• Commissioner Anne Massaro• Commissioner Frank LaDore• Commissioner Latrina Kelly• Noelia Marcano, Civil Service Secretary	<ul style="list-style-type: none">• Kathleen Foster, Asst. Corporation Counsel• Emmet Hibson, Director Organizational Development• Scott Nabel, Public Safety HR Manager• Chrissy Bonano, Deputy Economic Development Dir.• Andrew Konspore, Firefighter Applicant <p><u>Absent</u> All commissioners were present</p>

Meeting opened at 12:34 pm.

Item #1 – Revised Job Description: Deputy Director Operations LCI

Chrissy Bonano, Deputy Economic Development Director presented the revised job description to the Board. She summarized by giving reasons for the needed revisions.

Commissioner Segaloff asked for a motion to approve. Commissioner LaDore motioned to accept. Commissioner Massaro seconded the motion. All yeas; no abstentions. Revisions to this job description were approved.

Item #2 – Revised Job Description: Lead Foreperson Infrastructure DPW

Ms. Marcano requested that this item be tabled. There was no revised description ready to present to the Board. Board tabled the item to be taken up again at its next regular meeting.

Item #3 Eligible List Removals #08-23 Police Officer

Scott Nabel, Public Safety HR Manager presented this item. He provided an update to the Board on the progress of hires so far and presented the list of removals with reasons for recommendation for removal.

There were brief questions from the Board on some of the recommendations for removal, which Mr. Nabel answered satisfactorily.

Commissioner Segaloff motioned to approve the removal of the individuals named on the removal list. Commissioner LaDore seconded the motion. All yeas; no abstentions. Removals from list #08-23 Police Officer approved.

Item #4 Eligible List Removal #09-20 Firefighter

Emmet Hibson, Director Organizational Development presented this item and explained the reason for the recommended removal. There were some questions posed by the Board concerning the obtaining of medical control in New Haven, which Mr. Hibson answered satisfactorily.

Commissioner Segaloff acknowledged the individual who was at the meeting to speak on his own behalf and invited him to speak.

Andrew Konspore addressed the Board and provided his name for the record. He informed the Board that he currently has medical control in Stamford and Bridgeport. He stated he currently has legal action filed against New Haven Sponsor Hospital. He requested that the Board not remove him from the list until said legal action has been settled.

Commissioner Segaloff inquired as to the legal action Mr. Konspore was referring to. Mr. Konspore informed that it was a CHRO complaint and that it would not be appropriate to explain any further. Mr. Konspore proceeded to enumerate for the Board all of his related certifications.

Commissioner Segaloff asked if Board members had any questions. Commissioner Massaro sought clarification from Mr. Konspore on whether the legal action was a personal lawsuit. Mr. Konspore answered in the affirmative. Commissioner LaDore inquired as to the advertised qualifications for the firefighter position. Mr. Hibson answered all question concerning minimum requirements, qualifications and terms of conditional job offer to the satisfaction of the Board.

There were more questions and answers exchanged between the Board and Mr. Hibson concerning next steps in the process, how medical control in New Haven is to be obtained and how paramedics function in the New Haven Fire Department. All questions were answered satisfactorily by Mr. Hibson.

Attorney Foster drew a parallel for the Board between the usual reasons for removals from other lists, such as a police officer list, to the item being entertained and helped frame questions and points for the Board to consider.

Discussion ensued on not removing this individual and the impact this would have on the City's ability to seat the academy class. Mr. Hibson referred the Board to the Rule of 3, summarized the tentative schedule for seating the class and concluded with scenarios that could happen with one person remaining on the list.

Attorney Foster asked Mr. Hibson about the hiring expectancy based on the list. Mr. Hibson mentioned that potentially all could be hired. All have been extended conditional offers of employment. Those who meet all the conditions would likely be hired.

Commissioner Segaloff asked Mr. Konspore when he knew that his ability to obtain medical control in New Haven would be a problem. Mr. Konspore responded he knew toward the end of December. Commissioner Massaro asked when suit was filed. Mr. Konspore said in October. Commissioner Segaloff asked Mr. Konspore if it was his impression that he does not have the medical control in New Haven due to his claim. Mr. Konspore believes so.

Further discussion on the hiring process followed. Attorney Foster and Mr. Hibson answered all of the Board's questions satisfactorily.

Commissioner Segaloff asked again about how to obtain medical control. Mr. Hibson explained the precepting process. Through this discussion Mr. Konspore admitted that he did have medical control in New Haven, but let it expire in 2006.

Discussion on what would happen if Board tabled the matter ensued, which Mr. Hibson addressed.

Commissioner LaDore discussed the practicality of voting to remove Mr. Konspore from the list. Attorney Foster advised that list removal and steps remaining in the hiring process are separate. Mr. Nabel added that only one class would be seated from this list.

Commissioner Kelly voiced her concern over the lack of information to make a good decision in this matter. Attorney Foster pointed to the appropriate section of the Civil Service Rules & Regulations concerning disqualification and list removals, which the Board could base its decision on.

Commissioner Segaloff acknowledged the lack of information as to why Mr. Kospore is not eligible to obtain the required medical control in contrast to when the Board is entertaining removals from a police list. He concluded that conditions for not being eligible to obtain the medical control were set by the Sponsor Hospital and not the Civil Service Board.

Mr. Kospore thanked the Board for its time.

Mr. Hibson requested that the Board enter executive session.

Commissioner Segaloff moved to enter executive session to discuss testing. Commissioner LaDore seconded. Meeting closed at 1:20 pm.

Commissioner motioned to open the meeting. Commissioner LaDore seconded. Meeting opened at 1:29 pm.

Commissioner Segaloff motioned to grant removal requested based on Mr. Kospore not satisfying a condition of employment specified as a requirement through the New Haven Sponsor Hospital. Commissioner Kelly seconded. All yeas; no abstentions. Removal from list #09-20 Firefighter approved.

Item # 5 Civil Service Leave Request

Ms. Marcano presented the leave request from Dominic Savo. Request was for medical reasons and seeks leave from December 24, 2009 through April 1, 2010.

Commissioner Kelly motioned to approve. Commissioner Massaro seconded the motion. All yeas; no abstentions. Request approved.

Item #6 Transfer Request

Ms. Marcano presented the transfer request from Debbie Pittman and stated that all paperwork was in order for this request.

Commissioner LaDore motioned to approve. Commissioner Segaloff seconded the motion. All yeas; no abstentions. Request approved.

Item #7 Eligible Lists

Ms. Marcano presented List #10-01 Office Manager and provided information on the number of applicants, the number of candidates examined and the pass/fail rates. Commissioner Segaloff motioned to approve. Commissioner Kelly seconded the motion. All yeas; no abstentions. List #10-01 was approved.

Ms. Marcano presented List #10-02 Senior Personnel Analyst and provided information on the number of applicants, the number of candidates examined and the pass/fail rates. Commissioner Segaloff motioned to approve. Commissioner LaDore seconded the motion. All yeas; no abstentions. List #10-02 was approved.

Item #8 Meeting Minutes

Ms. Marcano informed that she was unable to prepare the set of minutes listed on the agenda and requested that the item be tabled to a future meeting. The Board tabled this item to be taken up at its next regular meeting.

Item #9 Other Business

Commissioner Segaloff offered a motion to enter executive session in order to discuss litigation updates. Commissioner Massaro seconded the motion. Meeting closed at 1:37 pm.

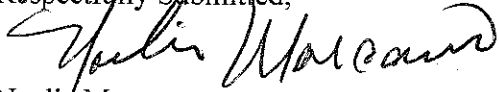
Commissioner Segaloff motioned to re-open the meeting. Commissioner LaDore seconded the motion. Meeting opened at 1:39 pm.

The next meeting date was confirmed for February 23, 2010.

Commissioner Segaloff took a moment to thank the Board and acknowledged that he enjoyed serving on the Board for the number of years that he had. Board members expressed their thanks and stated that Commissioner Segaloff would be missed.

There being no other business to discuss, Commissioner Segaloff motioned to adjourn. Commissioner LaDore seconded the motion. Meeting adjourned at 1:43 pm.

Respectfully Submitted,



Noelia Marcano
Civil Service Secretary

NOTE: For the purpose of compliance with the Freedom of Information Act, these minutes are made available for review subject to later review, revision and approval by the Civil Service Board.

Civil Service Board Approval Date: _____

5/25/10