



## ***Personnel Committee - Board of Representatives***

Anabel Figueroa, Chair

Mary Fedeli, Vice Chair

# **Committee Minutes**

**Date:** Monday, April 18, 2021  
**Time:** 6:30 p.m.  
**Place:** *The meeting was held remotely.*

The Personnel Committee met at the above date and time. In attendance were Chair Figueroa, Vice Chair Fedeli and Committee Member Reps. Adams, Berns, Goldberg, Mays, Patterson and Pavia. Rep. Jean-Louis was absent. Also present was Rep. Moore; Al Cava, Director of Human Resources; and Doug Dalena, Corporation Counsel.

Chair Figueroa called the meeting to order at 6:30 p.m.

<b>Item No.</b>	<b>Description</b>	<b>Committee Action</b>
1. P31.016	REVIEW; The City's Promotion Practices Regarding the Police and Fire Departments. 04/06/22 – Submitted by Reps. Curtis and Stella	<b>REPORT MADE</b>

Rep. Stella wanted an explanation of the promotional exams process for the Police and Fire departments.

Committee members discussed the process with the Mr. Cava and Mr. Dalena. Items discussed included the following:

- September 2020 the Personnel Commission amended the classified services rules, which added the ability to band exams scores.
- Banding which is a technique that combines applicants with close test scores into one rank from which the hiring authority may appoint any applicant.
- Sergeant, Lieutenant and Captains exams have used this process recently but have not been graded
- Fire Department promotional exams have not used banding because of pending litigation
- Police and Fire entry exam has traditionally always used the banding process
- Seniority points are given for promotional exams
- Stamford Residents get additional points
- Exams consist of written and an assessment panel
- Classified Service Rules are adopted by the Personnel Commission and Govern how exams, testing and hiring are determined; What the test consists of; how testing mechanism will be used and how grading will be conducted

- Outside organization administers exams for police and fire
- The consulting firm used is diverse
- When using cut scoring you have to validate questions and answers
- No cut-score is used for testing
- There is an appeal process can be used for candidates
- Knowledge and Leadership is also considered during the assessment process

Chair Figueroa adjourned the meeting at 7:25 p.m.

Respectfully submitted,  
Anabel Figueroa, Chair

This meeting is on [video](#).