

The purpose of this communication is a final attempt to make the Administration of The City of New Haven aware of a recent detrimental act that began with The Civil Service Board (See attached exhibit A). This communication should be received as a formal complaint against the act, that will be further explained below, which is an egregious digression from past practice.

This lottery selection process will curtail the opportunity for many eligible New Haven Residents from moving forward in the selection process to become a New Haven Firefighter. New Haven Residents have done their part by scoring well on the entry level examination and now the City of New Haven is required to continue doing their part according to past practice, abiding by civil service rules, and city charter. This change in process comes after candidate applications were already submitted with payment, testing process has already been completed, and scores have already been released. The lottery selection process was never mentioned in the application process (See attached exhibit B).

The legal, fair, and correct way for this process to commence is to invite all tied candidates ranked #1 to the physical agility test where they will be given a fair opportunity to pass or fail on their own. Those who pass the physical agility test will proceed on to the background investigation where they will be given another fair opportunity to pass or fail on their own. Those who pass the background investigation will proceed on to the medical evaluation where they will pass or fail according to a licensed medical doctor recommendation. Those who pass the medical evaluation will be invited to a chief interview. Recruits can then be selected from the remaining pool of candidates for recruit school. This is the way it has been done in accordance with past practice and civil service rules.

After a thorough review of what the City of New Haven is planning to conduct on April 28, 2021 regarding this lottery selection process, it has been determined to be illegal. It is illegal because the Civil Service Commission has amended its rules without following its own procedures as set forth in the Charter as well as the Civil Service Rules and Regulations. 42 candidates are in full support of this challenge if needed to proceed. I have written this communication to ensure that the people who have corrective power, in the City of New Haven, are fully aware of this transgression. It would be my hope that the City of New Haven halt this process and continue this process the legal and correct way according to past practice. As a city resident and advocate for these candidates, I do not agree with the City's reasoning for this change, seeing that other municipalities are conducting civil service testing during the coronavirus pandemic and State of Connecticut restrictions being lifted in less than 30 days. It is my recommendation that in the future, the City of New Haven Civil Service board remove the cap score from 100 to avoid this matter from occurring again. I am also requesting the Board of Alders to form an oversight committee for this selection process to assure full transparency, fairness for all candidates and the correct legal measures are taken.

Thank you for your attention regarding the above-mentioned matter. I ask that you respond no later than end of business day Friday April 23, 2021 so we will know how to proceed on Monday April 26th.

Respectfully,

Samod Rankins

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