

PROCEEDINGS OF THE
CITY OF NEW BERLIN
CIVIL SERVICE COMMISSION MEETING MINUTES
May 10, 2007 - 8:00 AM
NEW BERLIN CITY HALL, 3805 S. Casper Drive
Council Chambers

Please note: Minutes are unofficial until approved by the Civil Service Commission at their next regularly scheduled meeting.

Present: Commissioners Virginia Moths, Gary Gray, Bernie Kramer, Kelly Parbs, Helen Uhan
Also present: Patt Kure, Pat Hermann, Marilyn Gauger and several other civil service employees not known to me.

Chairperson Moths called the meeting to order at 8:00 a.m.

APPROVAL OF MINUTES - March 16, March 26, 2007

Motion by Comm. Gary Gray to approve minutes March 16, 2007 Second by Comm. Kelly Parbs
Motion Approved Unanimously

Motion by Comm. Kelly Parbs To approve minutes March 26, 2007 Second by Comm. Gary Gray
Motion Approved Unanimously

UPDATE FROM MAYOR REGARDING REMOVAL OF CHAPTER 11 SECTIONS 15-22

A handout "Benefits for Regular Full Time and Regular Part Time Non Represented Employees" was distributed by Mayor. He has expanded definitions of various areas that were originally under sections 15-22. Mayor has asked for feed-back from those present today. This is a separate policy in the manual and signature is pending feed-back and approval. Once adopted changes can be made or modified by the Mayor/ or subsequent Mayors. Action to incorporate this new "Benefits for Regular Full Time and Regular Part Time Non Represented Employees" is suggested and may be added into the code.

Appointing Removal of Chapters 11 15-22

Research to see if there were 3 readings completed to remove Chapter 11 Sec. 15-22 is being done. If not read three times it may still be in the code. Mayor promised he would follow-up with that.

What Happened to the Civil Service Code?

Carlson-Dettmann and the Human Resource Director coordinated the report. There are discrepancies within the report. The fact that we were not given it to read is a large concern. No additional reports or paperwork have been made available to the Mayor to date, although requested.

New Berlin Civil Service Commissions code is very weak and needs to be re-written to strengthen. Commissioners have agreed to look at other communities to compare and see what can be done to re-write so that the body can be used other than grieving a discipline action. Mayor suggested looking at the West Allis model and Milwaukee was also suggested as having a good working Civil Service Code to look into. Mayor will support the re-writing of the CSC code.

Decision Band needs explanation and perhaps a review to see if it is current.

Changes were made to employee salaries but the banding was not changed. How is it put together and how were these decisions made? Some people do not believe in the current system - perhaps we need to have a new way of determining salary range and pay.

NEXT MEETINGS: May 24, 2007 8:00am - Working Meeting
 June 8, 2007 8:00am - With Mayor

ADJOURN

Motion by Comm. Kelly Parbs to adjourn meeting. Second by Comm. Gary Gray
Motion Approved Unanimously at 8:55am

Submitted by Helen Uhan, Secretary, Civil Service Commission