

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

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

Present: Commissioners Virginia Moths, Bernie Kramer, Kelly Parbs, Helen Uhan  
Also Present: Karen Nork  
Absent: Gary Gray, excused

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

**APPROVAL OF MINUTES July 20, 2007**

Motion by Commissioner Kelly Parbs to Approve Minutes, Second by Bernie Kramer  
Motion Approved Unanimously

**APPROVAL OF MINUTES July 27, 2007**

Not approved – will be moved to next agenda

**DISCUSSION AND CHANGES TO CHAPTER 11**

Has the council's action disbanded the Decision Band Committee? If the Decision Band Committee is no longer functioning we need to determine where the 3 employees that fall/fell under this Band are now slotted. They have been waiting at least 3 years to hear what their pay is. Is the city working with the new pay plan & has the Decision Band Committee been disbanded? We have heard that the Decision Band is still meeting. We would like clarification.

11-15 Discussion only - of Military Service  
The Mayors plan combines 11-15 & also 11-17 G  
11-15, 16, 17, 21, 22 would come out of the Re-employment

11-16 Discussion only -no decision made  
Leave of absence with pay (B) has FMLA listed  
Leave of absence without pay under the Mayor's version (D) add FMLA.

Is there a legal reason that you would not have to tell anyone else but the Director of HR about your leave of absence with or without pay? Is there a Federal Law?

Mark Blum will do the verbiage for reference the policy within the code without putting the entire policy into the code.

Is everything in the code listed in the policy? If we agree that everything in the code is covered in the policy do we think that the code can reference the policy and not spell it out in its entirety?

We've realized that 11-16 started the Mayor's policy and that the changes that were suggested at the July 27<sup>th</sup> meeting should not have been made. We must look at these sections again.

11-17 Same - The whole paragraph in the code should be added into the Mayors benefit plan.

Next Meeting: August, 17, 2007 8:00am

**ADJOURN:**

Motion by Comm. Kelly Parbs to adjourn meeting. Second by Comm. Bernie Kramer  
Motion Approved Unanimously 9:12 am  
Submitted by Helen Uhan, Secretary, Civil Service Commission