

PROCEEDINGS OF THE  
CITY OF NEW BERLIN  
CIVIL SERVICE COMMISSION MEETING MINUTES  
August 17, 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, Gary Gray , Kelly Parbs, Helen Uhan  
Also Present: Mayor Jack Chiovatero, Jim Hart, Tami Potkay  
Absent: Bernie Kramer

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

**APPROVAL OF MINUTES July 27, 2007 Moved to next agenda**  
**APPROVAL OF MINUTES Aug. 10, 2007 Moved to next agenda**

### **QUESTIONS FOR MAYOR**

#### **Clarification of the status of the Decision Band Committee**

We are under the impression that there is a Decision Band Committee (peer group) and that they are meeting. Has this committee met? The Mayor indicated that the Decision Band Committee methodology is being used, but the Decision Band Committee is not meeting and doesn't work. People do not understand the system. Mayor feels that a new system needs to be found.

Mayor suggests the Department Head, Manager, Mayor and Human Resources be used instead of the Decision Band Committee. He feels that confidence is lost in the system as there is no consistency. Questions have also been raised about preferential treatment. Paperwork should and would be forwarded to the Civil Service Commission

11 12a and 11 12b were the only things changed by Carlson Dettmann and they were minor word changes.

**Mayor revamped the Pay for Performance tool** and replaced it with Goal & Development Evaluation Form. He feels it is still a realistic form. Rather than numbers (in the old one) it now has descriptive words. It is a clarification of what was in place. Department Heads helped in the design of the form to help fairly evaluate the employees.

In 2006 there have been a number of Civil Service employees (7) that have had their pay changed and re-classified due to re-banding. **Salaries ranges actually were reduced.** The Mayor would like to reinstate those salaries back to the level prior to the re-classification. This would be retroactive to January 2007. The Mayor feels that the employees should be given back their money. He will go to Common Council with that goal.

**What controls are followed by the city to enforce the Code?** No specific answer given.

The Commissioners are officially requesting that we are on the distribution list for anything that concerns civil service employees regarding policies, decision band or anything having to do with the original code. This is not happening now.

**Next Meeting:** August 24, 2007 8:00am

#### **ADJOURN:**

Motion by Comm. Gary Gray to adjourn meeting. Second by Comm. Kelly Parbs  
Motion Approved Unanimously 9:20 am

Submitted by Helen Uhan, Secretary, Civil Service Commission