

PROCEEDINGS OF THE CITY OF NEW BERLIN
CIVIL SERVICE COMMISSION MEETING MINUTES
June 27 2008 – 8:00am
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: Virginia Moths, Gary Gray, Bernard Kramer, Helen Uhan
Also Present: Marilyn Gauger, Tami Potkay, Jack Chiovatero and others
Excused: Kelly Parbs

Chairperson Moths called the meeting to order at 8:00 am

APPROVAL OF MINUTES: April 16, 2008
Motion by Comm Gary Gray to Approve Minutes
Second by Comm. Bernard Kramer
Approved Unanimously

APPROVAL OF MINUTES: May 9, 2008
Motion by Comm. Gary Gray to Approve Minutes
Second by Comm. Bernard Kramer
Approved Unanimously

DISCUSSION AND POSSIBLE MOTION OF RECOMMENDATION TO COUNCIL ABOUT FORMATION OF A PERSONNEL COMMITTEE

Because there are several positions which do not have the correct documentation, Chairman Moths is wondering if some Alderman should be on board to help oversee the issue. She indicated that perhaps if there was a group to oversee and assist the CSC it may avoid the many instances whereby positions were not handled correctly. The city at one time had a Personnel Committee. She envisions where-by Alderman would be working along side of the CSC

The Mayor indicated that a Requested Action Statement was received to form a Personnel Committee. He feels this committee will take the CSC and make it a political tool, intimidating the employees, and ultimately eliminating the Civil Service Commission. The Personnel Committee will review all personnel contract, pay salaries, Mayor Chiovatero feels that the Alderman are a little confused about what the procedure should be. Mayor feels it is all budget related and the CSC would become a political tool.

Comm. Gray indicated that an outside source should be contacted to reevaluate and do a salary review. What would the Personnel Committee actually do? Would it have any value, especially if Council would be involved with it? Do they want to control everything? Benefits are a negotiated thing.

Comm. Uhan indicated that more information is needed about the Personnel Committee proposed by the Alderman.

Motion by Comm. Bernard Kramer: Table this until CSC has a detailed report of what this committee will be. Justification of it, the problem defined and what it will do.
Second by Gary Gray
Approved Unanimously

REPORT FROM DIRECTOR OF HUMAN RESOURCES

2 positions marked for removal at a future date
Stormwater Supervisor &
Assistant Director of Planning
1 Decision Band report is pending
Other positions are in the review process

May 9, 2008 Civil Service Commission recommended to Council to approve the salary grades for 3 positions.

May 13, 2008 the Common Council approved the reclassification and the establishment of salary ranges. HR Director immediately put through the pay raises. An ordinance and resolution was to be completed.

Mayor Chiovataro indicated "the Ordinance and Resolution only establishes the positions into the code." "Readings are not needed"... it's only a paper work shuffle." He also indicated that internally with title changes, it has to be noted-- it goes through the process but does not need to get the 3 readings." The Council action -- stating yes go ahead-- "Motion by Alderman is approved is all that is needed. The ordinance only updates paperwork.

When asked if it mattered what the vote is? Mayor indicated that "Removal of 2 positions will need 3 readings. Normally the council will do the first reading, everything is approved at one time. Title change, or adding title to the Civil Service Code it just goes through the process but does not necessary need the 3 readings."

PRIVILEGE OF THE FLOOR

NEXT MEETING: To Be Announced

ADJOURN:

Motion by Comm Helen Uhan to adjourn meeting.

Second by Comm. Gary Gray

Approved Unanimously

8:56 am

Submitted by Helen Uhan, Secretary, Civil Service Commission