

PROCEEDINGS OF THE
CITY OF NEW BERLIN
CIVIL SERVICE COMMISSION MEETING MINUTES
August 24, 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, Kelly Parbs, Helen Uhan and Gary Gray
Also Present: Attorney Blum, Marilyn Gauger, Patt Kure, Karen Nork, and others
Excused 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. 17, 2007 Moved to next agenda

DISCUSSION WITH MR. BLUM

11 18,19,20 If left as a whole the issue of compensation would remain under the Civil Service Commission & the Decision Band Committee.

11-19 C1 Should be removed to fix what the arbitrator felt was inconsistent with the rest of the ordinance and is a problem. That would be the laundry list of positions and salary ranges.

11-20 should still be left in place to establish bands. The review process would then be:

- 1 Decision Band Committee
- 2 Civil Service Commission
- 3 Common Council

A code should be written to make the steps above a process. Banding problems could be reviewed by the Decision Band Committee, could then go to the Civil Service Commission for approval and then would go to the Common Council.

Decision Band Committee should still be in place because of Section 11-20. This committee should be meeting to provide a multi step method to address issues in a relatively quick fashion. It is thought that having an employee/peer review would provide an element of fairness and then problems can be moved up the ladder if needed ie. going from the Decision Band Committee then to Civil Service Commission and then to Common Council.

How can Code violations be enforced?

Code violations can be enforced by review to the Common Council, and also enforced by review in the courts.

Common Council action of April 11 2006 – What took place during closed session *regarding considering employment promotion, compensation, performance evaluation data of any public employee over which the governmental body has jurisdiction more specifically pay plan and consultant study & recommendations for non represented employees?* Council went into closed session, went out of closed session. A motion was subsequently made by Alderman Augustine to approve pay plan by non represented employees and seconded. There seems to be a desire for that decision to be taken up again and reviewed to perhaps make modifications. . If there is a disagreement in the ability to adjust salary range that disagreement should be brought to the attention of elective leadership and looked at again.

Ordinance was not received from the Common Council to adjust pay levels.

Council made the change on the reclassification based on the recommendation from Carlson Dettmann, but what was that based on?

NEXT MEETING: September 7, 2007 8:00am

ADJOURN:

Motion by Comm. Kelly Parbs to adjourn meeting. Second by Comm. Gary Gray
Motion Approved Unanimously 9:07 am
Submitted by Helen Uhan, Secretary, Civil Service Commission