

PROCEEDINGS OF THE CITY OF NEW BERLIN  
CIVIL SERVICE COMMISSION MEETING MINUTES  
July 11, 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, Pat Kure, and others  
Excused: Kelly Parbs

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

**APPROVAL OF MINUTES:** June 27, 2008

Motion by Comm Gary Gray to Approve Minutes

Second by Comm. Virginia Moths

Approved Unanimously

**DISCUSSION OF FORMATION OF A PERSONNEL COMMITTEE**

Would these meetings be open to the public, agendized and have minutes? Always indicated Alderman Wysoki

Aldermen Ament indicated that Aldermen have issues with the procedures of Chapter 11 and brought this forward. Aldermen feel out of the loop as decision makers. When Council President makes the appointment Aldermen will meet as soon as possible unless advised otherwise by council. Input of the City Attorney is needed. Human Resource will be involved. Information to the Aldermen has been limited – or decisions were being made without full understanding. It is hoped that this committee would eliminate this. The CSC job will be to be the buffer between the elected officials and the management. Sometimes you have to go backwards before you can go forward.

Minutes were found – but By-laws are missing. No by-laws have been set by the Personnel Committee

Comm Gary Gray indicated that regarding the whole salary, in the case of the employee, will they have an avenue to go back to the city? Also, wondering who negotiates labor contracts today? Now this will move to 3 council members, my concern for the employees in a labor arrangement. Benefits and pay are fixed, this could be changed, quarterly, annually by these 3 members of the council if it comes out of chapter 11. Who sets the pace?

HR now negotiates the contracts.

Comm. Gray also wondered where does an employee go to appeal this, whether they are compensated fairly within the compensation budget? What is it determined on....the Market Place. If the Council wants to do something may-be it should go to an outside party to have this evaluated. It looks like Civil Service employees have no where to go to appeal this and do not have a lot to say about this.

Comm. Uhan indicated that the Personnell Committee is in a formation stage, by-laws need to be formed, nothing has truly been decided, nothing has changed at this point. This is a discussion of the possibility.

Comm. Kramer indicated that he feels that we would have no decision, nor input. Only 1 person as an advisor, if it doesn't get back and get conveyed to us we are not going to know about it.

Nothing will happen until the next Council meeting August 12, 2009. A meeting will be held with Attn. Mark Blum to be sure that everything will be done appropriately.

Salary Survey should be re-evaluated per Comm Gray

Comm Kramer commented Why not go back to the Council of the Whole?

## **REPORT FROM DIRECTOR OF HUMAN RESOURCES - Status of 6 positions needing documentation**

The 1<sup>st</sup> four on the list were included in the Carlson Dettmann report.

The entire report, in speaking with the Mayor, and deciding what to do with this position because of the disconnect, and it was decided that these positions should go through the entire process again.

The Decision Band Group is working on 3 of them

Department Head Position will go out for review to Carlson Dettmann because they have the salary information for the rest of the state. If sent out to another company, it could go out and do a market analysis, compile a report on one position without an internal position to compare it to.

Others will be re-evaluated.

Comm. Moths questioned why there is a position at level 7, Carlson Dettmann moved it to 8, why did this turn up to be a level 9?. Per HR Director it was presented to Carlson Dettmann as a 9, and it was a clerical error by Carlson Dettmann to incorporate as an 8. No-where was it documented at an 8. That is another reason to move away from Carlson Dettmann.

Comm. Kramer indicated that we can not blame Carlson Dettmann for everything. We had issues about - what was implemented, didn't get implemented, yes we did, no we didn't, in council, through council, yes it did, no it didn't.

## **PRIVILEGE OF THE FLOOR**

If there is a Personnel Committee will there still be a Civil Service Commission?

It is my hope that the Civil Service Commission will still be in effect.

All the time that was put into Chapter 11, the Checks & Balances, etc. what will happen with the Civil Service Commission?

If the Common Council votes us out will the Common Council make all decisions?

Advisors do not have a vote per the Mayor.

Will the CSC be standing up for the employees?

Will the Civil Service Employees have a say in this Personnel Committee?

Is the Civil Service Committee looking out for us?

When was the Personnel Committee in effect? In the 1980's through the 1990's.

Union contracts run anywhere from 3 to 4 years. Council will not be a member at that time. It doesn't make sense to have another chain of command.

Pat Kure will forward concerns of the employees to us.

All Personnel Committee members have not been named.

Jobs, Salary increases would be approved by the Personnel Committee – isn't that redundant?

By show of raised hands the majority of employees present today were against the Personnel Committee and a few were in favor of it.

It (the Personnel Committee) was disbanded in 1994 it was decided the Committee of the Whole would manage it.

It doesn't make sense for this additional chain of command.

It was suggested that Bernie Kramer be the Civil Service Commissioner on the advisory of the Personnel Committee.

**NEXT MEETING:** Meet Next week

## **ADJOURN:**

Motion by Comm Gary Gray to adjourn meeting.

Second by Comm. Bernie Kramer

Approved Unanimously

Submitted by Helen Uhan, Secretary, Civil Service Commission