



City of Grand Island

Tuesday, April 23, 2002

Council Session

Item G1

Receipt of Official Documents - Civil Service Minutes of March 7, 2002

The Minutes of the March 7, 2002 Civil Service Meeting are submitted. See attached MINUTES.

Staff Contact: Brenda Sutherland



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Better Tomorrow. Today.*

MINUTES
CIVIL SERVICE COMMISSION
March 7, 2002

Roll Call:	Members Present:	Leeper, Burns, Hilligas
	Members Absent:	None
	Also Present:	Marlan Ferguson, City Administrator, Charles Cuypers, City Attorney, Dale Shotkoski, Asst. City Attorney, Brenda Sutherland, HR Director, Jim Rowell, Fire Chief, Curt Rohing, Fire Operations Chief

Burns called the meeting to order at 8:35 a.m.

Notice of the meeting was published in the March 5, 2002 edition of the Grand Island Independent.

Hilligas moved to approve the Minutes of the February 19, 2002, meeting. Burns seconded the motion, which carried unanimously upon roll call vote.

The Commission received a request from the Police Department to advertise and conduct the Police Officer examination. Hilligas moved to authorize the Secretary to advertise and conduct a Police Officer exam. Burns seconded the motion, which carried unanimously upon roll call vote.

The Commission received, from Rowell, a document outlining reclassification from Paramedic to FF/EMT. Rowell has received a request from a Paramedic to be reclassified to FF/EMT. No other requests have come to the Fire Department. Rowell reminded the Commission that existing employees could be reclassified and placed where they can still provide appropriate services. Sutherland explained to the action taken by the Commission at the January 16, 2002, meeting was, "that should a reclassified individual want to return to the previous position as a paramedic, they must take and pass the entry level exam and be placed by the Commission on the Certified List for Paramedic." She also pointed to that fact we have been successful in testing and reclassifying our own FF/EMT to Paramedics. Rowell suggested Paramedics already trained, even with reclassification, would still provide expertise and experience, and sees this as a benefit to the Fire Department. He said the Fire Department tries to accomplish keeping the best, most qualified people on the force and would like a resolution today so we can proceed with hiring and training.

Shotkoski stated that there are no guarantees that a Paramedic reclassified to FF/EMT would again be eligible through testing for Paramedic. Ferguson stated he is concerned about reclassifying after going to the expense of training and placing Paramedics. Also, testing provides us the opportunity to recruit and hire the best candidates. Burns wondered if this type of reclassification should be a management prerogative.

Cuypers explained hiring policies that do not permit in-house preference given to current employees. In the past, a board of arbitrators determined that preferential treatment was not acceptable. For Civil Service positions, Nebraska statutes give local Civil Service Commissions the authority to appoint. Currently, we test for Fire and Police positions. Reclassification should not be done outside the jurisdiction of the Civil Service Commission. He stated that the Civil Service Rules and Regulations create rigidity in creating the ability to involve the public in applying for positions. He expressed concern that the rank and file is creating vacancies and would recommend that when a person is dissatisfied with a work position they not be given the opportunity to reclassify, especially when all positions require testing.

Burns stated that because, in Cuypers' legal opinion, we are in conflict with the Civil Service Rules and Regulations, the January 16, 2002, action taken should be rescinded. Burns moved to rescind the action taken by the Commission on January 16, 2002, namely, that the following should take place if a Paramedic reclassified as a FF/EMT wants to return to

the classification of Paramedic: Entry level FF/Paramedic examination administered, passing grades obtained and placement by the Commission on the Certified List for Paramedic. Hilligas seconded the motion, which carried unanimously upon roll call vote.

There being no further business, Burns moved to adjourn the meeting at 9:25 a.m. Hilligas seconded the motion, which carried unanimously upon roll call vote.

Respectfully submitted,

Brenda Sutherland, Secretary
Civil Service Commission

Approved by Civil Service Commission: 4/9/02
Copies of approved Minutes to: City Clerk