



---

---

## Civil Service Board

Regular Board Meeting Minutes  
Tuesday, November 27, 2007

Chairperson Gene Strickland  
Vice-Chairperson Roger Haar

---

---

Chairperson Gene Strickland called the Civil Service Board of Lakeland, Florida to order for a regular meeting, Tuesday, November 27, 2007 in the City Commission Conference Room, City Hall, 228 South Massachusetts Avenue, Lakeland, Florida. Present: Board Members , Robert Andrew, Robert Bertrand, Kerry Charlet, Roger Haar, Laura Hawley and Ron Tomlin.

1. Consent Agenda – Consent agenda unanimously approved.
  - a. October 23, 2007 Civil Service Board Minutes
2. Civil Service Director Tommy Hamrick stated that he had sent Board Members excerpts from the City Charter and the Civil Service Rules per the Board’s request. Board Members were questioning their responsibility regarding HR and employment.

Board Members were requested to approve Leave of Absence for Jason Leggett, Public Safety Aide, to attend the Police Academy. Board Members unanimously approved the leave.

Civil Service Director Hamrick discussed the first reading of an edit of the Civil Services Rules to include Civil Service employees being paid in a Broad Band pay system. Mr. Hamrick explained that the City has a paygrade/step system with 18 steps and 2 ½% between each pay step. It has been requested that the IT positions be placed in the broad band system because those positions are very transient and the market fluctuates quicker than the City can adapt. The Broad Band system is a wider range of pay and more flexible. A motion was made and unanimously approved to amend the Civil Service Rules to include the Broad Band system as part of the City’s pay system.

3. Board Member Robert Andrew’s term on the Civil Service/Pension Boards will expire December 31, 2007. Board Members thanked Mr. Andrew for his dedication and service to the Board.
4. Miscellaneous – The next Civil Service Board meeting is tentatively scheduled for February 26, 2008
5. Adjournment – Upon motion meeting adjourned.