



Civil Service Board
Special Civil Service Board Meeting
Tuesday, March 24, 2009

Chairperson Bruce Abels called the Civil Service Board of Lakeland, Florida to order Tuesday, March 24, 2009 at 8:30 a.m. in the Employee Relations Conference Room, City Hall, 228 South Massachusetts Avenue, Lakeland, Florida. Present: Board Members Carlton Benton, John Gibson, Wayne Hanneken, Richard Miller, and Don Selvage and Civil Service Director Tommy Hamrick. Absent: Sylvia Blackmon-Roberts

The purpose of the special Civil Service Board meeting was to review and edit the proposed version of the Civil Service Rules.

Jane Gschwender, Lakeland Electric, appeared before the Board to discuss Article 9.5 of the Civil Service Rules referencing reduction in the number of employees. She particularly wanted to discuss the section regarding seniority within a department whenever a reassignment occurs; specifically departmental seniority vs. total seniority and "rank and grade" having priority over seniority. Discussion ensued and Board Member Abels suggested revising the language to include the criteria of qualification. Additionally, seniority was discussed and the Board and Director were unanimous in their request for a definition of seniority as total continuous organizational seniority.

Troy McCain, President of the Employees Association, appeared before the Board to discuss the wording in the layoff policy in Article 9.5 regarding "similar classification". The wording has since been deleted.

Board Members and Civil Service Director Hamrick concluded revision of the Civil Service rules. Mr. Hamrick and Chairperson Abels will draft the changes to the rules and send to Board members, Employee Association and City Administration. Board will meet again on April 21, 2009 to adopt the Civil Service rules.

Upon motion, meeting adjourned at 10:18 a.m.