**CIVIL SERVICE COMMISSION**

**REGULAR MEETING**

**JANUARY 19, 2016**

The Civil Service Commission of the City of Milford held their regular meeting on Tuesday,

January 19, 2016 at 5:00 PM in Conference Room C in the Parsons Government Complex.

1. Chairman J. Haselkamp, called the meeting to order at 5:16 p.m.

2. Roll Call

Board Members Present Also Present

J. Baldwin T. Barnes

J. Haselkamp L. Pisacane

H. Healey C. Saley

Board Members Absent

J. Tantamonaco

3. Chairman Haselkamp asked for a motion to approve the minutes of the July 20, 2015 meeting J. Baldwin made a motion to approve the minutes and H. Healey seconded the motion. All were in favor.

4. H. Healey nominated J. Haselkamp for Chairman. J. Baldwin seconded the motion and all were in favor. J. Haselkamp nominated J. Baldwin for Vice Chairman, H. Healey seconded the motion and all were in favor.

5. There was no old business.

6. New Business: T. Barnes stated that an employee had been doing the job of Treatment Plant Mechanic, on a differential basis, as needed, after he passed the test for the position in August of 2011. Following a retirement in June of 2015, the employee has been performing the job almost exclusively and according to the Acting Wastewater Superintendent, the employee has been performing well in the position.

T. Barnes cited the section of Article VI of the Civil Service Rules and Regulations which allows, upon the request of the Department Head and with the approval of the Civil Service Commission, an employee who has been temporarily placed in a position, has tested for the position, and has been performing the duties of the position satisfactorily, to be permanently placed in that position.

C. Saley spoke at length about the critical need to maintain staffing levels in the Wastewater Division and that the division recently lost a key employee to Stamford after being offered a significant pay increase that Milford could not match even given the better benefits package.

C. Saley stated that the salaries in the division are not competitive and that Milford is in danger of losing other employees who possess the difficult to obtain Class III and Class IV operator licenses to other municipalities. He said that Milford doesn’t want to lose good employees and that it costs the City money to recruit employees from the outside.

T. Barnes added as an example that only four people applied for the Wastewater Superintendent position.

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H. Healey made a motion to approve placing the employee who has been performing the duties of Treatment Plant Mechanic on a temporary (differential) basis permanently in the position. J. Baldwin seconded and all were in favor.

J. Baldwin asked if there were any plans to look at the overall wage scales for the wastewater employees. C. Saley said that the collective bargaining agreement is currently being negotiated.

J. Haselkamp added that getting employees with the required licenses is difficult because the testing is so challenging.

7. T. Barnes reported that the City is currently in negotiations with six of the bargaining units and will soon be negotiating with three more. She mentioned that employers are grappling with the retirement of baby boomers and that it is sometimes referred to as the silver tsunami. Studies show that the public sector will lose close to 20% of its workforce in the next five years.

T. Barnes went on to speak of the continuing efforts of the Wellness Committee including the most recent Walking Challenge. She said that in discussions with Anthem there was notable positive impact seen in the health status of City employees.

8. Changes to various job descriptions were for notation only.

9. T. Barnes discussed the Open Jobs Report and mentioned that between the many contract negotiations and jobs to fill, the Human Resources Department was very busy.

10. J. Haselkamp made a motion to adjourn and H. Healey seconded. The meeting adjourned at 5:34 p.m.

Attest:

Lauren Pisacane