

MINUTES OF THE RULES COMMITTEE
MONDAY, MAY 6, 2013
6:00 p.m.
Lorraine H. Morton Civic Center
Council Chambers

Present: Mayor Elizabeth Tisdahl, Ald. Peter Braithwaite, Coleen Burrus, Judy Fiske, Jane Grover, Delores Holmes, Ann Rainey, Mark Tendam, Donald Wilson and Melissa Wynne

Presiding: Ald. Donald Wilson

Staff Present: Wally Bobkiewicz, City Manager, Cheryl Chukwu, Division Manager, Human Resources and Joe McRae, Deputy City Manager

Guest: Sue Calder, League of Women Voters and Paul Schmidt, Chair, Public Safety Civil Service Commission

CALL TO ORDER/DECLARATION OF QUORUM:

Ald. Wilson declared a quorum and called the meeting to order at 6:08 p.m.

CITIZEN COMMENT:

None

APPROVAL OF MINUTES OF THE REGULAR MEETING OF MARCH 4, 2013:

Mayor Tisdahl moved approval. Ald. Tendam seconded. Minutes approved.

PRESENTATION BY PUBLIC SAFETY CIVIL SERVICE COMMISSION:

Chair Paul Schmidt reported the Commission initially was set up by an ordinance in 1979 to oversee the hiring of most city employees. However, as most employees have become unionized this is now handled by contracts between the city and the unions. The Commission continued hiring for police and fire by setting standards, reviewing applicants and deciding if the applicants should be hired. In 2011 the Commission, with the assistance of the Human Resources and Legal, decided to update the ordinance to match what they do. At the same time the state legislature began working on legislation that would cover the hiring of firefighters for the state, for cities of less than one million. The legislation passed requiring not only an update but a complete overhaul of the ordinance and the Commission rules. The legislation basically moved the Home Rule authority for the hiring of fireman for most municipalities and set up a one way that fireman would be hired in the state except in the city of Chicago. The updated ordinance included the name change from Civil Service Commission to Public Safety Civil Service Commission and expansion of membership from three to seven to handle the number of interviews that will be handled by the fire department legislation done by the state. Currently six members are serving and it is understood that the rules are new and as they discuss and more fully put them into practice more changes will come about.

Mr. Schmidt said they looked at the points to be given to various firefighters and the police chief. All the outside companies have been bided out and the bidding contracts have been signed for the fire department authorization hiring. The police department authorization hiring's were extended for six months, the current list is an old list that they can still extend. The fire department however, under the new state legislation expires in October which means they have to start a whole new list for them. All persons will then be given the test. There was a little discussion over whether or not, under the state legislation, they had to interview everybody who passed the test. The city legal department was asked for a response and agreed that they could only interview twenty at a time. This is different from what other cities are doing, but with the legal departments approval they are going to try to

sneak it through this way. Normally they receive 2-300 applications, and if 100-150 pass it's a lot of work.

Ald. Rainey asked if there are qualifications to serve on the Commission. Mayor Tisdahl stated the reason there is one position vacant is because she believes it is important to have a commissioner that reflects the diversity in this community and is very much hoping to get a Latino to serve. Also when going through the various applications she asks staff what they feel is needed and a Latino was their preference. Ald. Rainey said there are a lot of smart people on the various boards and committees, but sometimes they don't always seem to fit and that's her concern. Whatever is need for diversity is one thing but there also needs to be qualifications that go along with it. Mayor Tisdahl noted that the people on this commission are well qualified. Ald. Rainey agreed but is referring to new appointees.

Ald. Holmes asked for a review in terms of interviewing all the candidates who passed and now taking a short cut and only interviewing twenty at a time. What does that do to the pool of applicants? Mr. Schmidt stated the lists are only valid for two years. Under the department of fire area, state legislation only allows you for the two years and they make the list for police valid for two years but it may be given an extension of up to six months to a year by the Human Resources department with the approval of the Commissioner. They did have the power to extend that list if they had enough people on the list with the fire department but that list was taken away under state legislation. So now they can only go for two years and whoever is on the list for the two years is eligible. At the end of that two year period you've got to have a new list. That is why they are in the process of making sure they have a new list available for August of this year, because that's when the state legislation states that no longer are the lists available or can be used.

Ms. Chuwku added with the new fire legislation there are all of these points that have to be added into the process. So they define different types of lists and one of the challenges they are having is when they have a test, two hundred of the four hundred people passed. So they have been going back and forth on how do they interview two hundred people and then assign the points, which is how the legislation reads. They have done some research with other communities and talked with people who helped write the legislation to see if there's a way to sub-group the lists. So when people actually pass they have to break it into more bite size pieces. Because having two hundred people pass the test, have to be interviewed, and then assigned points to create the final list, was going to be almost unmanageable. That's one of the reasons they asked to increase the size of the Commission because that was going to be a lot more work with this now requirement to interview everybody who passes. Ald. Holmes commented that at the end of the two year that eliminates their chances of being hired and that is not their fault. Hardly seems fair.

Mr. Schmidt said they can retake the new test and if they pass they can go through the process. Ms. Chuwku stated if they have two hundred people pass the test as they did last time. Six, seven or eight may get hired in a year so in a two year period they will hire maybe 20 firefighters. They have never gotten through a whole list. What is really different is the assignment of the points. Last time they did a fire process they added residency points. The legislation now requires you to give points for veteran status, and it tells you where you add those points. The Commission has also assigned points for residency for passing the academy. There are some additional points they have assigned. Those don't get assigned according to the legislation until the subjective component or the Commission interview takes place, which is second in the process. It's the test, then the Commissioners doing their interview and then the points. So part of the challenge was how to get through two hundred interviews before assigning the points. It is challenging.

Ald. Wilson thanked Mr. Schmidt for the report and for all the hard work of the Commission.

REVIEW OF COUNCIL SENIORITY LIST AND MAYOR PRO TEM LIST:

City Manager Bobkiewicz stated the recommendation for the Mayor Pro Tem list is to continue the practice created during the 78th Council of dividing the 4 years into 9 ways starting with Ald. Rainey. Ald. Burrus will continue as Mayor Pro Tem from now through May 13, 2013. Ald. Holmes moved approval. Ald. Tendam seconded. Motion passed.

REVIEW OF COUNCIL COMMITTEE MEETING STRUCTURE:

City Manager Bobkiewicz noted in the packet is the last document that memorializes the current chairmanship schedule revised in 2011 with Ald. Braithwaite coming on board. Council needs to confirm continuing the format.

Ald. Rainey stated they first need to find out if anyone wants to switch committees. The schedule is then created according to seniority and if those who are having multiple chairmanships want to switch with the next person they are able to do that. But this set up at the dais makes it very difficult for the Rules Committee to function.

Ald. Holmes stated she would like to discuss Human Services, Planning & Development and Administration & Public Works, as being committees of all Aldermen. Ald. Fiske said the problem with Committees of the Whole, from the public's point of view, it is perceived that the issue is decided at committee and comes to Council for a rubber stamp. But any Council member is welcome to come to any standing committee meeting. Ald. Grover said thinking along those lines it might be even more helpful to have Committees of the Whole. Because the committee is where a lot of the good discussion and great input happens and would shorten their evenings.

Ald. Rainey did not see the point of forcing all 9 members to service on all committees. Some know more about certain issues than others and they ought to look to each other for that expertise. Ald. Wynne said she likes the way committees function but really like their collegial meetings when they were held in committee rooms. Now having the benefit of being televised they've lost the smaller discussions. She would prefer that the committees are up to 9 not all 9. Ald. Holmes stated that the discussions held at Human Services in terms of events at the lakes would have been really helpful had Ald. Wynne was there to bring up information that she had that was beneficial to the committee. She understands residents have the perception of the rubber stamp but Council has to educate the residents to make them understand it is not a rubber stamp.

Ald. Wynne asked how difficult would it be to televise from one or both of the committee rooms? City Manager Bobkiewicz said everything has to connect to the cable system room. Staff is looking at a redo of the cameras in Council Chambers right now and he believes that cost, with some additions back room equipment, is in the \$35,000 range and that is replacing everything. To get another room wired would probably be between \$10,000 and \$20,000 and they would not have to replicate and would have the ability video one meeting at a time. Staff will come back with more information on redoing rooms 2404 or 2402.

Ald. Rainey suggested before they go to saying 9 can be on a committee let's find out who wants to be on what committee. Ald. Wilson agreed and suggested the City Manager provide a list of committees that the Aldermen can return and go from that point forward.

City Manager Bobkiewicz inquired that with the new City Council being seated and committee chairmanship and membership not being made that the existing schedule will continue until a revised scheduled is done. Mayor Tisdahl moved approval to maintain committee chairmanship schedule until such time. Ald. Holmes seconded. Motion passed.

CONSIDERATION OF MAY 13, 2013 CITY COUNCIL AGENDA:

Ald. Fiske suggested having an abbreviated meeting the night of inauguration. Do what must be done, approval of bills, etc. so they could celebrate with those who come and spend the evening with them rather than at a Council meeting.

Ald. Wynne noted it was an excellent suggestion but unfortunately it is too late. She suggested the next time around it would be good to be aware of the inauguration date and keep the public informed. There are a lot of items on the agenda and people are expecting that business to be taken care of.

CHANGE IN MEMBERSHIP TO THE M/W/EBE COMMITTEE:

Ald. Rainey moved to refer item to the Economic Development Committee for the selection of a member to the M/W/EBE committee. Motion passed.

DISCUSSION OF CITY MANAGER'S EVALUATION:

Mayor Tisdahl asked for volunteers to serve as the subcommittee for the City Manager evaluation process. Ald. Wynne, Grover and Holmes agreed to serve.

NWMC RESOLUTION SUPPORTING IMMIGRATION REFORM:

Ald. Grover moved to refer to City Council. Ald. Holmes seconded. Motion passed.

NEW BUSINESS:

None

ADJOURMENT:

Meeting adjourned 7:20 p.m.

Respectfully submitted,
Darlene Francellno

A video of this meeting is available at www.cityofevanston.org/government/agendas-minutes/agendas-minutes--rules-committee.