

A G E N D A
Civil Service Board
Room 431, Yates Building
May 12, 2016 at 4:00 p.m.

GRIEVANCE HEARING

1. KURT KRAFT vs. OFFICE OF PROPERTY APPRAISER and EMPLOYEE SERVICES DEPARTMENT

On October 31, 2015, Mr. Kraft was reverted from an appointed position to a Civil Service position in the Property Appraiser's Office. His annual salary was \$44,571 as a Field Appraiser in the appointed position. With the Civil Service position he was reverted back to a Property Field Representative, which has an annual pay range of \$51,849. The Property Appraiser's Office wants to pay Mr. Kraft \$38,389 annually as a Property Field Representative, allegedly based on an out of date, non-existent job description of Appraiser II from 18 years ago, that he previously held. Since the job description for Field Appraiser (appointed position) and Property Field Representative (Civil Service position) have comparable job descriptions he is requesting that his annual salary not be reduced and he keep his current salary. In a second part of this grievance, he believes that he should be receiving a salary in the upper range of his job description due to his years with the City.

He is citing the following Civil Service and Personnel Rules:

2.01(4)...It is the policy of the City to pay a fair and equitable salary based on the responsibility of the position within The City and upon the performance of the individual occupying that position; and

9.07(1)...The Civil Service Board shall have jurisdiction to determine on employee's entitlement to receive back pay when authorized.

(POSTPONED ON FEBRUARY 4, 2016 AT THE REQUEST OF THE CHAIRMAN)

Employee's Attorney: Pro Se
Employer's Attorney: Wendy Mummaw

2. PUBLIC COMMENTS

3. OLD/NEW BUSINESS