

Civil Service Commission Meeting
Madison Heights, Michigan
October 16, 2025

A Civil Service Commission Meeting was held on Thursday, October 16, 2025 at 9:32 AM at City Hall - Lindell Ross Executive Conference Room, 300 W. 13 Mile Rd.

PRESENT

Commissioner Kevin Scheid
Commissioner Ken Baughman
Commissioner Anthony Roberts

ALSO PRESENT

Civil Service Commission Attorney Larry Sherman
Deputy City Manager/City Clerk Cheryl Rottmann
Human Resources Director Tracee Miller
Fire Chief Greg Lelito
Deputy Police Chief Jeff Filzek
Union Representatives: Detectives Dave Koehler and Scott Spencer

CSC-25-11. Civil Service Commission Meeting Minutes of October 3, 2025.

Motion to approve the Civil Service Commission Meeting minutes of October 3, 2025, with the following correction:

add under OTHERS PRESENT, Human Resources Director Tracee Miller.

Motion made by Commissioner Roberts, Seconded by Commissioner Scheid.

Voting Yea: Commissioner Scheid, Commissioner Baughman, Commissioner Roberts

Motion carried.

MEETING OPEN TO THE PUBLIC:

There were no members of the public wishing to speak.

Discussion Regarding Creating a Policy for Promotional List Ranking Status.

Discussion followed on establishing a policy for handling promotional list rankings when an individual rejects a promotion. Commissioners, along with representatives from the Fire and Police departments and their respective unions, debated whether to adopt a hard and fast rule to address this situation or continue handling it on a case-by-case basis through letters of understanding negotiated between the City and the unions. Key concerns revolve around the potential for manipulation of the system if a rigid rule is implemented versus issues of fairness and

perceived favoritism with a case-by-case approach. Since the specific incident that prompted the discussion is now moot, it was the consensus of the Commission to take no action on adopting a new rule at this time, leaving the matter to departmental and union negotiations.

CSC-25-12. Adjournment.

Motion to adjourn the meeting at 9:58 a.m.

Motion made by Commissioner Scheid, Seconded by Commissioner Roberts.

Voting Yea: Commissioner Scheid, Commissioner Baughman, Commissioner Roberts

Motion carried.