

**Agenda**  
**Civil Service Commission Meeting**  
**Tuesday, January 26, 2010**  
**at 6:30 p.m. to be held**  
**in Council Chambers of**  
**City Hall 118 Arizona Street, Bisbee, AZ**

Meeting called to order at \_\_\_\_\_ PM , by \_\_\_\_\_

Mary Ann Jorgenson, Chairperson  
Ken Wallace, Vice-Chairperson  
Carrie Mitten, Commissioner/Secretary  
Larry Elkins, Commissioner  
David Smith, Commissioner

Jennifer Graeme, Personnel Director  
Andy Haratyk, Employee Council Chair  
Mark J. Langlitz, City Attorney  
Stephen J. Pauken, City Manager  
Bennie Scott, Council Liaison

**New Business:**

- Item 1.** Discussion and possible recommendation to Mayor and Council regarding proposed amendments to the Personnel Rules and Regulations with corrections to Chapter VII. Grievance Procedures Section 3. Four Stage Formal Grievance Process and Section 5. Review and Discussion of Other Issues.
  
- Item 2.** Discussion and possible recommendation to Mayor and Council regarding proposed amendments to the Personnel Rules and Regulations Chapter IV. Compensation and Benefits Section 3. Paid Time Off.
  
- Item 3.** Discussion and possible recommendation to Mayor and Council regarding proposed amendments to the Personnel Rules and Regulations Chapter I. Introduction and General Policies Section 2. Equal Employment Opportunity Statement.

**Call to the Public**  
**For the Good of the Order**