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Mayor Stone Reviewing Warren City Council's Proposed Changes to Civil Service Ordinance

(Warren, MI) – Mayor Lori M. Stone is reviewing proposed amendments to Chapter 25 of the City's Code of Ordinances, which governs Warren's Civil Service system. The proposal, drafted by Warren City Council's legal advisor Jeff Schroder, would significantly change the function that the Civil Service Commission has performed for over 50 years.

"The Civil Service system is essential to ensuring that employment decisions are fair, merit-based, and free from undue influence," said Mayor Stone. "It serves as a neutral, independent body that oversees hiring, promotions, and discipline, separate from both management and labor."

Mr. Schroder's recommendations would strip the Civil Service of its functional role. Currently, the Commission oversees hiring, testing, promotions, and disciplinary appeals under a merit-based system. Proposed changes reduce the independence of the Civil Service Commission and remove the administrative oversight from hiring practices.

A cursory review indicates that this proposal would remove rulemaking authority and limit the Commission primarily to handling procedural hearings for temporary and seasonal employees. Recommended changes would reduce oversight and transparency. Support for the Commission would be drastically reduced, and meeting frequency would be cut to a level that would make it largely nonfunctional.

Mayor Stone noted that "While unions negotiate working conditions and protect workers, Civil Service protects the integrity of the system. Civil Service provides an independent forum for appeals and enforces consistent hiring standards. That added layer of oversight is a safeguard that helps prevent favoritism, political influence, and arbitrary decision-making."

She also emphasized the importance of maintaining balance within the system.

“In a city like Warren, the Civil Service Commission provides an important buffer that helps ensure decisions are based on merit, not politics,” Mayor Stone said. “Any changes to that system deserve careful review to ensure transparency, consistency, and accountability.”

The Mayor’s administration is conducting a thorough analysis of the proposal to fully understand its potential impact on City operations, employees, and long-standing civil service protections. No final determination has been made at this time.

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