

April 18, 2026

Ms. Sonja Buffa  
City Clerk  
City of Warren

**RE: Veto of Council Action at Meeting on Tuesday, April 14, 2026 – Agenda Item 12b; Consideration and Adoption of a Resolution approving an ordinance to amend Chapter 25 of the Warren Code of Ordinances relating to Personnel and Civil Service.**

Ms. Buffa:

Pursuant to Section 6.8 of the Warren City Charter, I veto the action taken by the Warren City Council on Tuesday, April 14, 2026, under Agenda Item 12 (b) for reasons elaborated below.

The amendment to the City’s civil service ordinance removes core functions and responsibilities of the Civil Service Commission, including testing, hiring, demotions, transfers, and classification decisions. This change renders the City Charter’s civil service requirement effectively meaningless.

City Charter section 7.28 establishes “a civil service plan for personnel management for the city”. Civil service provides community oversight of taxpayer funded employment and merit-based promotions. Civil Service has administered matters of personnel management for nearly 70 years in the City of Warren. It also serves as a system of checks and balances as well as transparency and accountability.

The ordinance was advanced without sufficient deliberation or stakeholder input, raising concerns about the adequacy of the review process. City Council never consulted the members of the Civil Service Commission on these changes. Because this ordinance substantially modifies the Charter’s civil service structure, it raises important questions about alignment with the Charter’s original intent and the appropriate process for implementing such changes. If City Council believes that civil service is no longer relevant for managing personnel matters, then Council needs to put it to the voters.

Statements made during Council deliberations characterizing the ordinance as “technical fixes” do not reflect the substantive reduction in Civil Service authority. Civil Service Commission has spent 6 months working on their own updates removing antiquated language within their rules and bylaws. The civil service ordinance language reduces the scope and responsibility of the civil service commission to ceremonial meetings twice a

year to preside over an agenda that has no action items. Functionally, allowing City Council to gut the City Charter without ever taking a charter amendment to the voters of Warren.

Perhaps a better approach would be to meet with the Civil Service Commission once they complete their updates to the rules. City Council could simply adopt ordinance language that brings them into alignment.

In addition, claims misrepresented that this ordinance language is pro-union. The City's collective bargaining agreements rely on Civil Service procedures for personnel decisions and appeals. Eliminating those functions creates uncertainty regarding how employees may challenge disciplinary or employment actions, potentially exposing the City to legal and contractual disputes where collective bargaining agreements are silent.

The Civil Service Commission plays an important role in supporting fairness, consistency, transparency, and accountability in personnel matters. I believe government functions best with checks and balances.

For these reasons, I veto the action taken under Agenda Item 12(b). Pursuant to Section 6.8 of the City Charter, the operation of this Council action is hereby suspended.

Sincerely,



Lori M. Stone  
Mayor

cc: Mindy Moore, Council Secretary