



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

Date: June 8, 2021

Time: 8:30 a.m.

Place: Howard Office Building
Sonny West Room
700 2nd Avenue South
Nashville, Tennessee 37210

MEMBERS: William H. Farmer, D. Billye Sanders, Jo Ann North, Alysia Jones, and Ethan Link

OTHER MEMBERS: Shannon B. Hall, Human Resources Director; Nicki Eke, Metro Legal Department Attorney

Chairman Farmer called the meeting to order. He acknowledged the following union representatives in attendance: Mark Young (IAFF Local140) and Maura Lee Albert (SEIU). He then asked if there were any corrections or additions to the minutes of the last Regular Meeting on May 11, 2021. Vice-Chair Sanders advised there were corrections to Item 7. The minutes did not reflect the amendment she requested. After acknowledging the correction Chairman Farmer asked for a motion. Commissioner North moved to accept the regular minutes with the amendment. Seconded by, Commissioner Link and the Commission approved without objection.

Nicki Eke read the memorandum pertaining to the Metropolitan Code of Laws 2.68.030 – pursuant to Ordinance BL2006-2050.

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(B) APPOINTMENTS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Date</u>
<u>Emergency Communications</u>			
Mullen, Kristin A	Emer Telecomm Manager	Promotion	05/17/2021
De Leon, Adrienne L	Emer Telecomm Superv	Promotion	05/17/2021
Watts, Harley J	Emer Telecomm Superv	New Hire	05/17/2021
<u>Fire</u>			
*Kerr, John M	Emerg Medical Tech 2	Vol Reduction in Salary Grade	05/10/2021
Gilley, Chad Lee	EMS Captain-Paramedic	Promotion	05/01/2021
Fuson, Matthew L	Fire District Chief	Promotion	05/01/2021
Street, Jeremy Lilly	Fire Maint Supv	New Hire	05/16/2021
James, Richard L	Fire Maintenance Worker	Promotion	05/16/2021
*Voluntary reduction in grade from Paramedic 2 (PF5) to EMT 2 (PF4)			
<u>Human Relations Commission</u>			
*Orozco, Liz	Professional Specialist	Depart transfer/Promotion	05/17/2021
*Department transfer from Community Oversight Board (Research Analyst 1, OR3) to Human Relations Comm (Professional Spec, OR4)			
<u>Human Resources</u>			
Jones, Razel Omar	Workforce Diversity Manager	New Hire	05/17/2021
<u>Information Technology Services</u>			
*Leonard, Daniel Z	Info Sys Comm Analyst 1	Dept transfer/Promotion	05/15/2021
Northern, Nicole Michelle	Info Systems App Analyst 3	Rehire	05/01/2021
^Lawrence, Frederick H	Information Sys Oper Tech 1	Transfer To Civil Service	05/10/2021
*Department transfer from General Services (Radio Tech 1, TG8) to ITS (IS Communications Analyst 1, OR3)			
^Transition to CS from part time status			
<u>Internal Audit</u>			
Henry, Laura M	Internal Auditor - Senior	Promotion	05/03/2021
Wen, Nan	Internal Auditor - Senior	Promotion	05/03/2021
<u>Juvenile Court</u>			
Hampton, Shellis L	Probation Officer 3	Promotion	05/03/2021
<u>Metropolitan Clerk</u>			
*Scruggs, Sapriya Andrea	Admin Svcs Officer 4	Dept transfer/Promotion	05/03/2021
*Department transfer from Water (Public Info Rep, ST10) to Metro Clerk (ASO 4, OR5)			
<u>Parks</u>			
Gambill, Jesse Lee	Bldg & Grnds Electrician	New Hire	05/10/2021
Vanatta, Timothy L	Bldg Maint Lead Mechanic	Promotion	05/14/2021
Doyen, Aric S	Maintenance & Repair Leader	Promotion	05/14/2021
Berryhill, Ambria M	Program Coord	Re-hire	05/17/2021

Police

Kemp, Marshall	Admin Asst	Promotion	05/16/2021
Gander, Jatorey B	Admin Svcs Mgr	Promotion	04/16/2021
Beard, Oriel Denishea	Info Sys Comm Analyst 3	Promotion	05/16/2021
Davis, Gregory Morris	Police Captain	Promotion	05/01/2021
Dusche, Peter C.	Police Captain	Promotion	05/01/2021
Cantrell, Kristyn Mikayla	Police Operations Assistant	New Hire	05/16/2021
Johnson, Tammy Jean	Police Operations Coord 1	Promotion	05/16/2021

Public Library

*Smith, Brian E	Circulation Assistant	Vol Reduction in Salary Grade	05/17/2021
Frederick, Corey M	Librarian 1	Promotion	05/17/2021
Walker, Ashley Michelle	Librarian 1	Promotion	05/03/2021
Harrison, Linda P	Library Svcs Asst Dir	Promotion	05/17/2021

***Voluntary reduction in grade from Office Support Rep Sr (ST6) to Circulation Asst (ST5)**

Public Works

*Smith, Joseph Andrew	Engineer 1	Vol Reduction in Salary Grade	05/17/2021
^Como, Jesse J	Equipment Operator	Class Change	05/17/2021
Gunter, Enoch E Sr	Equipment Operator	Return from pension	05/03/2021
Poff, Tracey L	Equipment Operator	Promotion	05/17/2021
Dickens, Daryl W	Equipment Operator Senior	Promotion	04/19/2021
Jerrell, Dusten S	Equipment Operator Senior	Promotion	05/17/2021
Woody, Brian L	Equipment Operator Senior	Promotion	05/03/2021
**Moorer, Jonathan	Maint & Repair Worker	Vol Reduction in Salary Grade	05/17/2021
Neal, Clayton J	Maint & Repair Worker	New Hire	05/17/2021
Prather, Adrian J	Maint & Repair Worker	New Hire	05/17/2021
Gant, Kevin D	Sanitation Worker	New Hire	05/17/2021
***Hudgens, Christopher M	Sanitation Worker	Dept transfer/Class change	05/17/2021
^^Nelson, Charles J	Sanitation Worker	Class Change/Lateral	05/03/2021
^^^Cervantes, Andres	Signal Tech 1	Class Change	05/17/2021

*** Voluntary Reduction in grade from Engineer 3 (OR9) to Engineer 1 (OR7)**

^Class change from M&R Worker (TG5) to Equipment Operator (TG7)

****Voluntary Reduction in grade from Equipment Operator (TG7) to M&R Worker (TG5)**

*****Department transfer from Parks (M&R Worker, TG5) to Public Works (Sanitation Worker, TG5)**

^^Class change from M&R Worker (TG5) to Sanitation Worker (TG5)

^^^Class change from Equipment Operator Sr (TG9) to Signal Tech 1 (TG9)

Sheriff

*Crawford, Jamin Montell	Correctional Officer 1	Class Change	05/07/2021
*Davis, Jessica Nichole	Correctional Officer 1	Class Change	05/07/2021
*Ford, James Tyrone	Correctional Officer 1	Class Change	05/07/2021
*Haas, Eric David	Correctional Officer 1	Class Change	05/07/2021
*Hall, Cody Dalton	Correctional Officer 1	Class Change	05/07/2021
*Hill, Karesha Vonde	Correctional Officer 1	Class Change	05/07/2021
*Keith, Nicholas Wayne	Correctional Officer 1	Class Change	05/07/2021
*McBride, Viniece Dominique	Correctional Officer 1	Class Change	05/07/2021
*Mensah, Amenyo Kwasi	Correctional Officer 1	Class Change	05/07/2021
*Messineo, Anthony Thomas	Correctional Officer 1	Class Change	05/07/2021
*Monger, Brandon Leshawn			
Harris	Correctional Officer 1	Class Change	05/07/2021
*Nelson, Harry D Jr	Correctional Officer 1	Class Change	05/07/2021

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*Toews, Michael Joseph	Correctional Officer 1	Class Change	05/07/2021
*Wadley, Lauren Marie	Correctional Officer 1	Class Change	05/07/2021
*Wall, Danielle Makayla	Correctional Officer 1	Class Change	05/07/2021
*Weaks, Amber F	Correctional Officer 1	Class Change	05/07/2021
*Williams, Keenon Donmonique	Correctional Officer 1	Class Change	05/07/2021
*Williams, Qiania Michelle Lashan	Correctional Officer 1	Class Change	05/07/2021
*Class change from Correctional Officer Trainee to Correctional Officer 1			

Social Services

Turnipseed, Julius Charles III	Van Driver	New Hire	05/06/2021
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Water Services

Austin, Douglas E	Indust Mechanic 1	New Hire	05/15/2021
Gagnon, Benjamin E	Indust Mechanic 1	New Hire	05/01/2021
Hudgens, Nicholas S	Indust Mechanic 1	New Hire	05/01/2021
McGinnis, Loyd M Jr	Indust Mechanic 1	Re-hire	05/01/2021
*Vickers, Jerry W	Indust Mechanic 1	Dept Transfer/Class Change	05/01/2021
Horton, Dianne L.	Office Support Spec 2	Re-hire	05/15/2021
Phillips, Tonya L	Office Support Spec 2	Promotion	05/15/2021
Southall, Daniel E Jr	Office Support Spec 2	Promotion	05/15/2021
Sterry, Thomas A	Office Support Spec 2	Promotion	05/15/2021
Vogt, Sally A	Office Support Spec 2	Promotion	05/15/2021
Weatherspoon, Catrina Malone	Office Support Spec 2	Promotion	05/15/2021
Howell, Jimmy F Jr	Treatment Plant Mgr	Return from pension	05/01/2021
^Crimmons, Benjamin S	Utility Compliance Insp 2	Class Change	05/15/2021
**Deardorff, Daniel Ray	Utility Compliance Insp 1	Vol Reduction in Salary Grade	05/15/2021
Elmore, Logan Tyler	Utility Compliance Insp 1	Promotion	05/15/2021
Baucom, Noah N	Utility Maintenance Tech	New Hire	05/01/2021
Rogers, Reginald D	Utility Maintenance Tech	Re-hire	05/01/2021
^^Palmer, Charles W Jr	Utility Tech Spec 1	Re-Classification	05/01/2021
*Department transfer from General Services (Equipment Mechanic, TG11) to Water (Industrial Mechanic 1, TG11)			
^Class change from Water Maintenance Ldr (TL9) to Utility Compliance Insp 2 (ST8)			
**Voluntary reduction in grade from Utility Maintenance Supv (TS8) to Utility Compliance Insp 1 (ST8)			
^^Reclassification due to a position audit			

MOTION: After some discussion, Commissioner Jones moved for approval of the Appointments as listed. Commissioner North seconded, and the Commission approved without objection.

(C) TERMINATIONS/PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Dishko, Katherine Renee	Emer Telecom Off 2	Resignation	DEC	05/14/2021
West, Cathy J	Finance Mgr	Retirement	Finance	05/28/2021
Hoffmann, Sebastian	Mngmt & Budget Analyst 2	Resignation	Finance	05/06/2021
Poole, Paul E.	Emerg Medical Tech 2	Deceased	Fire	05/09/2021
Sesler, Brian A	Emerg Medical Tech 2	Resignation	Fire	05/14/2021
Downey, Dennis D	Fire Captain	Retirement	Fire	05/04/2021
Adair, Rubert D	Fire Engineer	Retirement	Fire	05/12/2021
Crawford, Billy Joe	Paramedic 2	Retirement	Fire	05/12/2021
Lankford, Brittany N.	Paramedic 2	Resignation	Fire	05/12/2021
Hoffman, Paul T	Historic Preservationist 1	Resignation	Historical Commission	05/21/2021
Copeland, Patricia J.	Application Tech 3	Retirement	Human Resources	04/30/2021
Collins, Evelyn N	Info Systems App Analyst 3	Resignation	ITS	05/10/2021
Howe, Jeffrey S	Probation Officer 1	Resignation	Juvenile Court	05/14/2021
Williams, Lamicheal T	Custodian	Resignation	Parks	05/10/2021
Cook, Jerry W	Maint & Repair Leader	Retirement	Parks	05/01/2021
Denton, Parrish L	Maint & Repair Worker	Resignation	Parks	05/11/2021
Jackson, Kenneth S	Maint & Repair Worker	Dismissal	Parks	05/26/2021
Gaulden, Nikkia D	Recreation Leader	Dismissal	Parks	05/25/2021
Jackson, Diamond J	Recreation Leader	Resignation	Parks	05/08/2021
Mapp-Humphrey, Sharon D	Recreation Leader	Resignation	Parks	04/30/2021
Woody, Danyel A	Recreation Leader	Resignation	Parks	04/30/2021
Campbell, Frank	Police Officer 2	Retirement	Police	05/31/2021
Gregory, Brian Arlen	Police Officer 2	Retirement	Police	05/31/2021
Hagar, Charles E. Jr	Police Officer 2	Retirement	Police	05/25/2021
Hubbard, Patrick Glenn Jr	Police Officer 2	Dismissal	Police	05/19/2021
Rich, Curtis A.	Police Officer 2	Retirement	Police	05/20/2021
Sears, Je-Marc Devon	Police Officer 2	Resignation	Police	05/20/2021
Volfson, Andrey	Police Officer 2	Resignation	Police	05/03/2021
White, Euraleta L	Police Operations Asst Sr	Retirement	Police	05/18/2021
Bacon, Eric S	Police Opera Coord 1	Retirement	Police	05/21/2021
Baines, Michael W	Police Security Guard 1	Resignation	Police	05/13/2021
Williams, Kyle M	Police Sergeant	Resignation	Police	05/14/2021
Brooks, Kai A	Circulation Assistant	Resignation	Public Library	05/06/2021
Reimels, Bonnie N.	Circulation Assistant	Retirement	Public Library	05/11/2021
Varnell, Kathleen Rory	Circulation Assistant	Resignation	Public Library	05/28/2021
Odle, Elizabeth G	Library Assoc 1	Retirement	Public Library	05/14/2021
Ulm, Irwin Anderson Jr.	Security Guard	Resignation	Public Library	05/13/2021
Al-Gatrani, Hossin O	Sanitation Worker	Resignation	Public Works	05/04/2021
Brown, Bryan J	Sanitation Worker	Resignation	Public Works	05/12/2021

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Williams, Bernard T	Sanitation Worker	Resignation	Public Works	05/04/2021
Bastien, Sherwin N	Correctional Officer 1	Resignation	Sheriff	05/19/2021
Irwin, Mike Allen	Correctional Officer 1	Resignation	Sheriff	04/29/2021
Lyle, Shelly Marie	Correctional Officer 1	Resignation	Sheriff	05/04/2021
Peralta, David	Correctional Officer 1	Resignation	Sheriff	05/01/2021
Willis, Laerious	Correctional Officer 1	Resignation	Sheriff	05/17/2021
Devonte Sintara				
Wilson, Machella	Correctional Officer 1	Resignation	Sheriff	05/17/2021
Yvette				
Thompkins, Algernon R	Correctional Officer 2	Resignation	Sheriff	05/07/2021
Hamer, Terry Rena	Admin Svcs Officer 2	Resignation	Social Services	05/04/2021
Williams, Senora	Nutrition Site Coord	Dismissal	Social Services	05/06/2021
Delicia				
Farmer, Tameka D	Office Support Rep	Resignation	Social Services	05/07/2021
Jenkins, Troy J	Program Spec 2	Resignation	Social Services	04/30/2021
Gann, Kenneth W	Engineer Technician	Retirement	Water Services	05/05/2021
Dillard, John E	Indust Maint Supv 2	Retirement	Water Services	05/14/2021
Hartigan, Thomas F.	Indust Mechanic 2	Retirement	Water Services	02/17/2021
True, Charles W Jr	Indust Tech Master	Retirement	Water Services	05/28/2021
Gardner, Denika N.	Office Support Rep 3	Resignation	Water Services	05/24/2021
McDonald, Johnny L	Treatment Plant Mgr	Retirement	Water Services	05/28/2021
Adams, John W	Treatment Plant Tech 1	Resignation	Water Services	05/11/2021
Scott, Robby G	Utility Maintenance Tech Sr	Retirement	Water Services	05/07/2021

MOTION: After some discussion, Commissioner Jones moved for approval of the Terminations/Pensions as listed. Commissioner North seconded, and the Commission approved without objection.

D)ELIGIBILITY REGISTER REPORT

Classification	Dept	On List	Type	Date	Establish/Abolish
Librarian 1	Library	63	Open	4/30/2021	Establish
Correctional Officer 2	Sheriff	5	Dept	4/30/2021	Abolish
Correctional Officer Sergeant	Sheriff	24	Dept	4/30/2021	Abolish
Library Services Asst Dir- Edu and Literac	Library	20	Open	4/30/2021	Establish
Police Officer 2 - Lateral	Police	17	Cont	5/3/2021	Establish
Police Officer Trainee	Police	79	Cont	5/4/2021	Establish
Internal Auditor - Senior	Internal Audit	2	Dept	5/3/2021	Establish
Maintenance & Repair Worker	Public Works	7	Cont	5/7/2021	Establish
Sanitation Worker	Public Works	16	Cont	5/7/2021	Establish
Equipment Operator Senior- Roads & Waste	Public Works	8	Cont	5/7/2021	Establish
Signal Technician 1	Public Works	13	Open	5/7/2021	Establish
IS Communications Analyst 1 - Radio	ITS	17	Open	5/10/2021	Establish
Security Guard-Library	Library	101	Open	5/10/2021	Abolish
IS Division Manager-Service Desk	ITS	35	Open	5/11/2021	Abolish
Building Maintenance Lead Mechanic - HVAC	Parks	9	Open	5/11/2021	Establish
Finance Deputy Director	Finance	53	Open	5/12/2021	Abolish
Utility Field Technician 1-Water	Water	84	Open	5/12/2021	Establish
Utility Compliance Inspector 1- Patch Paving	Water	9	Dept	5/13/2021	Establish
IS Division Manager - Cabling Infrastructure Management	ITS	9	Open	5/14/2021	Establish
Accountant 3	Finance	3	Dept	5/17/2021	Abolish

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Engineer Technician Senior-PW/Traffic	Public Works	8	Open	5/18/2021	Establish
IS Communications Analyst 3 - Radio	ITS	5	Open	5/19/2021	Establish
Human Resources Analyst 3-HR/Training	HR	50	Open	5/19/2021	Establish
Research Analyst 1-COB	COB	82	Open	5/20/2021	Abolish
Police Sergeant	Police	62	Dept	5/24/2021	Establish
Office Support Rep-Intake Worker	Social Services	131	Open	5/24/2021	Abolish
Police Operations Assistant	Police	60	Cont	5/26/2021	Establish
Office Support Specialist 1- Water Services/Customer Service	Water	227	Open	5/27/2021	Establish

MOTION: After some discussion, Commissioner Jones moved for approval of the Eligibility Register as listed. Commissioner North seconded, and the Commission approved without objection.

DEPARTMENTAL ITEMS**Information Technology Services**

Item #1: Director Keith Durbin of the ITS Department is requesting Civil Service approval to hire applicant Ron Dean as an Information Systems Division Manager - Infrastructure at Grade OR10, above the salary midpoint.

Seth Waltenbaugh, HR Rep and Cyndy Person, ITS Department, were both present before the Commission to discuss the request to hire Ron Dean above mid-point.

MOTION: After some discussion, Vice-Chair Sanders moved to accept the request to hire Ron Dean above mid-point as an Information Systems Division Manager - Infrastructure. Seconded by Commissioner North and the Commission approved without objection.

HUMAN RESOURCE ITEMS

Item #2: Metro Nashville Fire Department employee Keisha Lawrence is requesting to extend her IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep and Jamie Summers, Fire HR Rep, Mark Young IAFF Rep and Keisha Lawrence were all present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Vice-Chair Sanders moved to extend the IOD leave until November 26, 2021. Seconded by Commissioner Link and the Commission approved without objection.

Item #3: Metro Nashville Fire Department employee Lori Lessenberry is requesting to extend her IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep and Jamie Summers, Fire HR Rep, were both present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner North moved to extend the IOD leave until November 17, 2021. Seconded by Commissioner Jones and the Commission approved without objection.

Item #4: Request for job description change for Park Police Trainee

LeighAnn Lee, HR Rep, and Aaron Shelton, Metro Parks HR, were both present before the Commission to discuss the revisions to job Descriptions for Park Police Trainee position.

MOTION: After some discussion, Vice-Chair Sanders moved to accept the job description revisions for Park Police Trainee. Seconded by Commissioner North and the Commission approved without objection.

Item #5: Request for public hearing on revised Civil Service Rules Chapter 5 Classification and Compensation

Seth Waltenbaugh, HR Rep and Mike Taylor, Assistant HR Director, were both present before the Commission to request a public hearing to revise Civil Service Rules Chapter 5 Classification and Compensation.

MOTION: After some discussion, Commissioner Link moved to accept the Request for public hearing on revised Civil Service Rules Chapter 5 Classification and Compensation. Seconded by Commissioner Jones and the Commission approved without objection.

Item #6: Administrative Law Judge Hearing Calendar

The calendar refers to appeals submitted by Metro employees. As changes occur, updates are made each month in conjunction with the assigned Attorneys at Metro Legal. A copy is then forwarded to the State Administrative Procedures Division wherein the State provides a copy for each Judge to evaluate their case.

ACTION: Report Only

Item #7: Human Resource Updates

HR Director Hall updated the Commission about the following

*Introduction of Razel Jones, the new Workforce Diversity Manager

ACTION: Report only

Item #8: Communiques from the public on pending hearings

NONE

Item #9: Appeal of Medical Disqualification, AW, Applicant for Police Officer Trainee

Applicant AW and Civil Service Medical Examiner Gill Wright were both present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

MOTION: After some discussion, Commissioner North moved to approve the request for waiver. Seconded by Commissioner Jones and the Commission approved without objection.

Item #10: Appeal of Medical Disqualification, JL, Applicant for Police Officer Trainee

Applicant JL was not present. Civil Service Medical Examiner Gill Wright was present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

MOTION: After some discussion, Commissioner North moved to approve the request for waiver. Seconded by Commissioner Jones and the Commission approved without objection.

With nothing further, the regular meeting adjourned at 9:15 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Secretary to the Commission

William H. Farmer, Chairman
Civil Service Commission