



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

Date: August 10, 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

MEMBERS NOT PRESENT: 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), James Smallwood (FOP) and Maura Lee Albert (SEIU). He then asked if there were any corrections or additions to the minutes of the last Regular meeting on July 13, 2021. Vice-Chair Sanders moved to accept the regular minutes. Seconded by Commissioner North 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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CIVIL SERVICE COMMISSION

08/10/2021-2

(B) APPOINTMENTS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Date</u>
<u>Community Oversight Board</u>			
Simmons, Amy D	Admin Svcs Officer 4	Re-hire	07/05/2021
<u>Fire</u>			
Arrington, Rayanna Lynn	Emerg Medical Tech 1	New Hire	07/16/2021
Pofahl, Lowell Taylor	Emerg Medical Tech 1	New Hire	07/16/2021
*Moat, Brian J	Fire Fighter/Paramedic	Return from Pension	07/01/2021
Black, Curtis Steven	Paramedic 1	New Hire	07/16/2021
Couts, Terry Eugene Jr	Paramedic 1	New Hire	07/16/2021
Forsythe, Matthew Scott	Paramedic 1	New Hire	07/16/2021
French, Nicholas M	Paramedic 1	New Hire	07/16/2021
Grogan, Austin Matthew	Paramedic 1	New Hire	07/16/2021
McGee, Sean C	Paramedic 1	New Hire	07/16/2021
^Summers, Tyler K	Paramedic 1	Class Change/Lateral	07/16/2021
*Return from pension to the same classification			
^Class change from EMT 2 (FD3) to Paramedic 1 (FD3)			
<u>General Services</u>			
Eakes, Kenneth L Jr	Admin Svcs Officer 4	Promotion	07/12/2021
Liles, David A.	Technical Specialist 1	Promotion	07/12/2021
<u>Historical Commission</u>			
*Warren, Jennifer L	Historic Preservationist 1	Transition to Civil Service	07/02/2021
*Transition to CS from part time status			
<u>Information Technology Services</u>			
*Moore, Rebecca L	Info Systems App Analyst 3	Department transfer/Promotion	07/12/2021
Robertson, Brian W	Info Systems Div Mgr	New Hire	07/12/2021
Adams, Bryan S	Information Sys Oper Tech 1	New Hire	07/10/2021
Buchanan, Dontri A	Information Sys Oper Tech 1	New Hire	07/12/2021
Hollis, Sheki	Information Systems Advisor 1	Promotion	07/24/2021
^Broome, John David	Information Systems Advisor 2	Department transfer/Transition to CS	07/24/2021
*Department transfer from Finance (ASO 3, OR3) to (IS App Analyst 3, OR5)			
^Department transfer from Planning (Planning Mgr, OR8) to ITS (IS Advisor 2, OR9)			
**Department transfer from Codes (ASO 2, OR1) to ITS (IS App Analyst 2, OR4)			
<u>Internal Audit</u>			
Andrews, Elizabeth	Internal Auditor 1	New Hire	07/30/2021
<u>Parks</u>			
Cella, Michael R	Maintenance & Repair Leader	Promotion	07/09/2021
*Black, Montorias O	Maintenance & Repair Worker	Transition to Civil Service	07/23/2021
*Black, Michael A	Recreation Leader	Transition to Civil Service	07/23/2021
*Debose, Nasonia T	Recreation Leader	Transition to Civil Service	07/23/2021
*Newman, Robin A	Recreation Leader	Transition to Civil Service	07/23/2021
*Patterson, Leslie V	Recreation Leader	Transition to Civil Service	07/23/2021
^Revetta, Jacob A	Technical Specialist 1	Department transfer	07/26/2021
*Transition to CS from PT status			
^Department transfer from Public Works to Parks			

CIVIL SERVICE COMMISSION**08/10/2021-3****Police**

*Barnes, Paula C	Admin Svcs Officer 3	Voluntary reduction in grade	07/01/2021
Merithew, Keyne R.	Admin Svcs Officer 4	Promotion	07/01/2021
^Norris, Joshua Stephen	Info Sys Comm Analyst 3	Department transfer/Transition to CS	07/01/2021
Renfro, Leah M	Info Systems App Analyst 2	Promotion	07/16/2021
Hawkins, Katherine Virginia	Police Operations Assistant	New Hire	07/16/2021
Winters, Hunter Jacob	Police Operations Assistant	New Hire	07/16/2021
Warrick, Jessica	Police Operations Coordinator 1	Promotion	07/01/2021
Dwars, Andrew D	Police Security Guard 1	New Hire	07/16/2021
Murphy, Suzanne M	Professional Spec	Promotion	07/16/2021

Voluntary reduction in grade from Professional Spec (OR4) to ASO 3 (OR3)*^Department transfer from Music City Center to Police****Public Library**

Alderidge, Katelyn G	Circulation Assistant	New Hire	07/12/2021
Endsley, Latoya D	Custodian	New Hire	07/12/2021
Bubert, Lisa K	Librarian 2	Re-Employment	07/12/2021
Johnson, Sade D	Librarian 2	Promotion	07/12/2021
Gillen, Kathryn S	Library Assoc 1	New Hire	07/12/2021
*Hadli, Keelan K.	Library Assoc 1	Class Change	07/26/2021
Hampton, Lauren E	Library Assoc 1	New Hire	07/12/2021
Kenney, Samantha J	Library Assoc 1	New Hire	07/26/2021
Powers, John P	Library Assoc 1	New Hire	07/12/2021
Roberts, Kiana L	Library Assoc 1	New Hire	07/12/2021
Rocha, Carolina C	Library Assoc 1	Promotion	07/12/2021
Herlocker, Ann E	Library Mgr 3	Promotion	07/12/2021
Brush, Evelyn O	Library Performing Artist	New Hire	07/12/2021
Santoni-Sanchez, Zachary W	Office Support Rep	New Hire	07/12/2021
Powell, Stephanie Michelle	Security Guard	Re-hire	07/26/2021
^Ragland, Preston F	Security Guard	Dept transfer/Transition to CS	07/26/2021

Class Change from Security Guard, ST6 to Library Assoc, ST6*^Department transfer from Sheriff (Security Officer) to Library (Security Guard)****Public Works**

Wilcox, Thomas G	Equipment Operator Senior	New Hire	07/12/2021
Parker, Rontez T	Maintenance & Repair Worker	Re-hire	07/12/2021
Rainey, Montreal D	Maintenance & Repair Worker	New Hire	07/12/2021
Reed, Joseph D	Maintenance & Repair Worker	New Hire	07/12/2021
Russell, Jody S	Maintenance & Repair Worker	New Hire	07/12/2021
Smith, Alexander	Maintenance & Repair Worker	New Hire	07/26/2021
Gilliam, Andrew	Maintenance & Repair Worker	New Hire	07/26/2021

Social Services

Achoe, Dana G	Admin Svcs Mgr	Promotion	07/12/2021
McAninch, Brandi Lou	Program Coord	Re-hire	07/12/2021

CIVIL SERVICE COMMISSION**07/13/2021-4****Water Services**

Gregory, Matthew K	Equipment Operator Senior	Re-Employment	07/10/2021
Hudgens, Charles	Indust Maint Supv 1	Promotion	07/24/2021
*Croney, Daniel G	Indust Mechanic 1	Department transfer/Class change	07/24/2021
Gant, Darrell II	Indust Mechanic 1	New hire	07/24/2021
Johnson, Ronald	Sanitation Worker	New Hire	07/10/2021
Phillips, Marquiz L	Sanitation Worker	New Hire	07/10/2021
York, Alexander B	Sanitation Worker	New Hire	07/10/2021
Brown, Jasmine	Security Officer Coordinator	Promotion	07/24/2021
Andrews, Steven	Treatment Plant Shift Supv	Promotion	07/24/2021
Poe, Kayla	Treatment Plant Shift Supv	Promotion	07/24/2021
Tollison, Dennis	Treatment Plant Shift Supv	Promotion	07/24/2021
^Hawkins, Newman	Utility Compliance Insp 1	Class change/Lateral	07/24/2021
Edens, Dustin K	Utility Maintenance Tech	New Hire	07/24/2021
Patterson, Mark D	Utility Maintenance Tech	Re-hire	07/24/2021
Pinto, Evangelist J	Utility Maintenance Tech	New Hire	07/24/2021
Binder, Dale	Utility Services Asst Mgr	Promotion	07/24/2021
Hayes, Joshua	Utility Services Asst Mgr	Promotion	07/24/2021

***Department transfer from General Services (Equipment Mechanic, TG11) to Water (Industrial Mech 1, TG11)**

^Class change from Utility Field Tech 2 (ST8) to Utility Comp Insp 1 (ST8)

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

**CIVIL SERVICE COMMISSION
(C) TERMINATIONS/PENSIONS**

08/10/2021-5

Name	Classification	Type	Department	Date
Deaton, Vernon L Jr	Electrical Inspector 1	Resignation	Codes Administration	07/13/2021
Fiegle, Adam Joseph	Property Stan Insp 1	Resignation	Codes Administration	07/23/2021
Thompson, Brensey M	Admin Svcs Officer 4	Resignation	COB	07/06/2021
Sanschargin, Bruce E	Emer Telecom Manager	Retirement	DEC	07/09/2021
Carroll, Michael C	Emer Telecom Off 2	Dismissal	DEC	06/25/2021
Petrie, Shanna M	Emer Telecom Off 2	Resignation	DEC	07/23/2021
Thacker, Nichole Marie	Emer Telecommunications Off 2	Resignation	DEC	07/02/2021
Charboneau, Carly Rene	Emer Telecommunications Off 3	Resignation	DEC	06/27/2021
Luc, Hilary E	Emer Telecommunications Off 4	Resignation	DEC	07/23/2021
Bowman, Joseph	Fire Arson Investigator	Retirement	Fire	07/15/2021
Jones, Robert H Jr	Fire Asst Chief	Retirement	Fire	07/16/2021
Murray, James D	Fire Captain	Retirement	Fire	07/20/2021
Adcock, Kenneth R	Equip Mechanic	Retirement	General Services	07/23/2021
Barron, Damian A	Veteran's Services Officer	Resignation	Human Resources	07/02/2021
Norwood, Rondal E	Infor Systems Advisor 1	Retirement	ITS	07/21/2021
Grantham, Charles L	Maint & Repair Worker	Retirement	Parks	07/20/2021
Paine, Wesley M.	Museum Mgr	Retirement	Parks	06/30/2021
Morrow, Dennis L	Recreation Leader	Dismissal	Parks	07/22/2021
Talley, Lakeya M	Recreation Leader	Resignation	Parks	07/02/2021
Willingham, Christopher J	Recreation Leader	Dismissal	Parks	06/25/2021
Ho, Ranee Y W	Crime Lab Asst Dir/Qual As Mgr	Resignation	Police	07/19/2021
Young, Tonya M	Info Systems App Analyst 3	Deceased	Police	07/08/2021
Brown, Ebony Shanice	Police Officer 2	Resignation	Police	07/02/2021
Delke, Andrew R	Police Officer 2	Resignation	Police	07/01/2021
Frazier Jr., John Fitzgerald	Police Officer 2	Resignation	Police	07/06/2021
Gomez, Citlaly J	Police Officer 2	Resignation	Police	07/09/2021
Mabry, Devin W	Police Officer 2	Resignation	Police	07/09/2021
Patonis, George K.	Police Officer 2	Retirement	Police	07/09/2021
Peck, Leonard Jr	Police Officer 2	Retirement	Police	07/09/2021
Pollard, Michael K	Police Officer 2	Resignation	Police	07/29/2021
Preuett, Larry F. III	Police Officer 2	Resignation	Police	07/23/2021
Richards, Terry E	Police Officer 2	Retirement	Police	07/23/2021
Tolzmann, Mitchell J	Police Officer 2	Resignation	Police	07/06/2021
Van Lierop, Cameron Scot	Police Officer 2	Resignation	Police	07/29/2021
Whited, Lawrence Lamont II	Police Officer 2	Resignation	Police	07/02/2021
Brown, Karen J	Police Operations Coord 1	Retirement	Police	07/02/2021
Pierpoint, Jason W.	Police Sergeant	Retirement	Police	07/14/2021
Movius, Elizabeth V	Librarian 1	Resignation	Public Library	07/25/2021
Hogue, Jamie L	Equipment Operator	Resignation	Public Works	06/30/2021
Carr, Timothy R.	Maint & Repair Worker	Retirement	Public Works	07/24/2021
Champion, Michael T	Maint & Repair Worker	Resignation	Public Works	06/28/2021
Nelson, Charles J	Sanitation Worker	Resignation	Public Works	06/17/2021
Mangrum, Joshua W.	Waste Management Sup	Resignation	Public Works	07/02/2021
Haas, Eric David	Correctional Officer 1	Resignation	Sheriff	07/21/2021

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Rice, Marcus K.	Correctional Officer 1	Retirement	Sheriff	06/30/2021
Stafford, Tyler Blake	Correctional Officer 1	Resignation	Sheriff	07/19/2021
Williams, Sasha C	Correctional Officer 1	Resignation	Sheriff	07/09/2021
Bell, Shannun T	Correctional Officer 2	Resignation	Sheriff	07/27/2021
Little, Steven A.	Correctional Officer 2	Retirement	Sheriff	07/23/2021
Phillips, James Paul	Correctional Officer 2	Resignation	Sheriff	07/20/2021
Terry, Mark Anthony	Correctional Officer 2	Resignation	Sheriff	07/17/2021
Stewart, Lee T	Contract Admin	Retirement	Social Services	06/30/2021
Rivers, Marcel A	Program Spec 3	Resignation	Social Services	07/23/2021
Woody, Brian L	Equipment Operator Senior	Resignation	Water Services	07/16/2021
Bradley, James U	Indust Maint Supv 2	Retirement	Water Services	06/30/2021
OConnell, Daniel J	Indust Mechanic 1	Resignation	Water Services	07/16/2021
Fayne, Lastiricia L	Office Support Spec 1	Resignation	Water Services	07/21/2021
Halbrooks, Kathy L	Office Support Spec 2	Retirement	Water Services	07/09/2021
Bryant, Desmond M	Sanitation Worker	Resignation	Water Services	07/15/2021
Combs, Joe E II	Sanitation Worker	Resignation	Water Services	07/15/2021
Gant, Kevin D	Sanitation Worker	Resignation	Water Services	07/20/2021
Grace, Herschel J	Sanitation Worker	Resignation	Water Services	06/30/2021
Johnson, Ronald	Sanitation Worker	Resignation	Water Services	07/12/2021
Stewart, Guy A	Sanitation Worker	Resignation	Water Services	07/02/2021
Reed, Diane F	Service Rep 2	Resignation	Water Services	07/20/2021
Rhodes, Delilah G	Service Rep 2	Resignation	Water Services	05/21/2021
Sanderson, Cheyenne J	Utility Compliance Insp 1	Resignation	Water Services	07/23/2021
Petty, Jacquelyn				
Stephanie	Utility Envir Comp Officer 2	Resignation	Water Services	07/05/2021
Walker, Dillon	Utility Maintenance Tech	Resignation	Water Services	07/01/2021

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
IS Division Manager - Help Desk		ITS		27 Open	07/01/2021 Establish
Administrative Services Manager-Homeless Services		Social Services		1 Dept	07/01/2021 Establish
Planning Technician 2		Commission		15 Open	07/01/2021 Establish
Admin Services Officer 3-Prog Support Specialist		Finance		102 Open	07/02/2021 Abolished
Admin Services Manager-Public Info. Officer		Codes		145 Open	07/02/2021 Establish
Custodian		NPL		20 Open	07/02/2021 Establish
Library Performing Artist - Puppet Truck		NPL		12 Open	07/06/2021 Establish
Library Manager 3		NPL		13 Open	07/06/2021 Establish
Security Officer Coordinator-Water Services		Water		52 Open	07/06/2021 Establish
IS Advisor 2-GIS		ITS		11 Open	07/06/2021 Establish
Utility Equipment Operator-Dump Truck		Water		6 Cont	07/06/2021 Establish
Utility Equipment Operator Senior-WS Backhoe/Trackhoe		Water		7 Cont	07/06/2021 Establish
Office Support Representative-Receptionist		NPL		117 Open	07/07/2021 Establish
Circulation Assistant		NPL		145 Open	07/07/2021 Establish
Librarian 2		NPL		40 Open	07/07/2021 Establish
Utility Services Assistant Manager- Grading Permit		Water		3 Dept	07/07/2021 Establish

Police Officer Trainee	Police	51	Cont	07/08/2021	Establish
Police Officer 2 - Lateral	Police	14	Cont	7/00/2021	Establish

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Application Technician 2-Finance/Payroll	Finance	19	Open	07/09/2021	Abolished
Admin Services Officer 4 - Fleet Management	General Services	30	Open	07/09/2021	Establish
Research Analyst 1 - Community Oversight Board	COB	13	Open	07/09/2021	Establish
Paramedic 1	Fire	6	Cont	07/09/2021	Establish
Emergency Medical Technician	Fire	4	Cont	07/09/2021	Establish
Program Coordinator - Social Services/Family Support Program	Social Services	44	Open	07/12/2021	Establish
Program Specialist 2-LSDHH	Library	32	Open	07/13/2021	Abolished
Crime Lab Asst Director/Quality Assurance Manager	Police	1	Dept	07/13/2021	Abolished
Technical Specialist 1-Greenways	Parks	21	Open	07/13/2021	Establish
Police Lieutenant	Police	68	Dept	07/13/2021	Establish
Community Oversight Board Legal Advisor	COB	13	Open	07/13/2021	Establish
Maintenance & Repair Worker	NDOT	29	Cont	07/13/2021	Establish
Internal Auditor 1	Internal Audit	20	Open	07/15/2021	Establish
Admin. Services Officer 4-Community Liaison	COB	80	Open	07/16/2021	Abolished
311 Call Center Specialist	NDOT	91	Open	07/16/2021	Abolished
Administrative Services Officer 3 - Sports Authority	Sports Authority	1	Dept	07/16/2021	Establish
Maintenance & Repair Worker - Grounds/Landscaping	Parks	29	Cont	07/19/2021	Establish
IS Advisor 2-Sr. DBA & Deployment Specialist	ITS	1	Dept	07/20/2021	Establish
Rec Leader-Community Recreation, Sportsplex & Aquatics	Parks	46	Open	07/20/2021	Establish
Veterans Service Officer	Human Resources	23	Open	07/21/2021	Abolished
Program Supervisor BBTL	NPL	50	Open	07/21/2021	Establish
Security Guard-Library	NPL	40	Open	07/21/2021	Establish
IS Applications Analyst 2 - Development Services	Police	1	Dept	07/21/2021	Establish
IS Applications Analyst 2 - City Works	ITS	1	Dept	07/21/2021	Establish
Engineer Technician Senior-Traffic	NDOT	1	Open	07/22/2021	Establish
Customer Service Field Representative-Convenience Ctr	NDOT	12	Open	07/22/2021	Abolished
IS Advisor 1 - Kronos System Admin/OTL Lead BA	ITS	1	Dept	07/22/2021	Establish
Sanitation Supervisor	NDOT	2	Dept	07/23/2021	Abolished
Administrative Services Officer 4-Metro Clerk's Office	Metro Clerk	1	Dept	07/23/2021	Establish
Industrial Electrician 1	Water	14	Cont	07/23/2021	Establish
Utility Services Assistant Manager- MS4 Permit	Water	3	Dept	07/27/2021	Establish
IS Advisor 3 - Sr. Network Engineer/Designer	ITS	1	Dept	07/27/2021	Establish
Correctional Officer Trainee	Sheriff	9	Dept	07/27/2021	Establish
Building Inspector 1	Codes	10	Cont	07/27/2021	Establish
Maintenance & Repair Worker Senior - Golf	Parks	6	Dept	07/29/2021	Establish
Utility Services Assistant Manager-Urban Forestry	Water	1	Dept	07/30/2021	Establish
Police Operations Coordinator 2 - Case Prep	Police	7	Dept	07/30/2021	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**Codes Administration**

Item #1: Metro Codes Administration Director Bill Herbert requests an Open Range salary increase for Alicia Viravouth.

Monica Anderson, HR Rep, Bill Herbert, Codes Director, Benton McDonough, Beer Board Director and Alicia Viravouth were all present before the Commission to discuss the request for an Open Range salary increase for Alicia Viravouth.

MOTION: After some discussion, Commissioner Jones moved to accept the request for an Open Range salary increase for Alicia Viravouth. Seconded by Commissioner North and the Commission approved without objection.

The Metro Human Resources Department

Item #2: Shannon Hall, Human Resources Director, is requesting approval from the Civil Service Commission to allow infrastructure departments to hire candidates above base

Mike Taylor, HR Assistant Director, Seth Waltenbaugh, HR Rep, were both present before the Commission to discuss approval to allow infrastructure departments to hire candidates above base.

MOTION: After some discussion Chairman Farmer requested that the commission receive quarterly hiring reports. Commissioner North moved to allow infrastructure departments to hire candidates above base. Seconded by Commissioner Jones and the Commission approved without objection.

Information Technology Services

Item #3: Director Keith Durbin of the ITS Department is requesting Civil Service approval to promote three employees above the midpoint of the salary range for their respective classifications.

Dawn Clark, ITS HR Assistant Director, Seth Waltenbaugh, HR Rep, were both present before the Commission to request approval to promote three employees above the midpoint of salary range for their respective classifications.

MOTION: After some discussion, Vice-Chair Sanders moved to accept the request to promote three employees above the midpoint of the salary range for their respective classifications. Seconded by Commissioner North and the Commission approved without objection.

Metro Nashville Police Department

Item #4: Metro Nashville Chief of Police John Drake requests an Open Range salary increase for three employees.

Seth Waltenbaugh, HR Rep, and Commander Newbern, MNPD, were both present before the Commission to request an Open range salary increase for three employees.

MOTION: After some discussion, Commissioner North moved to approve the request for an open range increase for three employees. Seconded by Commissioner Jones and the Commissioner approved without objection.

HUMAN RESOURCE ITEMS

Item #5: Review – Agreed Order of Dismissal, Raymond Flaherty, Police – Termination

Cynthia Gross, Metro Legal was present before the Commission to discuss the Agreed order of Dismissal.

MOTION: After some discussion, Commissioner North moved to accept the Agreed order of Dismissal. Seconded by Vice-Chair Sanders and the Commission approved without objection.

Item #6: Review – Initial Order, William Johnson, Police – Grievance

Deferred to October's Commission meeting.

Item #7: Metro Nashville Fire Department employee Wayne Barry, Jr is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep and Jamie Summers, Fire HR 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 February 1, 2022. Seconded by Commissioner Jones and the Commission approved without objection.

Item #8: Metro Nashville Fire Department employee James Derrick, Jr. is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

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

MOTION: After some discussion, Commissioner Jones moved to extend the IOD leave until December 25, 2021. Seconded by Vice-Chair Sanders and the Commission approved without objection.

Item #9: Metro Nashville Fire Department employee Stacey Rucker is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

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

MOTION: After some discussion, Commissioner North moved to extend the IOD leave until November 11, 2021. Seconded by Vice-Chair Sanders and the Commission approved without objection.

Item #10: Metro Nashville Fire Department employee David M. Shelton is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep, Jamie Summers, Fire HR, and David Shelton 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 December 23, 2021. Seconded by Commissioner North and the Commission approved without objection.

Item #11: Metro Nashville Fire Department employee Brian Vann is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep, Jamie Summers, Fire HR, and Brian Vann 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 December 23, 2021. Seconded by Commissioner North and the Commission approved without objection.

Item #12: Metro Nashville Police Department employee Nathan Kemp is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Seth Waltenbaugh, HR Rep, was present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner North moved to extend the IOD leave until December 1, 2021. Seconded by Commissioner Jones and the Commission approved without objection.

Item #13: Request for Civil Service Rule change to Chapter 5 Salary Grade Equivalents Chart

Seth Waltenbaugh, HR Rep, was present before the Commission to discuss the requested rule change.

MOTION: After some discussion Vice-Chair Sanders requested that the abbreviation be defined in the document the first time and that a legend be added to the chart. Commissioner Jones moved to approve the rule change. Seconded by Commissioner North and the Commission approved without objection.

CIVIL SERVICE COMMISSION

08/10/2021-10

Item #14: Request for a Civil Service Policy Proposal to section 5.14

Seth Waltenbaugh, HR Rep, was present before the Commission to discuss the policy proposal.

MOTION: After some discussion Vice-Chair Sanders requested that a legend be added to the chart. Commissioner North moved to approve policy proposal. Seconded by Commissioner Jones and the Commission approved without objection.

Item #15: Request to revise Civil Service Policies 5.7 and 7.2

Seth Waltenbaugh, HR Rep, James Smallwood, FOP President were both present before the Commission.

MOTION: After some discussion Vice-Chair Sanders moved to defer this to the next meeting. Seconded by Commissioner North and the Commission approved without objection.

Item #16: Metro Nashville Fire Department requests change to Civil Service Policy 8.2 A-I

Keven Palmissano, HR Rep, Jamie Summers, Fire HR, were both present before the Commission to discuss the requested policy change.

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

Item #17: Metro Nashville Police Department requests a change to Civil Service Policy 7.2 A-I

Seth Waltenbaugh, HR Rep, was present before the Commission to discuss the requested policy change.

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

Item #18: Approval of a Memorandum of Understanding between Metropolitan Government of Nashville and Davidson County and the Fraternal Order of Police.

Mike Taylor, HR Assistant Director, Stephan Cain, HR Rep, and James Smallwood, FOP President, were all present before the Commission to discuss the current MOU.

MOTION: After some discussion Commissioner North moved to approve the FOP MOU. Seconded by Commissioner Jones and the Commission approved without objection.

Item #19: Job description revisions for Fire District Chief and Fire Marshal Deputy positions

Keven Palmissano, HR Rep, Jamie Summers, Fire HR, and Mark Young, IAFF President, were all present before the Commission to discuss the job description revisions.

MOTION: After some discussion Vice-Chair Sanders moved to approve the job description revisions for Fire District Chief and Fire Marshal Deputy positions. Seconded by Commissioner North and the Commission approved without objection.

Item #20: Job description revisions to the Electrical Inspector 1 position

Monica Anderson, HR Rep, Bill Herbert, Codes Director, and Byron Hall, Codes Assistant Director, were all present before the Commission to discuss the job description revisions.

MOTION: After some discussion Commissioner Jones moved to approve the Job description revisions to the Electrical Inspector 1 position. Seconded by Commissioner North and the Commission approved without objection.

Item #21: Job description revision to the Zoning Examiner position

Monica Anderson, HR Rep, Bill Herbert, Codes Director, and Byron Hall, Codes Assistant Director, were all present before the Commission to discuss the job description revisions.

MOTION: After some discussion Commissioner Jones moved to approve the Job description revisions to the Zoning Examiner position. Seconded by Commissioner North and the Commission approved without objection

CIVIL SERVICE COMMISSION

08/10/2021-11

Item #22: 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 #23: Human Resource Updates

HR Director Hall updated the Commission about the following: *Seth Waltenbaugh's move from HR to MNP. HR Outreach and Special Projects along with several other departments participated in an in-person Career Fair at the Martha O'Bryan Center on July 28. It was our first in-person career fair since the pandemic. Interestingly, our last in-person career fair before pandemic was February 2020 at Martha O'Bryan Center.

ACTION: Report only

Item #24: Communiqués from the public on pending hearings

NONE

Item #25: Appeal of Medical Disqualifications: MB, Applicant for EMS Recruit

Applicant MB 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 Jones moved to approve the request for waiver. Seconded by Commissioner North and the Commission approved without objection.

Item #26: Appeal of Medical Disqualifications: CB, Applicant for Fire Recruit

Applicant CB 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 Jones moved to approve the request for waiver. Seconded by Commissioner North and the Commission approved without objection.

Item #27: Appeal of Medical Disqualification: AC, Applicant for Police Officer Trainee.

Applicant AC 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 Jones moved to approve the request for waiver. Seconded by Commissioner North and the Commission approved without objection.

Item #28: Appeal of Medical Disqualification: MN, Applicant for Police Officer Trainee.

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

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

With nothing further, the regular meeting adjourned at 10:08 a.m.

ATTEST:

APPROVED:

**Shannon B. Hall, Director
Secretary to the Commission**

**William H. Farmer, Chairman
Civil Service Commission**