



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

March 13, 2012

8:30 a.m.

CS Conference Room

Suite 163, 222 Bldg.

3rd Avenue North

Nashville, Tennessee

MEMBERS: William H. Farmer, Chairman; R. Steve Corbitt; C. Michael Allen; D. Billye Sanders and Jo Ann North.

MEMBERS NOT PRESENT: William H. Farmer

OTHER MEMBERS: Rita Roberts-Turner, Director; Nicki Eke, Metro Legal Department Attorney

Vice-Chairman Corbitt called the meeting to order and said the first order of business was to determine if there were any amendments, corrections or questions from the minutes of the last **Regular Meeting of February 14, 2012.**

There were no corrections to the Regular Meeting. Commissioner North moved for approval and it was seconded by Commissioner Allen. There were no objections from the Commission.

Appeals Process: Ms. 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

02/14/12 - 2

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>ARTS COMMISSION</u>			
*Myers, Ian J.	Administrative Services Officer 3	Class Change/Lateral	02/13/12
*Class Change from Finance Officer 2 (SR10) to Administrative Services Officer 3 (SR10)			

CODES ADMINISTRATION

Story, Greg E.	Building Inspector 1	New Hire	02/21/12
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EMERGENCY COMMUNICATION CENTER

Phoenix	Emer Telecommunications Off 1	New Hire	02/13/12
Pickett, Jeremy A.	Emer Telecommunications Off 1	New Hire	02/13/12
Seul Jr., Timothy B.	Emer Telecommunications Off 1	New Hire	02/13/12
Silva, Angela D. B.	Emer Telecommunications Off 1	New Hire	02/13/12

FINANCE

Pullen, Sandra K.	Application Tech 3	Promotion	02/06/12
Taylor li, Calvin M.	Application Tech 3	Promotion	02/06/12
Meyers, Denise L	Finance Officer 3	Promotion	02/13/12
Tharp, William A.	Finance Officer 3	Promotion	02/13/12

GENERAL SERVICES

*Longmire, Vernon	Equipment Servicer	Dept. Transfer / Class Change	02/20/12
Beasley, Mark G.	Radio Tech 2	Re-Employment	02/06/12
*Department Transfer from Water to General Services			

INFORMATION TECHNOLOGY SERVICE

Lyons, Kevin D.	Information Systems Oper. Anal 3	Promotion	02/20/12
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JUVENILE COURT

Beverly, Suzie B.	Probation Officer 3	Promotion	011/7/11
Davis, Margie R.	Probation Officer 3	Promotion	011/7/11
Halliburton, Willie L.	Probation Officer 3	Promotion	011/7/11
Hudson, Shelley P.	Probation Officer 3	Promotion	011/7/11
Thurston, Wendy Jo	Probation Officer 3	Promotion	011/7/11
Brown Jr., Eugene	Warrant Officer 1	New Hire	02/27/12

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PARKS</u>			
Smith, Richard S.	Maintenance & Repair Worker 2	Promotion	02/03/12
Boner, Thomas L.	Maintenance & Repair Worker 3	Promotion	02/17/12
Thrower, William A.	Maintenance & Repair Worker 3	Promotion	02/17/12
*Ratz, Rebecca R.	Technical Specialist 1	Transfer - Civil Service/ Department Transfer	02/13/12

*Department Transfer from Planning (Planner 2, SR12) to Parks (Technical Specialist 1, SR11)

POLICE

Kongsaysy, Candra D.	Human Resources Assistant 2	Promotion	02/01/12
*Foster, Cornelius K.	Office Support Spec 2	Vol Reduction In Salary Grade	02/16/12
Webb, Christine A.	Police Crisis Counselor 2	New Hire	02/16/12
^Flaherty IV, Raymond F.	Police Officer 2	Class Change	01/29/12
^Gilpin, John K.	Police Officer 2	Class Change	01/29/12
^Harris, Brian J.	Police Officer 2	Class Change	01/29/12
^Paiva, Luke D.	Police Officer 2	Class Change	01/29/12
Stewart, Keith A.	Police Security Guard 1	New Hire	02/01/12

*Voluntary reduction in grade from Administrative Services Officer 4 (SR12) to Office Support Specialist 2 (SR8)

^Class change from Police Officer 1 to Police Officer 2

PUBLIC WORKS

Carter, Tony E.	Equipment Operator 1	Promotion	02/06/12
Hmura, Michael W.	Equipment Operator 1	Promotion	02/06/12
Smith, Tony W.	Equipment Operator 1	Promotion	02/06/12
Timbs Jr., Douglas H.	Equipment Operator 2	New Hire	02/20/12
Bryant, William T.	Equipment Operator 3	Promotion	01/23/12

SHERIFF

Davidson, Jeffrey S.	Correctional Officer 2	Re-Employment	02/05/12
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SOCIAL SERVICES

*Riche, Terrence L.	Information Systems Advisor 1	Promotion/Department Transfer	02/20/12
Hunt, Tammy Carol Duncan	Office Support Manager	Promotion	01/23/12

*Department Transfer from ITS (IS App Analyst 2, SR11) to Social Services (IS Advisor 1, SR11)

WATER SERVICES

Shaw, Jessica S.	Office Support Spec 1	New Hire	02/06/12
*Madden, John B.	Skilled Craft Worker 1	Demotion	01/21/12
Grant, Raeffel A.	Treatment Plant Tech 1	Promotion	02/06/12

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APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>WATER SERVICES</u>			
^Harvell, Santia A.	Treatment Plant Tech 1	Transfer - Civil Service/ Department Transfer	02/06/12
Hazelwood, Philip A.	Treatment Plant Tech 1	New Hire	02/06/12
Micah, Amoasi C.	Treatment Plant Tech 1	New Hire	02/06/12
Pearson, Justin C.	Treatment Plant Tech 1	Promotion	02/06/12
Womer, Sean M.	Treatment Plant Tech 1	Promotion	02/06/12

*Demotion from Equipment Operator 3, TG8 to Skilled Craft Worker 1, TG7

^Department Transfer from Parks (Part Time Worker) to Water Services (Treatment Plant Tech 1)

MOTION: After some discussion, Commissioner North moved for approval of the appointments as listed. Seconded by Commissioner Sanders and the Commission approved without objection.

TERMINATIONS/ PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Zulewski, Robert A.	Emer Telecommunications Officer 3	Resignation	ECC	02/02/12
Seay Jr., James E.	Fire District Chief	Pension	Fire	01/17/12
Sessions, Scott C.	Fire Fighter/Paramedic	Pension	Fire	01/19/12
Wilson, William D.	Firefighter 3	Pension	Fire	02/15/12
Owens Jr., Dallas W.	Equipment and Supply Clerk 2	Resignation	General Services	02/12/12
Hiera, Mary E.	Info Systems Manager	Resignation	ITS	01/24/12
Kahan, Leigh E.	Info Systems Manager	Pension	ITS	01/20/12
Choat, Martha C.	Concessions Clerk 2	Pension	Parks	02/16/12
Welch, Fay F.	Administrative Assistant	Pension	Police	01/17/12
Drew, Charles A.	Police Officer 2	Pension	Police	02/01/12
Field, Gilbert M.	Police Officer 2	Resignation	Police	02/12/12
Keeler, Leonard O.	Police Officer 2	Pension	Police	01/26/12
Richards, Robert B.	Police Officer 2	Pension	Police	01/21/12
Richer, Donald D.	Police Officer 2-Fld Trng Officer	Pension	Police	01/26/12
Fielden, Mark S.	Police Operations Assistant 3	Pension	Police	02/01/12
Carter, Marshall	Police Operations Coordinator 1	Pension	Police	02/01/12
Boleyjack, Dorothy L.	Office Support Spec 1	Pension	Public Library	02/16/12
London, Ronnie L.	Equipment Operator 2	Pension	Public Works	02/17/12
Scruggs, Jerry L.	Equipment Operator 2	Pension	Public Works	02/10/12
Maxwell, Wade D.	Equipment Operator 3	Pension	Public Works	01/31/12
McCutchen, Jody D.	Correctional Officer 1	Dismissal	Sheriff	02/17/12
Metzger, Keith G.	Correctional Officer 1	Resignation	Sheriff	02/17/12
Reese, Jessica M.	Correctional Officer 1	Dismissal	Sheriff	01/17/12
Rogers, Jenesta S.	Correctional Officer 1	Resignation	Sheriff	02/09/12
Stewart, Jody M.	Correctional Officer 1	Resignation	Sheriff	02/06/12
Trondle, Billy J.	Correctional Officer 1	Resignation	Sheriff	01/20/12
Morrison, Richard E.	Correctional Officer 2	Resignation	Sheriff	02/17/12
Mcindoe, Holly M.	Administrative Services Manager	Resignation	Social Services	01/18/12
Watkins, Jack	Engineering Tech 3	Pension	Water Services	01/20/12
Morgan, James R.	Indust Maintenance Supervisor 1	Pension	Water Services	01/31/12
Sanders, Joyce L.	Office Support Spec 1	Pension	Water Services	02/01/12
Tucker, Murray L.	Treatment Plant Tech 3	Pension	Water Services	02/01/12

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MOTION: *After some discussion, Commissioner North moved to accept the Termination/Pension report for the dates and reasons stated. Seconded by Commissioner Sanders and the Commission approved without objection.*

ELIGIBILITY REGISTER REPORT

<u>Classification</u>	<u>Dept</u>	<u>On List</u>	<u>Type</u>	<u>Date</u>	<u>Establish/Abolish</u>
Technical Specialist 1	Parks	36	Open	2/03/12	E
Building Inspector 1	Codes	93	Open	2/06/12	E
Computer Operator	ITS	115	Open	2/06/12	A
Police Crisis Counselor 2	Police	21	Open	2/07/12	E
Maintenance and Repair Worker 3	Parks	68	Open	2/08/12	E
Finance Officer 3 - Budget Analyst	Finance	4	Dept	2/14/12	E
IS Operations Analyst 3	ITS	1	Dept	2/17/12	E
IS Operations Technician 1	ITS	99	Open	2/21/12	A
IS Advisor 1	Social Services	7	Dept	2/21/12	E
Office Support Specialist 2	Police	1	Dept	2/23/12	E
Administrative Specialist	Police	2	Dept	2/23/12	E
Correctional Officer Lieutenant	Sheriff	12	Dept	2/27/12	E
Program Supervisor - Homemaker	Social Services	125	Open	2/28/12	E
Internal Auditor 1	Internal Audit	153	Open	2/28/12	E
Circulation Assistant 1	Library	329	Open	2/28/12	E
Office Support Specialist 2	Police	143	Open	2/29/12	E

MOTION: *After some discussion, Commissioner North moved to approve the register report. Seconded by Commissioner Sanders and the Commission approved without objection.*

HUMAN RESOURCES

The Human Resources Director submits the following for the Commission's consideration and appropriate action:

(1: Consideration of Request for a Medical Waiver for Paramedic – Fire Department

Applicant A - AH

This matter was previously discussed with the Commission on February 14, 2012. Dr. Celia Goodson reiterated on the applicant's medical issues explaining why she is still not recommending this person for the position of Paramedic. She referred to Chapter 6 – Medical Evaluation of Candidates and the NFPA 1582 '**Standards on Comprehensive Medical Program for Fire Departments**' stating if the medical waiver is granted for abnormal pulmonary function testing, she would recommend obtaining a cardiology evaluation with exercise stress testing to establish exercise / endurance as well as echocardiogram to further evaluate chest x-ray findings of "heart size upper normal" and tachycardia observed on the physical exam. She also noted that employees of the EMS division who transfer to the fire suppression division must pass a medical evaluation prior to the transfer. With the increased pulmonary function of physical endurance, Dr. Goodson said although agility testing is done for Fire Fighters, she didn't believe there was any testing done in the EMS Division.

Applicant A was present to discuss his medical information as well as Dr. Goodson's findings. He stated that he is dieting to correct any weight problems and to achieve a healthy lifestyle. **Applicant A** continues to work in EMS as a Paramedic with the Shelby County (Memphis, TN) Fire Department.

MOTION: A request was made by Vice-Chairman Corbitt for a motion. After considering all the information, Commissioner Allen moved to deny the Medical Waiver. There was a second from Commissioner North and the Commission approved without objection.

(2: Consideration of Request for a **Medical Waiver** for **Police Officer Trainee**

Applicant B – TW

Dr. Celia Goodson discussed the applicant's medical issues and recommended this person for the position of Police Officer Trainee. She referred to the '**Standards of Medical Fitness" AR 40-501, 2-19 Vascular System – b "Current or history of hypertensive vascular disease (401) does not meet the standard. And 2-23 – d "Asthma (493) includes reactive airway disease, exercise induced bronchospasm or asthmatic bronchitis.** She stated the medical record review shows hypertension to be well controlled with current medical management. Also, medical record review shows exercise induced asthma to be well controlled with only occasional bronchodilator therapy. Current pulmonary function testing is within normal limits. The condition should not limit her being able to safely perform the duties of a police officer trainee or police officer. **Applicant B** was present before the Commission to discuss the matter and to provide additional information as needed.

MOTION: A request was made by Vice-Chairman Corbitt for a motion. Commissioner North moved to approve the Medical Waiver with a second from Commissioner Allen and the Commission approved without objection.

(3: Review of Order to Dismiss Appeal – William Soffiantino, Fire – 25 Days Suspension / Demotion

Mr. Soffiantino received three disciplinary charges in the past year. The first sanction on July 14, 2011 was a suspension of (5) 12-hour shifts without pay because of a delayed activation of the Status Message Encoder. He was charged with violating CS Rule 6.7 #2 – Deficient or Inefficient performance of duties and #32 – Any failure of good behavior which reflects discredit upon himself, the department and/or Metropolitan Government.

A letter of October 4, 2011 demoted Mr. Soffiantino to the rank of Fire Engineer based on charges of CS Rule 6.7 #30 – Discrimination on unlawful basis of race, sex, color, age, religion, national origin, handicap or lawful political or employee group affiliation, #31 – Participation in a pattern of harassment toward an employee of metropolitan Government, and #32 – Any failure of good behavior which reflects discredit upon himself, the department and/or the Metropolitan Government.

On November 29, 2011, Mr. Soffiantino received another disciplinary action suspending him for (20) 12-hour shifts without pay under CS Rule 6.7 #13 – Dishonesty and #32 – Any failure of good behavior which reflects discredit upon himself, the department and/or Metropolitan Government.

Mr. Soffiantino made his appeal to the Commission through his attorney C. Dewey Branstetter, Jr. on all three charges. The case was assigned to Administrative Law Judge Thomas Stovall to hear the matter. Assistant Metropolitan Attorney Jennifer Cavanaugh represented Metropolitan Government.

The Case was set for March 6-8, 2012, by Judge Stovall. *The parties entered an Agreed Order on February 27, 2012 which was signed by Judge Stovall on February 24, 2012.* The agreed order allows Mr. Soffiantino the following: (A) disciplinary demotion changed to temporary demotion for ninety (90) days – with the demotion period effective November 1, 2011 to February 1, 2012; (B) suspension for five (5) twelve-hour shifts without pay; (C) attend targeted Human Relations Commission Training program; (D) attend a non-punitive, individual meeting with Chief Halford at a time mutually agreeable to both, to take place within the next forty-five (45) days; (E) the Nashville Fire Department will dismiss charges in the letter of November 29, 2011, with loss of pay and other benefits for the twenty (20) day suspension that was taken fully or in part to date returned; (F) Mr. Soffiantino will not engage in any retaliatory actions against Firefighter Daniel or any person having participated in the subject cases to date; (G) the Nashville Fire Department will not engage in any retaliatory actions against Mr. Soffiantino and (H) Mr. Soffiantino agrees to withdraw his appeal of the disciplinary matters before the Civil Service Commission.

Metro Attorney Jennifer Cavanaugh was present before the Commission to discuss the case. Attorney C. Dewey Branstetter, Jr., who represented Mr. Soffiantino, was also present.

MOTION: *A request was made by Vice-Chairman Corbitt for a motion. Commissioner North moved to Uphold the Agreed Order as submitted by Administrative Law Judge Thomas Stovall with a second from Commissioner Sanders. The Commission approved without objection.*

(4): Review of Agreed Order – Jay Reed, Police Department / 7 Days Suspension

Officer Jay Reed was suspended for seven (7) days for violating Metro Police Dept. Rules & Regulations: (1) General Order 09-03, Department & Personal Appearance; Section VII, Personal Behavior (H) Obstruction of Rights – Cat. B, 1st Offense Mitigated to C, 1st – Suspended 5 Days; (2) General Order 09-03, Department & Personal Appearance; Section VII, Personal Behavior; (A) Adherence to Policy & Rules (Category D, 1st Offense – Suspended 2 Days; and (3) CS Rules Section 6.7, #11 – Violation of any written rules, policies or procedures of the department in which the employee is employed. Officer Reed initiated a traffic stop and conducted a Terry Frisk. He failed to state any legally justifiable basis to conduct a Terry Frisk of the individual. When the individual was in the back of the patrol vehicle, she assaulted the officer. He did not document the assault on an MNPD incident report until after a court appearance five months and one week later. Officer Reed appealed his suspension to the Commission and the case was assigned to Administrative law Judge Stephen Darnell. Metro Attorney Jennifer Cavanaugh represented Metropolitan Government. Attorney Richard McGee represented Officer Reed.

The case was scheduled to be heard on April 4-5, 2012. By mutual agreement of the Metropolitan Police Department and Officer Reed, the parties agreed to settle the appeal as signed by an Agreed Order of Settlement, and signed by Judge Stephen R. Darnell on February 22, 2012 with the following conditions:

- (1) Metro Nashville Police Department agrees to reduce the seven (7) day suspension of Officer Reed to a three (3) day suspension as discipline for the actions set forth in the disciplinary sanction letter dated September 20, 2011;
- (2) Officer agrees to withdraw his appeal of the disciplinary matter before the Civil Service Commission; and
- (3) The agreement shall constitute a waiver of any further appeal of this disciplinary action to the Metropolitan Government Civil Service Commission or any other board or court. On February 14, 2012, Officer Reed submitted a letter of resignation to be effective February 17, 2012.

MOTION: *A request was made by Vice-Chairman Corbitt for a motion. Commissioner Allen moved to Uphold the Agreed Order as submitted by Administrative Law Judge Stephen Darnell with a second from Commissioner Sanders. The Commission approved without objection.*

(5): Review of Initial Order of Clarissa Cross, Sheriff's Office / Dismissal

Ms. Clarissa Cross was dismissed from her position as Correctional Officer at the Sheriff's Office effective March 18, 2011 for violation of DCSO's policies: 1-1.301 Employee Uniforms; 1-1.312 Employee Conduct #18 Using official position or identification for personal or financial gain; and CS Rules Chapter 6 - Section 6.7 #11 – Violation of any written rules, policies or procedures of the department in which the employee is employed. Ms. Cross was to appear in court at Lakewood, which is approximately twenty-five miles from where she was assigned to work, but stopped at a cell phone company to take care of a personal matter. She spent approximately 60-90 minutes in the store before going to Lakewood Municipal Court while wearing her official DCSO jacket and pants. A complaint was filed by the Lakewood Police that Ms. Cross appeared in Lakewood Municipal Court for traffic court wearing her DCSO uniform. She was aware of the DCSO Handbook which contained DCSO policies related to uniforms. In consideration of her prior disciplinary history, Ms. Cross was terminated.

Ms. Cross appealed her termination to the Commission on April 1, 2011 and the case was assigned to Administrative Law Judge Anthony Adgent. Metro Attorney Jennifer Cavanaugh represented the Davidson County Sheriff's Office. The case was heard on October 20, 2011, by Judge Anthony Adgent. On January 27, 2012, Judge Adgent entered in an Initial Order to Uphold the Appointing Authority's decision to terminate the Grievant.

Metro Attorney Jennifer Cavanaugh and appellant Clarissa Cross were present before the Commission to discuss the case.

MOTION: A request was made by Vice-Chairman Corbitt for a motion. Commissioner Allen moved to overturn the Initial Order submitted by Administrative Law Judge Anthony Adgent (that denied the appeal filed by the Petitioner and upheld the termination); to reinstate Ms. Cross to her former position; and March 18, 2011 to March 13, 2012 will be listed as a suspension for time served. There was a second from Commissioner North.

Commissioner Sanders noted the one year suspension was too harsh and amended Commissioner Allen's motion to read as six months suspension (beginning March 18, 2011 to September 18, 2011) as time served; from September 19, 2011 to March 13, 2012, Ms. Cross would be awarded back pay and benefits and she will be reinstated to her employment. The Commission approved without objection.

(6: Review of Initial Order of Neil M. Cook, Police / 8 Days Suspension

On the evening of April 26, 2010, Mr. Cook was in an argument with his wife, Sherry Cook, over his daughter's behavior. Mrs. Cook, who was cleaning their home, went into her stepdaughter's bathroom and accidentally knocked over a shelf causing items to fall. Mr. Cook then came up the stairs, got upset and punched a hole in the wall beside the bathroom door. Mrs. Cook called 911 and Smyrna police were dispatched to the residence. After taking a statement from Mrs. Cook, Mr. Cook was arrested.

On November 29, 2010, the disciplinary board issued a 313 Form from the Metro Nashville Police Department stating Mr. Cook had conducted himself in a manner contrary to regulatory provisions. On February 28, 2011, Chief Steve Anderson issued a charge letter citing CS Rule 6.7 #11 (violation of any written rules, policies, or procedures of the department in which the employee is employed). A Hearing at the Metro Police Department was scheduled for March 21, 2011 at 9:30 a.m. Mr. Cook was suspended for eight (8) days.

Mr. Cook appealed the suspension to the Civil Service Commission on March 21, 2011 and the case was assigned to Administrative Law Judge Joyce Carter-Ball. Metro Attorney Jennifer Cavanaugh represented the Metropolitan Government. Attorney Eric Hurbert represented Mr. Cook at the hearing.

The case was heard on August 30, 2011 by Administrative Law Judge Joyce Carter-Ball. After reviewing the facts of the case, **Judge Carter-Ball entered an Initial Order on December 2, 2011 ordering the Grievant's eight day (8) suspension be REVERSED.**

On February 14, 2012, Mr. Cook and Robert Weaver of the FOP were present before the Commission to request a deferral in order to retain new council. Mr. Cook stated he was no longer represented by Mr. Hurbert and was searching for another attorney to represent him in this matter. Prior to the March 13, 2012 Civil Service meeting, Mr. Cook advised Human Resources that attorney Worrick Robinson would be representing him in this matter.

Metro Attorney Jennifer Cavanaugh was present before the Commission to discuss the case. Mr. Cook was also present with his new attorney Worrick Robinson.

MOTION: *After some consideration, a request was made by Vice-Chairman Corbitt for a motion. Commissioner Allen moved to uphold the Initial Order (reversing the eight-day suspension imposed by the Police Department) that was submitted by Administrative Law Judge Carter-Ball. A second was made by Commissioner North. The Commission approved with one objection from Commissioner Sanders.*

(7: Selection Process – Appointment of Permanent Human Resources Director

A committee of three has been comprised to suggest a recruitment process that will begin taking applications for the position of Human Resources Director. Sonny Lyons provided a list of recommended methods developed and presented to the Commission for review. Mr. Lyons is a member of the committee and said he will be responsible for the Administrative portion of this process. He also provided the steps for posting, assessing applications, the interview panel and the process of selection. Postings for the Human Resources Director position will be made nationwide. The Civil Service Commission reviewed the information and made suggestions for the search. Vice-Chairman Corbitt said without objection, the Commission would approve everything that is a part of this process, including the job description and the competitive job announcement was attached. He also said they would defer their recommendations for members to sit on the interview panel. One suggestion was made that Commissioner North sit on the panel. Any further suggestions will be made at the next meeting.

ACTION: *None. This was for a report only.*

(8: Human Resources Updates

Director Roberts-Turner provided a copy of the budget sheet to the commission which shows expenses, revenue and a request that all departments submit a 2% reduction. Human Resources Department found 2% adjustments from outside salary funding so HR employees will not be directly impacted by the cut. She also noted this year will be a busy one due to the large volume of RFP's to review.

Director Roberts-Turner also wanted to point out there were several accomplishments made by her staff: (1) the Quarterly News Letter, (2) HR liaisons assisting other Metro Civil Service Departments and Non-Civil Service Departments / Agencies, and (3) IOD issues.


(9: Communiqués from the public on pending hearings

No reports were made.

With nothing further, the regular meeting adjourned at 10:30 a.m.

ATTEST:

APPROVED:



Ms. Rita Roberts-Turner, Director
Secretary to the Commission



R. Steve Corbitt, Vice-Chairman
Civil Service Commission