



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

August 14, 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.

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

Chairman Farmer 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 July 10, 2012.**

Director Roberts-Turner said there was one correction on pg. 6 under Codes Administration. The correction should list Mr. Hargis rate of pay as \$64,272.00 per year. After the correction was made, Commissioner North moved for approval of the minutes. There was a second by Commissioner Allen and no objections from the Commission.

Appeals Process: Chairman Farmer read the memorandum pertaining to the Metropolitan Code of Laws 2.68.030 – pursuant to Ordinance BL2006-2050.

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APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>ECC</u>			
Beatty, Aleyna M.	Emergency Telecommunications Officer 1	Re-Hire	07/9/12
Cootes, Lucas W.	Emergency Telecommunications Officer 1	New Hire	07/9/12
Fites, Megan E. A.	Emergency Telecommunications Officer 1	New Hire	07/9/12
Garrett, Kimberly L.	Emergency Telecommunications Officer 1	New Hire	07/9/12
Houk, Savannah E.	Emergency Telecommunications Officer 1	New Hire	07/9/12
Kinney, Dylan T.	Emergency Telecommunications Officer 1	Re-Hire	07/9/12
Mundy, Whitney L.	Emergency Telecommunications Officer 1	New Hire	07/9/12
Thompson, Elizabeth C.	Emergency Telecommunications Officer 1	New Hire	07/9/12

FINANCE

*Troup, Terri R.	Finance Officer 3	Promotion/Dept Transfer	7/23/2012
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*Department Transfer from Public Works (Finance Spec, SR11) to Finance (Finance Officer 3, SR12)

GENERAL SERVICES

*Gannon Sr., Stephen R.	Administrative Services Officer 3	Rollback-Classification	07/01/12
^Coltrin, Kelly	Technical Specialist 2	Rollback-Classification	07/01/12

*Roll Back In Classification from Administrative Services Officer 4, SR12 to Administrative Services Officer 3, SR10
 ^Roll Back In Classification from Garage Manager, SR13 to Technical Spec 2, SR12

INFORMATION SYSTEMS TECHNOLOGY

Graham, Matthew A	Is Operations Analyst 3	New Hire	07/30/12
Cottle, Joseph S	Is Operations Tech 2	New Hire	07/30/12

PLANNING COMMISSION

Hollingsworth, Michelle N.	Office Support Rep 3	New Hire	07/19/12
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POLICE

*Bandy, Tabitha A.	Administrative Services Manager	Transition - Civil Service	07/16/12
Turner, Larry D.	Administrative Services Manager	New Hire	07/16/12
^Gmerek, Barbara A.	Administrative Services Officer 4	Transition /	
		CS / Dept Transfer	07/01/12
Whitley, Connie L.	Computer Operator 2	Return - I.O.D. Pension	07/16/12

*Transition to Civil Service from Temporary Status

^Department Transfer from OEM (Finance Officer 3) to Police (Administrative Services Officer 4, SR12)

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PUBLIC LIBRARY</u>			
Harrington, Exie M.	Circulation Assistant 1	New Hire	06/25/12
Taylor, Felicia C.	Circulation Assistant 1	New Hire	07/09/12
Williams, Kenneth W.	Equipment Operator 1	Promotion	07/23/12

PUBLIC WORKS

Ghee, Kimberly J.	Admin Services Officer 3	Promotion	07/09/12
Hardrick, Darrell L.	Equipment Operator 1	Promotion	07/23/12
Stephens, Randall K.	Equipment Operator 2	Promotion	07/23/12
Obrien Jr., Eddie G.	Equipment Operator 3	Promotion	07/23/12
Rainey, Thomas J.	Equipment Operator 3	Promotion	07/23/12
*Sharpley, Tyrus	Equipment Operator 3	Class Change/Lateral	07/23/12
Gammon, Christopher A.	Maintenance & Repair Leader 2	Promotion	07/23/12
Shelton II, John W.	Maintenance & Repair Leader 2	Promotion	07/23/12
Byrd, Brandon D.	Maintenance & Repair Worker 1	Re-Hire	06/25/12
Lawrence II, Layne L.	Maintenance & Repair Worker 1	New Hire	07/09/12
Lyons, Ronald D.	Maintenance & Repair Worker 1	New Hire	07/09/12
Ragland Jr., Steven D.	Maintenance & Repair Worker 1	New Hire	07/09/12
Sawyers, Wydell Jr.	Maintenance & Repair Worker 1	New Hire	07/09/12
White, Michael S.	Maintenance & Repair Worker 1	Re-Hire	07/09/12
Thomas, Charles D.	Maintenance & Repair Worker 2	Promotion	07/23/12
Offutt, Frank L.	Maintenance & Repair Worker 3	Promotion	07/09/12

*Class change from Sanitation Leader (TI6) to Equipment Op 3 (TG8)

SHERIFF

*Hollins Jr., John T.	Correctional Officer 1	Vol Reduction In Salary Grade	07/16/12
*Weber, Jason S.	Correctional Officer 1	Vol Reduction In Salary Grade	07/16/12
**White, Casey J.	Correctional Officer 1	Demotion	07/20/12
Azer, Ebram Gadalla	Correctional Officer 2	Promotion	07/29/12
Braden, Chaz Christopher	Correctional Officer 2	Promotion	07/29/12
Corcoran, Ryan N.	Correctional Officer 2	Promotion	07/29/12
Cothron, Matthew	Correctional Officer 2	Promotion	07/29/12
Dobbins, Brandon Dewayne	Correctional Officer 2	Promotion	07/29/12
Hoover, Amanda L.	Correctional Officer 2	Promotion	07/29/12
Huff, Joel A	Correctional Officer 2	Promotion	07/29/12
Jepsen, Bryan W.	Correctional Officer 2	Promotion	07/29/12
Karpells, Edward T.	Correctional Officer 2	Promotion	07/29/12
Warren, Michelle M.	Correctional Officer 2	Promotion	07/29/12

*Voluntary Reduction in Salary Grade from Correctional Officer 2 (CO2) to Correctional Officer 1 (CO1)

**Demotion from Correctional Officer 2 (Co2) to Correctional Officer 1 (CO1)

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>SOCIAL SERVICES</u>			
Johnson Jr., Allan L.	Homemaker	New Hire	07/2/12
<u>WATER SERVICES</u>			
*Corrieri, Dennis E.	Application Tech 2	Promotion/ Department Transfer	07/07/12
Pendley, William J.	Engineer 1	New Hire	06/23/12
Wauford III, Joseph R.	Engineer 1	New Hire	07/21/12
Hogg Jr., Robert A.	Equip Operator 2	Promotion	06/30/12
James, Stephanie R.	Office Support Rep 3	New Hire	07/07/12
^Thompson, Sharonda	Office Support Rep 3	Promotion/ Department Transfer	07/07/12
Cooper, Robert T.	Technical Specialist 1	Promotion	07/21/12
Downing, Brandon S.	Treatment Plant Tech 1	New Hire	07/07/12
McGuire, Jason W.	Treatment Plant Tech 1	New Hire	07/07/12
Nickerson, Mary A.	Water Quality Analyst 1	New Hire	06/23/12

*Department Transfer from Planning (Planning Tech 1, SR7) to Water (Application Tech 2, SR8)

^Department Transfer from Health (Nutrition Site Coordinator, SR5) to Water (Office Support Rep 3, SR6)

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

TERMINATIONS/ PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Phoenix	Emer Telecommunications Officer 1	Dismissal	ECC	06/21/12
Warren, Katherine J.	Emer Telecommunications Officer 3	Resignation	ECC	07/17/12
Hargrove, Ronald P.	Finance Admin	Deceased	Finance	07/13/12
Whisenant, Mary K.	Fire Assistant Chief	Pension	Fire	07/13/12
Pruett, Joe B.	Fire Captain	Pension	Fire	07/15/12
Vandohlen, Barry S.	Fire Engineer	Pension	Fire	06/30/12
Blunkall, William L.	Fire Fighter 2	Pension	Fire	07/02/12
McCrary III, Samuel H.	Fire Fighter 2	Pension	Fire	06/29/12
Hunter, Robert M.	Fire Marshal - Assistant	Pension	Fire	06/29/12
Hollingsworth, Christopher J.	Master Tech	Resignation	General Services	07/11/12
Hopgood, Denise B.	Compliance Inspector 2	Resignation	Human Relations Comm	07/13/12
Anderson, Brandon C.	Computer Operator 2	Resignation	ITS	06/21/12
Browning, Robert E.	Info Systems App Analyst 3	Resignation	ITS	07/13/12
Smith, Dustin	Warrant Officer 1	Resignation	Juvenile Court	06/22/12
Potts, Michael D.	Program Manager 1	Pension	Metropolitan Clerk	07/20/12
Greene, Lorraine W.	Behavioral Health Services Manager	Pension	Police	07/06/12
Hunter, Wilfred R.	Police Officer 2	Pension	Police	06/30/12
Stephens, Kenneth D.	Police Officer 2	Resignation	Police	06/30/12
Doughtie, Patrick L.	Police Security Guard 1	Resignation	Police	06/27/12
Porter, Cheri C.	Administrative Services Officer 3	Pension	Public Library	07/06/12
Vetoe, Amanda J.	Archives Assistant 2	Resignation	Public Library	07/13/12
Center, Linda P.	Archives Assistant 3	Pension	Public Library	06/29/12
Henson, Carly A.	Circulation Assistant 2	Resignation	Public Library	07/19/12
Meadows, Ronald D.	Equipment Operator 1	Pension	Public Library	06/29/12

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Martin, Marsha U.	Library Associate 2	Pension	Public Library	07/19/12
Chanin, Amy E.	Program Specialist 2	Resignation	Public Library	07/12/12
Morrow, Kenya D.	Property Guard 2	Resignation	Public Library	07/10/12
Owens, Harold L.	Maintenance & Repair Leader 1	Pension	Public Works	06/30/12
Pafford, William C.	Correctional Officer 1	Resignation	Sheriff	06/19/12
Skimp VI, Samuel C.	Correctional Officer 1	Resignation	Sheriff	07/20/12
West, Arietta L.	Correctional Officer 1	Dismissal	Sheriff	06/22/12
Woodard, Joseph A.	Correctional Officer 1	Resignation	Sheriff	06/25/12
Medina-Candia, Hector A.	Correctional Officer 2	Resignation	Sheriff	07/02/12
Shearon, Nathanael M.C.	Correctional Officer 2	Dismissal	Sheriff	06/20/12
Sutton Jr., Toney R.	Correctional Officer 2	Dismissal	Sheriff	07/20/12
Pope Givens, Sandra	Program Coordinator	Pension	Social Services	07/20/12
Pruitt, David M.	Application Tech 3	Pension	Water Services	07/13/12
Jackson, Mary E.	Customer Service Assistant Mgr.	Pension	Water Services	07/03/12
Barbero, Rosemary M.	Envir. Compliance Officer 2	Resignation	Water Services	06/22/12
Haskins, John W.	Equipment Operator 2	Deceased	Water Services	07/09/12
Tucker, Carl A.	Finance Officer 3	Resignation	Water Services	06/29/12
Sells, Nancy A.	Service Rep 2	Pension	Water Services	06/29/12
Townes, Douglas M.	Water Maintenance Tech 1	Resignation	Water Services	06/27/12

MOTION: *After some discussion, Commissioner Allen moved to accept the Termination/Pension report for the dates and reasons stated. Seconded by Commissioner North 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>
Equipment Operator 1	Library	1	Dept	07/09/12	E
Maintenance and Repair Leader 1	Pub Works	26	Dept	07/10/12	E
Maintenance and Repair Leader 2 - Concrete	Pub Works	7	Dept	07/11/12	E
Maintenance and Repair Leader 2	Pub Works	28	Dept	07/11/12	E
Correctional Officer 2-SMU/Booking	Sheriff	17	Dept	07/12/12	E
Administrative Services Manager-Police Crime Lab	Police	3	Open	07/12/12	E
Administrative Services Manager-Forensic Supervisor	Police	4	Open	07/13/12	E
Maintenance and Repair Leader 1	Parks	7	Dept	07/17/12	E
Human Resources Administrator	Pub Works	62	Open	07/17/12	E
Information Systems Application Analyst 1	Library	22	Open	07/24/12	E
Treatment Plant Shift Operator	Water	3	Dept	07/24/12	E
Information Systems Operations Technician 2	ITS	101	Open	07/24/12	E
Archives Assistant 3	Library	94	Open	07/25/12	E
Administrative Assistant	Police	22	Dept	07/26/12	E
Maintenance and Repair Worker 3-Tree Maintenance	Parks	10	Open	07/26/12	E
IS Operations Analyst 3	ITS	16	Open	07/26/12	E
Administrative Services Officer 3	Municipal Aud	21	Open	07/27/12	E
Information Systems Assistant Director	ITS	13	Open	07/27/12	E
Technical Specialist 1	Water	7	Dept	07/30/12	E
IS Application Analyst 3	ITS	2	Dept	07/31/12	E
Police Operations Coordinator 1	Police	7	Dept	07/31/12	E
Program Manager 2	Pub Works	35	Open	07/31/12	E
Equipment Mechanic	General Services	10	Open	07/30/12	A
Equipment Mechanic	General Services	25	Open	07/30/12	A
Office Support Specialist 1	Metro Clerk	261	Open	07/30/12	A
Human Resources Analyst 3	Human Resources	52	Open	07/31/12	A

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

DEPARTMENTAL ITEM

SOCIAL SERVICES

(1: Director Rene Pratt requested to make a change in the Education / Experience requirements for Social Worker 2.

Yuri Handcock stated that Social Services is changing the language from a Master's Degree to a Bachelor's Degree. The Bachelor's Degree would have two (2) years' experience in Social work field or a related area or a Master's Degree with no substitution. It is a logical progression in the class series from a Social Worker I requiring a Bachelor's Degree only to a Social Worker II with a Bachelor's Degree with two (2) years of experience minimum and a Social Worker III requiring a Master's Degree with three years of experience.

MOTION: *After much discussion, Commissioner North moved for approval of the above request as submitted. Seconded by Vice-Chairman Corbitt and the Commission approved without objection.*

HUMAN RESOURCES

Human Resources Director Rita Roberts-Turner submits the following for the Commission's consideration and appropriate action:

(2: Request approval of Memorandum of Understanding for the following:

a. SEIU

HR Deputy Director Jim Kramer said the prior Memorandum of Understanding expired June 30, 2012. The new MOU with SEIU extends through December 31, 2014. The MOU includes an agreement to jointly pursue a leave sharing program, revision to Civil Service rules and policies and a review of departmental policies.

Mr. Kramer made it clear that any proposed changes to the current MOU would come back to the Commission for approval. Mr. Doug Collier, President of SEIU, said the communication between his organization and Metro HR has steadily improved. The union, HR Director and Mayor have agreed to the changes and have signed the document.

During the meeting, the Commission reviewed / discussed the dialog that was submitted in the MOU. There were no deletions or additions made during the review.

MOTION: *After much discussion, Commissioner Allen moved for approval of the Memorandum of Understanding for SEIU as submitted. Seconded by Commissioner North and the Commission approved without objection.*

b. IAFF 140

Mr. Kramer said the new MOU for the IAFF Local 140 (FIRE) will extend through December 31, 2014. This particular Memorandum of Understanding includes a commitment from the Union and management of the Nashville Fire Department to investigate potential changes in approaching months. Any proposed changes to the MOU would come back to the Commission for approval. The union, HR Director and Mayor have agreed and signed off on the document. Mr. Mark Young, President of IAFF Local 140, was present.

The Commission made a request to add language under Article 35 that shows under the term "by mutual agreement", any change can be made to the MOU but does not specify who the parties are that can make those changes. It was asked the change say "by mutual agreement of all parties." This change applied to the same language in both MOUs. Also, in Article 19, in line five (5), change the word that to who.

MOTION: After much discussion, Commissioner Allen moved for approval of the modified Memorandum of Understanding for Fire. Seconded by North and the Commission approved without objection.

(3: Review Agreed Order – Tanya Mayhew, Sheriff's Office / Reduce Back Pay

On April 11, 2012, the Civil Service Commission reviewed the record of Tanya Mayhew in its entirety and overturned Administrative Law Judge Rob Wilson Initial Order of termination and reinstated Ms. Mayhew to her former position. By an Agreed Order the parties, any back pay and benefits owed to Ms. Mayhew as a result of her termination from the Sheriff's Office will be reduced by any funds earned by Ms. Mayhew from the date of termination to the date of reinstatement.

- (1) Ms. Mayhew would have received \$29,744.60 in back pay and benefits which is reduced by the \$21,586.00 she earned in 2010. Ms. Mayhew will receive \$8,158.60 in back pay and benefits for the year 2010.
- (2) In 2011, Ms. Mayhew would have received \$39,457.10 in back pay and benefits, which will be reduced by the \$19,692.00 that Ms. Mayhew earned in 2011. Ms. Mayhew will receive \$19,765.10 in back pay and benefits for the year 2011.
- (3) In 2012, Ms. Mayhew would have received \$12,617.50 in back pay and benefits, which will be reduced by the \$2,865.00 Ms. Mayhew earned in 2012. Ms. Mayhew will receive \$9,752.50 in back pay and benefits for the year 2012.
- (4) Ms. Mayhew will receive a total of \$37,676.20, which represents all back pay and benefits she will be awarded as result of the appeal of her termination from the Sheriff's Office before the Civil Service Commission. Deductions for taxes and social security will be taken from the \$37,676.20.

On July 10, 2012, a signed Agreed Order was submitted with permission for Administrative Law Judge Rob Wilson and referred the matter back for a final approval by the Commission. Metro Attorney Jennifer Cavanaugh and Attorney George H. Thompson were present before the Commission to review and discuss the agreed order.

MOTION: After some discussion, Vice-Chairman Corbitt moved to approve the Agreed Order as submitted by Administrative Law Judge Rob Wilson. Seconded by Commissioner Allen and the Commission approved with no objections.

(5: Review Final Order – Curtis Barnes, Sheriff’s Office / Termination

Correctional Officer Sergeant Curtis Barnes was terminated from his position at the Sheriff’s Office on October 28, 2010 for violation of DCSO’s policies. Metro Attorney Jennifer Cavanaugh represented Metropolitan Government during the hearing and Mr. Barnes represented himself. Judge Rob Wilson heard the matter on November 1, 2011 and on April 25, 2012 he submitted an Initial Order to uphold the termination.

On June 12, 2012 the matter came before the Civil Service Commission for review. After much discussion, Vice-Chairman Corbitt moved to uphold Judge Wilson’s decision to terminate Mr. Barnes. The motion was seconded by Commissioner Sanders with one objection from Commissioner North.

By June 27, 2012, Mr. Barnes sent a letter to Human Resources Director Rita Roberts-Turner requesting a Petition for Reconsideration of the Final Order. At the request of Metro Legal Department, the matter was set for the August meeting. Mr. Barnes and Metro Attorney Jennifer Cavanaugh were present before the Commission to review his case.

MOTION: *After some discussion Vice-Chairman Corbitt moved to deny the Petition of Reconsideration due to there being no new evidence in this matter. Seconded by Commissioner Sanders and the Commission approved with no objections.*

(6: Review Initial Order – Claude Mann, Police / Termination

Claude Mann was suspended for eighteen (18) days and terminated from his position at the Police Department effective March 29, 2011 for the following violations:

Charge (1) GO 06-05 “Department and Personal Appearance” PERSONAL BEHAVIOR: (H) – Obstruction of Rights – 8 days imposed; Charge (2) GO 06-05 “Department and Personal Appearance VII. PERSONAL BEHAVIOR – (A) Adherence to Policy & Rules of the Metropolitan Government to wit GO 05-21 “Use of Force” XIV. USE OF DEADLY FORCE IN SELF DEFENSE / XV. USE OF DEADLY FORCE TO EFFECT AN ARREST – Termination imposed; Charge (3) GO 06-05 “Department and Personal Appearance” PERSONAL BEHAVIOR: (U) Acting Impartially – 6 days suspension imposed; Charge (4) GO 06-05, “Department and Personal Appearance” PERSONAL BEHAVIOR: (U) Acting Impartially – 3 days suspension imposed; Charge (5) GO06-05 “Department and Personal Appearance” OFFICIAL OBLIGATIONS: (J) Devoting Entire Time to Duty – 1 day suspension imposed and Charge (6) Metropolitan Civil Service Rules, Section 6.7 – Grounds for Disciplinary Actions #11 – Violation of any written rules, policies or procedures of the department in which the employee is employed.

Officer Mann appealed his termination to the Commission and the case was assigned to Administrative Law Judge Lynn England. Metro Attorney Jennifer Cavanaugh represented the Metropolitan Government during the hearing. Attorney Richard McGee represented Mr. Mann. The case was set to be heard on August 22 & 24, 2011 but was rescheduled to be heard on December 5 & 6, 2011 by Judge England. On February 6, 2012, proposed Orders from both attorneys were submitted for review.

By May 29, 2012, Judge England entered an **Initial Order Reversing Mr. Mann’s termination for violating General Order 06-05 Department and Personal Appearance, VII. Personal Behavior: (A). Adherence to Policy and Rules of the Metropolitan Government, to wit General Order 05-21 “Use of Force” is REVERSED and he should be REINSTATED to his former position with full back pay and benefits, minus a twenty day suspension. It was further ordered the appellants suspensions for violating MNPD General Order 06-05, “Department and Personal Appearance”, VII. Personal Behavior: (H) Obstruction of Rights; MNPD General Order 06-05, “Department and Personal Appearance,” MNPD General 06-05, “Department and Personal Appearance, IV. Personal Behavior: (U) Acting Impartially; MNPD General Order 06-05, “Department and Personal Appearance,” VII Personal Appearance, Official Obligations: (J) Devoting Entire Time to Duty, as well as Civil Service Rules Section 6.7 – Grounds for Disciplinary Action are REVERSED.**

Metro Attorney Jennifer Cavanaugh and Attorney Richard McGee were present before the Commission to review and discuss the case.

MOTION: *After some discussion, Commissioner Allen moved to uphold the Initial Order as submitted by Lynn England. Seconded by Commissioner Sanders and the Commission approved with no objections.*

(7: Review Initial Order – Shawn Taylor, Police / (Cavanaugh)

Officer Shawn Taylor was suspended for two nine-day suspensions totaling 18 days from his position at the Police Department effective August 2, 2010 for violation of the following orders:

August 3-11th – Charge (1) GO-09-03 “Department and Personal Appearance” – Personal Behavior: (C) Conduct Unbecoming an Employee of the Department; Charge (2) GO-09-03 “Department and Personal Appearance” – Personal Behavior (F) Responsibility; Charge (3) Civil Service Rules 6.7 #11 – Violation of any written rules, policies or procedures of the department in which the employee is employed; Charge (4) – Civil Service Rules 6.7 #33: Conduct unbecoming an employee of the Metropolitan Government. August 12-20th
Charge (1) GO-06-05 “Department and Personal Appearance” – Personal Behavior: (C) Conduct unbecoming; Charge (2) GO06-05 “Department and Personal Appearance – Personal Behavior: (F) Responsibility; Charge (3) Civil Service Rule 6.7 #11 – Violation of any written rule, policies or procedures of the department in which the employee is employed.

Officer Taylor appealed his dismissal to the Commission and the case was assigned to Administrative Law Judge Lynn England. Metro Attorney Jennifer Cavanaugh represented the Metropolitan Government during the hearing. Mr. Taylor’s legal counsel initially was Attorney Ana L. Escobar but changed to Attorney P. Brocklin Parks by 2011.

The case was heard on October 26, 2011 by Judge Lynn England. On May 31, 2012, Judge England entered an Initial Order upholding Mr. Taylor’s two nine day suspensions totaling 18 days for violating General Order 06-05 “Department and Personal Appearance,” Personal Behavior: Section C: Conduct Unbecoming of an Employee of the Department and MNPD General Order 06-05, “Department and Personal Appearance,” Personal Behavior: Section F: Responsibility, as well as Civil Service Rules Section 6.7 – Ground for Disciplinary action #11: Violation of any written rules, policies, or procedures of the department in which the employee is employed and #33 – Conduct unbecoming an employee of the Metropolitan Government is upheld.

Metro Attorney Jennifer Cavanaugh and Attorney P. Brocklin Parks were present before the Commission to discuss the case. Mr. Parks noted the case was not being contested.

MOTION: *After some discussion, Commissioner Sanders moved to uphold the Initial Order that was submitted by Administrative Law Judge Lynn England. A second was made by Commissioner North and the Commission approved with no objection.*

(9: Human Resources Updates

Director Rita Roberts-Turner along with the Civil Service Commission expressed their appreciation to Ms. Lou Sorrow for her dedication to facilitate communication and documentation for a smooth Civil Service meeting each month.

ACTION: *None.*

(10: Communiqués from the public on pending hearings

None

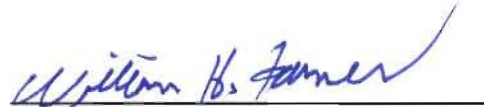
With nothing further, the regular meeting adjourned at 9:55 a.m.

ATTEST:

APPROVED:



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



William H. Farmer, Chairman
Civil Service Commission