



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

March 12, 2013

8:30 a.m.

Civil Service Conference
Room
Suite 163, 222 Bldg.
3rd Avenue North
Nashville, Tennessee

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

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 February 12, 2013**.

One correction was made in the first motion under appointments. Two words were inadvertently left out of the motion: second and Commission and have been added back. Vice-Chairman Corbitt moved for approval of the corrected minutes. There was a second by Commissioner North. There were 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>EMERGENCY COMMUNICATION CENTER</u>			
Bonner, Cheryl N.	Emer Telecommunications Officer 1	New Hire	02/04/13
Brattsveen, Zachary J.	Emer Telecommunications Officer 1	New Hire	02/04/13
Brito, Teresa C.	Emer Telecommunications Officer 1	New Hire	02/04/13
Davis III, Huey J.	Emer Telecommunications Officer 1	New Hire	02/04/13
Harris, Shawanda L.	Emer Telecommunications Officer 1	Re-Hire	02/04/13
Kubala, Kandy L.	Emer Telecommunications Officer 1	New Hire	02/04/13
Sadler, Bradley J.	Emer Telecommunications Officer 1	New Hire	02/04/13

FINANCE

*Binkley, Julia R.	Application Tech 2	Transition - Civil Service	02/04/13
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*Transition to Civil Service from Temporary Status

FIRE

Anderson, Michael B.	Equipment & Supply Clerk 2	New Hire	02/16/13
Shadowens, Jesse J.	Equipment & Supply Clerk 2	New Hire	02/16/13

HUMAN RELATIONS COMMISSION

Eatherly II, Mark S.	Program Coordinator	New Hire	02/11/13
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HUMAN RESOURCES

Ricketts, Phuong N.	Administrative Services Officer 3	New Hire	02/12/13
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INFORMATION TECHNOLOGY SERVICE

Strong, Kerwin G.	Information Systems Oper Tech 1	Re-Hire	02/19/13
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INTERNAL AUDIT

Riley, Lauren E.	Senior Internal Auditor	New Hire	02/11/13
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PARKS

Littlejohn, Mark E.	Maintenance & Repair Leader 1	Promotion	02/01/13
*Teaney, Michael L.	Program Coordinator	Transition - Civil Service	02/01/13

*Transition to Civil Service from Part Time Status

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>POLICE</u>			
Renfro, Leah M.	Administrative Services Officer 2	Re-Hire	02/16/13
Manalac, Aida M.	Police Identification Specialist 1	Promotion	02/01/13
Anderson, Brian Joseph	Police Lieutenant	Promotion	02/16/13
Castro, Kayla N.	Police Operations Assistant 1	New Hire	02/16/13
Douglas, Kalondra T.	Police Operations Assistant 1	New Hire	02/16/13
Ellis, Alexander D.	Police Operations Assistant 1	New Hire	02/16/13
Parrott, Alyssa R.	Police Operations Assistant 1	New Hire	02/16/13
*Simmons, Robert L.	Police Operations Assistant 1	Return From Pension	02/01/13
Davis, Christine A.	Police Operations Coordinator 1	Promotion	02/01/13
Lunn, Joshua M.	Police Sergeant	Promotion	02/16/13

*Return from Pension to Supplemented Classification

PUBLIC LIBRARY

*Auerweck, Jamie T.	Circulation Assistant 1	Transfer - Civil Service	02/04/13
*Moore, Robin J.	Circulation Assistant 1	Transfer - Civil Service	02/04/13

*Transition to Civil Service from Part Time Status

PUBLIC WORKS

Dickens, Rodney A	Equipment Operator 2	Promotion	02/18/13
Johnson, Robert W.	Equipment Operator 2	Promotion	02/18/13
Trotter, Steven E.	Equipment Operator 3	Re-Hire	02/04/13
Gentry, James R.	Maintenance & Repair Leader 2	Promotion	02/18/13
Drake, Joshua K.	Maintenance & Repair Worker 1	New Hire	02/04/13
Lawrence II, Layne L.	Maintenance & Repair Worker 1	Re-Employment	02/04/13
Thompson, Michael B.	Maintenance & Repair Worker 1	New Hire	02/04/13
Scott, Michael B.	Maintenance & Repair Worker 3	Promotion	02/18/13
*Whitehead, Karin A.	Office Support Spec 2	Department Transfer	02/18/13
Reitmeyer, Michael J.	Signal Tech 2	Promotion	02/18/13

*Department Transfer from Codes to Public Works

WATER SERVICES

Hoover, Ricky A.	Equipment Operator 3	Re-Hire	02/16/13
Barrett Jr., James M.	Treatment Plant Shift Supervisor	Promotion	02/16/13
Murphy, Kelly B.	Treatment Plant Shift Supervisor	Promotion	02/16/13
Slaughter, Eric D.	Treatment Plant Shift Supervisor	Promotion	02/16/13
*Lang, Mark R.	Treatment Plant Tech 1	Dept. Transfer/Class Change	02/02/13
Morris-Freely, Ebonie C.	Treatment Plant Tech 1	Re-Hire	02/02/13
Snyder, Troy D.	Treatment Plant Tech 1	New Hire	02/16/13
*Tollison, Dennis W.	Treatment Plant Tech 1	Dept. Transfer/Class Change	02/02/13
Watson, William D.	Treatment Plant Tech 1	New Hire	02/02/13

*Department Transfer from Sheriff (Correctional Officer) to Water (Treatment Plant Tech 1)

CIVIL SERVICE COMMISSION

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

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Harrison, Richard B.	Zoning Examiner	Pension	Codes Administration	01/23/13
Carlton, Janice D.	Administrative Services Officer 3	Deceased	Finance	01/28/13
Johnson, Kevin E.	Fire Captain	Pension	Fire	01/29/13
Patterson, Ron L.	Fire Captain	Pension	Fire	01/31/13
Connelly, Robert G.	Fire District Chief	Pension	Fire	01/31/13
Rogers, Terry P.	Fire Engineer	Pension	Fire	01/21/13
Walker, Milton L.	Bldg. Maintenance Lead Mechanic	Pension	General Services	01/31/13
Thorson, Christopher M.	Information Systems Oper Analyst 3	Resignation	ITS	02/15/13
Cole, Sharhonda	Internal Auditor 2	Resignation	Internal Audit	02/08/13
Orgeron, Lana B.	Office Support Spec 1	Pension	Juvenile Court	02/01/13
Lunsford, Joyce B.	Custodian 1	Resignation	Parks	01/21/13
Bradley, David	Maintenance & Repair Worker 2	Resignation	Parks	02/07/13
Daniels, Jackie G.	Police Officer 2	Pension	Police	01/31/13
Farris, Mark A.	Police Officer 2	Resignation	Police	02/01/13
Gordon, Albert D.	Police Officer 2	Pension	Police	01/26/13
Ladnier, Joseph Earl	Police Officer 2	Pension	Police	01/31/13
Nelson, Armon C.	Police Operations Assistant 3	Resignation	Police	01/18/13
McDonald, David J.	Police Sergeant	Pension	Police	01/31/13
Farley, Robert T.	Circulation Assistant 1	Resignation	Public Library	02/13/13
Ramsey, Doretha P.	Library Associate 1	Pension	Public Library	01/31/13
Hasty, Charles L.	Engineer 3	Pension	Public Works	02/28/13
Darvin, Larry D.	Equipment Operator 3	Pension	Public Works	01/25/13
Sharpe, Bruce A.	Maintenance & Repair Leader 1	Pension	Public Works	01/31/13
Crawley, Clarence L.	Correctional Officer Sergeant	Pension	Sheriff	01/24/13
Williams, Wendy K.	Homemaker	Resignation	Social Services	02/01/13
Wooldridge, Thomas G.	Environment Tech	Pension	Water Services	02/01/13
Tucker, Pamela N.	Office Support Rep 3	Pension	Water Services	02/01/13

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>
Custodian 1	Library	144	Open	2/06/13	E
Library Associate 1	Library	129	Open	2/07/13	A
Library Associate 1-Special Collection	Library	88	Open	2/07/13	A
Program Coordinator	Human Relations	188	Open	2/11/13	E
Program Supervisor	Social Services	124	Open	2/12/13	A
Administrative Services Officer 2	Police	69	Open	2/12/13	E
Maintenance and Repair Leader 2	Public Works	2	Dept.	2/13/13	E
Signal Technician 2	Public Works	4	Dept.	2/15/13	E
Administrative Assistant	Police	13	Dept.	2/15/13	E
Recreation Leader	Parks	105	Open	2/15/13	E
Technical Specialist 1-Helicopter Mechanic	Police	6	Open	2/20/13	E
Police Operations Supervisor	Police	3	Dept.	2/26/13	E
Maintenance and Repair Worker 1	Parks	129	Open	2/26/13	E

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

DEPARTMENTAL ITEM

METROPOLITAN CLERK

(1: Director Ana Escobar requested approval of the attached proposed Departmental Rules.

In discussing specific changes, Director Escobar said the Departmental Rules had not been updated since 1986. Staff was given an opportunity to review and provide input to the departmental rules up date. She said most of the changes are grammatical.

MOTION: *After some discussion, Vice-Chairman Corbitt moved for approval of the above request as submitted. Commissioner North 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 consideration of Medical Waiver for the following POT Applicants:

Applicant A – DO was disqualified as a Police Officer Trainee due to his failure to pass a required physical examination administered by the Medical Examiner Dr. Celia Goodson. She provides information under the Civil Service Policy 2.12-1 regarding Metro Driver Safety Standards – Vision (Color Vision) and Standards of Medical Fitness AR 40-501 – 2.7 – Hearing (c) stating current hearing threshold level in either ear greater than that described below does not meet the standard: (2) pure tone level not more than 45 dB at 3000 cycles per second or 55 dB at 4000 cycles per second for each ear. Dr. Goodson noted the applicant's hearing threshold level in the left ear is 60 dB at 3000 cycles per second and 60 dB at 4000 cycles per second.

Dr. Goodson also said while she would likely support a medical waiver for the hearing deficit present based on the American College of Occupational and Environmental Medicine (ACOEM) Guidance for the Medical Evaluation of Law Enforcement Officers, she was unable to support a medical waiver for the applicant's color vision deficiency. Applicant A was not able to attend this meeting.

MOTION: *After some discussion, Vice-Chairman Corbitt moved for denial of the applicant's request for a medical waiver. Commissioner North and the Commission approved without objection.*

Applicant B – EK was disqualified as a Police Officer Trainee due to his failure to pass a required physical examination administered by Medical Examiner Dr. Celia Goodson. She refers to the Standards of Medical Fitness AR 40-501, 2-8 Endocrine and metabolic disorders (current/history of diabetes mellitus (250) does not meet the standard. Safety risks for diabetics requiring insulin and for persons with poorly controlled diabetes are increased. The applicant's diabetes is currently under poor control by Hgb A1C of 8.8%.

The ACOEM guidance for the Medical Evaluation of Law Enforcement Officers recognizes the need for control, at minimum to be evidenced by Hgb A1C<8.0%. The medical records indicate his diabetic control is "historically suboptimal" and makes reference to "scattered hypoglycemia." Any recommendations would include the applicant receive further cardiac testing as recommended in the ACOEM guidelines. Applicant B was present and discussed his case with the Commission. EK said he understands his medical issues and would like to come back at a later time and retry entry as POT.

MOTION: *After some discussion, Vice-Chairman Corbitt moved to defer the matter for three month in order for the applicant to readdress his medical issues and resubmit information to Dr. Goodson for another review. Commissioner North and the Commission approved without objection.*

Applicant C – DS was disqualified as a Police Officer Trainee applicant due to his failure to pass a required physical examination administered by Medical Examiner Dr. Celia Goodson. She refers to the Standards of Medical Fitness AR 40-501, 2-23 lungs, chest wall, pleura and mediastinum; d. Asthma (493), including reactive airway disease, exercise-induced bronchospasm or asthmatic bronchitis, reliably diagnosed & symptomatic after the 13th birthday – doesn't meet the standard.

Dr. Goodson said the applicant has a history of exercise induced asthma which does not prevent his active participation in prolonged running or military physical training. The condition does not pose a safety risk in the performance of duties as a Police Officer Trainee or Police Officer.

Applicant C was present before the Commission to discuss his case.

MOTION: *After some discussion, Vice-Chairman Corbitt moved for approval of the applicant's request for a medical waiver. Commissioner North and the Commission approved without objection.*

(3: Review Order on Notice of Withdrawal – Scott Billingsby, Police / Grievance

Sgt. Scott Billingsby submitted his grievance on October 11, 2012 stating his appeal was limited to Deputy Chief Louise Kelton improperly influencing the selection process for lieutenant in the Police Department. Metro Attorney Rachelle Gallimore-Scruggs represented the Police Department. Sgt. Billingsby was represented by Attorney P. Brocklin Parks. The case was assigned to Administrative Law Judge Mattielyn Williams.

At the pre-hearing on November 7, 2012, all parties agreed to have the hearing set for January 31, 2013,. On January 28, 2013, Administrative Law Judge Mattielyn Williams received an email from attorney Parks stating the matter was canceled. On February 27, 2013, the appellant filed notice to withdraw his appeal. Administrative Law Judge Mattielyn Williams submitted an Order to withdraw the matter and close the file.

Metro Attorney Rachelle Gillamore-Scruggs and Attorney Jamie Johnson were present before the Commission to review and discuss the case.

MOTION: *After some discussion, Commissioner Sanders moved for approval of the Agreed Order as submitted by Administrative Law Judge Mattielyn Williams. Seconded by Commissioner North and the Commission approved without objection.*

(4: Review Agreed Order – Donald Lawman, Police / Termination

Officer Donald Lawman was terminated from his position and charged with violating the following General Orders:

- (1) G.O. 09-03 (B) Adherence to Law: T.C.A. 53-11-402(a)(3);
- (2) G.O. 09-03 Department and Personal Appearance VII (B). Adherence to Law;
- (3) G.O. 09-03 Personal Behavior (C) Conduct Unbecoming and Employee of the Department;
- (4) G.O. 10-07 Substance Abuse Program IV. Dept. Procedures and Rules;
- (5) G.O. 09-03 VIII Official Obligations – V. False or Inaccurate Report;
- (6) G.O. 09-03 VIII Official Obligations - V. False or Inaccurate Reports;
- (7) G.O. 09-03 VII Personal Behavior – E. Honesty & Truthfulness;
- (8) Civil Service Rules – Section 6.7 #9 - Possession of controlled substances;

- (9) Civil service Rules – Section 6.7 #13 – Dishonesty;
- (10) Civil Service Rules - Section 6.7 #26 – Falsifying official document of Metro Government;
- (11) Civil Service Rules - Section 6.7 #33 – Conduct Unbecoming

The Police Department notified Mr. Lawman of his termination on January 9, 2012. Mr. Lawman made his appeal on January 10, 2012. The case was assigned to Administrative Law Judge Mary Collier. Metro Attorney Corey Harkey represented the Police Department. Mr. Lawman was represented by his attorney Lisa Naylor. Discovery was to be concluded by April 20, 2012 and a prehearing to be held on June 5, 2012. On June 6, 2012, there was an "Order of Transfer" that was submitted by Administrative Law Judge Mary Collier to reassign the matter to Administrative Judge Rob Wilson.

Metropolitan Government filed a Motion for Summary Judgment with the respondent filing a response. The motion was under consideration after oral argument on August 30, 2012. After reviewing Metro's motion, it was denied by Judge Wilson on September 6, 2012. On November 26, 2012, the hearing was set to be heard on January 10 & 11, 2013. It was continued again and rescheduled for February 26, 27 and 28, 2013. On February 21, 2013, Administrative Law Judge Rob Wilson submitted an Agreed Order of Settlement listing the terms of the settlement agreed upon by both parties.

Metro Attorney Corey Harkey and Attorney Rich McGee were present before the Commission to review and discuss the case.

MOTION: *After some discussion, Vice-Chairman Corbitt moved for approval of the Agreed Order as submitted by Administrative Law Judge Rob Wilson. Seconded by Commissioner North and the Commission approved without objection.*

(5: Review Agreed Order – Edward Karl, Police / Termination

Officer Edward Karl was terminated from his position and charged with violating the following:

- (1) General Order 09-03 (A) Adherence to Policy & Rules;
- (2) General Order 09-03 (C) Conduct Unbecoming an Employee of the Department;
- (3) General Order 09-03 € Honesty and Truthfulness;
- (4) General Order 09-03 (S) Failure to Cooperate/Withholding Information;
- (5) Metropolitan Civil Service Rules – Section 6.7 (#9) Possession of Illegal Drugs or a Controlled Substance while on or off duty or any violation of Civil Service or Departmental rules, policies or procedures related to the substance abuse program;
- (6) Metropolitan Civil Service Rules – Section 6.7 (#11) Violation of any written rules, policies or procures of the department in which the employee is employed;
- (7) Metropolitan Civil Service Rules – Section 6.7 (#13) Dishonesty;
- (8) Metropolitan Civil Service Rules – Section 6.7 (#32) Any failure of good behavior which reflects discredit upon himself, the department and/or the Metropolitan Government and
- (9) Metropolitan Civil Service rules – Section 6.7 (#33) Conduct Unbecoming an employee of the Metropolitan Government.

The Police Department notified Mr. Karl of his termination on August 6, 2012. Mr. Karl appealed on August 15, 2012 and the case was assigned to Administrative Law Judge Anthony Adgent. Metro Attorney Catherine Dundon represented the Police Department. Mr. Karl represented himself. A Hearing was scheduled for January 8, 2013 but was reschedule for February 7, 2013. On February 20, 2013, Administrative Law Judge Anthony Adgent submitted an Agreed Order of Settlement listing the terms of the settlement.

Metro Attorney Catherine Dundon and Mr. Karl were present before the Commission to review and discuss the case.

MOTION: *After some discussion, Commissioner Allen moved for approval of the Agreed Order as submitted by Administrative Law Judge Rob Wilson. Seconded by Commissioner North and the Commission approved without objection.*

(6: Approval of changes to Civil Service Rule 4.8 (4), (5), (6) regarding In Line of Duty Injury Leave

Director Rita Roberts-Turner thanked the unions for meeting and offering their thoughts on the rising costs of Injury on Duty. She stated the information presented at the January meeting reflects an attempt to collaborate with possible compromise and to incorporate some of the concerns the Commission heard. In addition, there is a need to ensure Metro is caring for the employees who are seriously injured or those who may be permanently injured.

HR Deputy Director Jim Kramer brought additional information regarding changes to the Civil Service rules for IOD. Since the January meeting, Metro HR and the Finance department have changed their recommendation by offering 75% of pay as salary continuation. The benefit would cover the Social Security tax and continue to provide employees a greater salary replacement than offered by the State or worker's compensation. To protect employees in lower income positions, it was recommended that the rule establish a minimum salary replacement which meets the living wage in situations where 75% salary replacement would take the injured employee below the wage.

Another recommendation was to include a Catastrophic leave policy that would address severe Injuries incurred while performing hazardous work. The policy would maintain 100% salary continuation for eligible employees while on IOD leave. Language to be included would be as follows:

During the period of time when an employee is on injury leave, he shall be entitled to receive 75% of his pay as established by the Pay Plan or the established living wage, whichever is higher, subject to all other provisions as set out herein. An employee on injury leave who is suffering a catastrophic injury as described by the Catastrophic Injury policy shall receive 100% of pay.

To clarify that light duty time counts as part of the leave entitlement, another recommendation was to replace references to duration "of injury leave" with "of compensation."

Finance Director Rich Riebeling said he appreciated the time and attention everyone has taken to listen and meet the goal of reducing Injury On Duty costs. He asked the Commission to adopt the proposed changes (130 days to 6 months, Light Duty and the Catastrophic Leave policy). Commissioner Sanders asked what the anticipated savings would be by using the Catastrophic Leave policy. Director Riebeling estimates roughly a million dollars annually. He also said Metro is trying to manage increasing costs without drastically impacting employees and / or losing key benefits such as the disability pension.

Commissioner North asked if the Catastrophic leave applies to all Metro employees. Deputy Director Kramer said it does. Chairman Farmer asked if an injured employee exhausts IOD days before going out on a disability pension. Deputy Director Kramer said historically it has typically worked that way. The Civil Service rules say once the Civil Service Medical Examiner has determined the employee would not be able to return to work, then he must apply for a disability pension. So it can happen sooner than six months with an earlier conclusion that the person would not be able to return.

Chairman Farmer also asked about the appeal process for someone denied catastrophic injury pay by the committee. Deputy Director Kramer said if the committee were to deny the catastrophic leave request the initial grievance would go to the HR Director. And if she were to deny it, the appeal would follow the grievance process by assigning an Administrative Law Judge who would ultimately make a recommendation to the Commission. The Commission would ultimately rule on the appeal. Vice-Chairman Corbitt said if this process is to be approved, he would like to avoid the Administrative Law Judge in the appeal process. If the injured employee disagrees with the committees decision, they should be able to skip everything else and come directly to the Commission for a review

Chairman Farmer asked about the Appointing Authority's role in the process. Deputy Director Kramer said the Appointing Authority would not have a role determining if an injury qualified as catastrophic. The Appointing Authority would provide input on how the injury occurred and whether or not that was a part of "putting himself in harm's way." However, it would be the committee's decision to qualify independent of the Appointing Authority. Finance Director Riebeling said each department is different, so an independent review panel provides consistency in decision-making which should ultimately reduce appeals. The departments input comes from providing information to the committee.

Chairman Farmer asked what type of record would be made at the entry level. Deputy Director Kramer said the employee would apply for the catastrophic leave and turned over to the HR Director and she would set the committee to make that decision. Chairman Farmer asked who sits on the committee. Deputy Director Kramer said the committee members are: (1) Chair of the Mayor's Safety Advisory Board or their designee; (2) Human Resource Director or her designee; (3) the Chair of the Board of Communications Center or their designee. That board includes the Police Chief, Fire Chief and the head of OEM.

Commissioner Sanders said Metro should be focused on eliminating suspected abuse and developing more safety practices.

1st MOTION: After much discussion, Commissioner Sanders moved for approval to keep the IOD at 100%, adopt the provision that changes references of injury days to weeks / months of compensation, and adopt the procedures in the flow chart to closely monitor IOD cases to prevent abuse.
Seconded by Commissioner Allen.

After considerable discussion about the specifics of the motion and whether it should be amended, tabled or withdrawn, commission members agreed the wisest course of action was to vote on the motion as it existed. Commissioners Allen and Sanders voted aye; commissioners North and Corbitt voted no. Chairman Farmer voted no.

2nd MOTION: Commissioner Sanders made another motion to approve the portion of the proposal that changes references of injury days to weeks / months of compensation and that counts light duty as part of the six months of leave entitlement. This motion left proposed changes to the compensation percentage unaddressed at this time. Seconded by Commissioner North and the Commission approved without objection.

Chairman Farmer said the Commission would revisit the IOD matter next month (April) for additional information.

(7: Human Resources Updates

ACTION: Director Roberts-Turner said there were 493 employees who took the retirement incentive. The Benefits staff is working hard to process each one and is doing a very good job for a smooth exit. The budget hearing before the Mayor will be March 26, 2013. Each department was asked to submit a proposed 2% reduction. HR did so and there was no impact on staff. Funds were pulled from the Consultants line item budget.

(8: Communiqués from the public on pending hearings

ACTION: None

Note: Information presented at the regular Hearing meeting on March 12, 2013 regarding the IOD issues will be discussed further by the Commission at the April 9, 2013 meeting.


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