

METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

8:30 a.m.

Howard Office Building Sonny West Room

700 2nd Avenue South and Lindsley Avenue Nashville, Tennessee 37210 **MEMBERS PRESENT**: Vice-Chairman R. Steve Corbitt; D. Billye Sanders and Jo Ann North.

MEMBERS NOT PRESENT: Chairman William H. Farmer

OTHER MEMBERS PRESENT: Veronica T. Frazier, 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 **November 12**, **2013**.

Seeing there were no corrections, Commissioner Allen moved for approval and a second was made by Commissioner North. There were no objections from the Commission and the regular minutes were approved.

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

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APPOINTMENTS

NAME	CLASSIFICATION	TYPE	DATE

CODES ADMINISTRATION

Sloss, Barbara E. Administrative Services Officer 4 Promotion 10/28/13

EMERGENCY COMMUNICATION CENTER

Herring, Patrice Y. Emer Telecommunications Manager Promotion 11/02/13

GENERAL SERVICES

Benningfield, Matthew T.	Automotive Mechanic	Promotion	10/28/13
Sekoral Jr, Steven P.	Automotive Mechanic	Promotion	10/28/13
Jackson, James C.	Equipment Servicer	New Hire	10/28/13
*Jackson, Jerry W.	Maintenance & Repair Worker 3	Transition - Civil Service	10/28/13
^McDougal, James D.	Maintenance & Repair Worker 3	Transition - Civil Service	10/28/13

^{*}Department transfer from Farmer's Market (M&R Worker 2, TG4) to General Services (M&R Worker 3, TG6)

HUMAN RESOURCES

*Veronica Frazier HR Director Department transfer

/Class change 11/01/13

INFORMATION TECHNOLOGY SERVICE

Schroeder, Jamie	Info Systems Comm Analyst 3	Promotion	11/11/13
Dickens, John C.	Information Systems Oper Analyst 2	Promotion	10/28/13
Determann, Joanne R.	Information Systems Oper Analyst 3	New Hire	11/11/13

JUVENILE COURT

Hobbs, Kelly E. Probation Officer 3 Promotion 11/01/13

PARKS

*Beatty, Andrea A.	Concessions Clerk 2	Transition - Civil Service	11/08/13
^Cassidy, John M.	Naturalist 2	Transition - Civil Service	11/08/13
Taylor, Houston W.	Park Police Lieutenant	Promotion	11/22/13
McKenzie. William M.	Recreation Center Manager	Promotion	11/08/13

^{*}Transition to Civil Service from seasonal status

[^]Department transfer from Farmer's Market (M&R Worker 1, TG3) to General Services (M&R Worker 3, TG6)

^{*}Department transfer from Public Works (PW Assistant Director-Streets and Roads) to Human Resources (Human Resources Director-Interim)

[^]Transition to Civil Service (Naturalist 2) from seasonal status (Seasonal Worker 3)

POLICE

Bright, Emily N. Crime Lab Forensic Scientist 3 New Hire 11/01/	
	40
Garrett, Tanya R. Crime Lab Forensic Scientist 3 New Hire 11/01/	13
Singletary, Heather L. Crime Lab Forensic Scientist 3 New Hire 11/01/	13
*Morante, Kathy Exe Administrator Police/Fire Dept Transfer /	
Transition – Civil Service 11/01/	13
McKinney, Ronald L. Info Systems Comm Analyst 2 Promotion 11/01/	13
^Bass, Kevin J. Police Operations Assistant 1 Vol Reduction In Salary Grade 11/21/	13
Davidson Jr, Larry W. Police Operations Assistant 1 New Hire 11/16/	13

^{*}Department transfer from DA's office (Assistant District Attorney) to Police (Exec Admin Police)

PUBLIC LIBRARY

Denson, Dontavious L.	Custodian 1	New Hire	10/28/13
Perry, Emma L.	Custodian 1	Re-Hire	10/28/13
Sims, Jackie M.	Custodian 1	New Hire	10/28/13
Drye, Gregory A.	Library Associate 1	Promotion	11/25/13
*Hindalong, Nancy R.	Library Associate 2	Class Change	11/11/13
Barber, Kyle E.	Library Manager 2	Promotion	11/25/13
James, Rebecca R.	Library Manager 3	New Hire	11/25/13
Fanta, Andrea L.	Public Info Rep	New Hire	11/25/13

^{*}Class change from Circulation Assistant 1 (SR4) to Library Associate 2 (SR7)

PUBLIC WORKS

Smith, Sharon L.	Customer Service Manager	Promotion	10/28/13
Bowden, Korby B.	Engineering Tech 3	Promotion	10/28/13
Webb, Stephanie E.	Engineering Tech 3	Promotion	10/28/13
Bailey, Kevin R.	Equipment Operator 3	New Hire	10/28/13
Morgan, Johnny R.	Equipment Operator 3	New Hire	11/11/13
Schuler, Amy J.	Finance Officer 3	Promotion	10/28/13
Cantrell, Christopher J.	Maintenance & Repair Worker 1	New Hire	10/28/13
Clouse, Danny R.	Maintenance & Repair Worker 1	New Hire	10/28/13
Johnson Jr, Gerald L.	Maintenance & Repair Worker 1	New Hire	11/11/13
Vaughn, Nelson L.	Maintenance & Repair Worker 1	New Hire	10/28/13
Radinger, William J.	Technical Specialist 2	Re-Hire	10/28/13
Mangrum, Joshua W.	Waste Management Supervisor	Promotion	11/11/13
King, Herbert M.	Waste Management Supt.	Promotion	10/28/13

SHERIFF

*Tolbert, Jason L.	Correctional Officer 1	Vol Reduction In Salary Grade	11/01/13
Beach, Sean H.	Correctional Officer 2	Promotion	11/01/13
Carroll, Timothy J.	Correctional Officer 2	Promotion	11/01/13
Fox, Matthew T.	Correctional Officer 2	Promotion	11/01/13
Hall, Torrian M.	Correctional Officer 2	Promotion	11/01/13
Jones, Tyshawn L.	Correctional Officer 2	Promotion	11/01/13
Knight, Lorenzo D.	Correctional Officer 2	Promotion	11/01/13
McAvoy, Patrick O.	Correctional Officer 2	Promotion	11/01/13

[^]Voluntary Reduction in grade from Police Officer 2 (PS4) to Police Operations Assistant 1 (SR4)

SHERIFF

Rickman, Christopher D.	Correctional Officer 2	Promotion	11/01/13
Thompson, Corrice D.	Correctional Officer 2	Promotion	11/01/13
Denton, Parrish C.	Correctional Officer Lt.	Promotion	11/17/13
Graulau, Michael P.	Correctional Officer Sergeant	Promotion	11/17/13

^{*}Voluntary reduction in grade from Correctional Officer 2 (CO2) to Correctional Officer 1 (CO1)

SOCIAL SERVICES

Eson, Shalona N.	Homemaker	New Hire	10/28/13
Norris, April T.	Homemaker	New Hire	11/11/13
Smith, Duane K.	Homemaker	New Hire	11/11/13
Valentin, Taylor R.	Social Worker 2	New Hire	10/28/13

WATER SERVICES

*Boissiere, Anthanese W.	Customer Service Field Rep 2	Dept. Transfer /	
	•	Transition - Civil Service	11/09/13
McClanahan II, Larry C.	Customer Service Field Rep 2	New Hire	11/09/13
^Brewington, David S.	Office Support Specialist 2	Dept. Transfer/Promotion	10/26/13
Earls, Lisa M.	Office Support Specialist 2	Promotion	11/09/13
Hampton, Shawna N.	Office Support Specialist 2	Promotion	10/26/13
Goodwin, Frank J.	Treatment Plant Shift Operator	Promotion	11/23/13
Harris, Andrew L.	Treatment Plant Tech 1	New Hire	11/09/13
Lawrence, John R.	Treatment Plant Tech 1	New Hire	11/09/13
McCombs, Denisha R.	Treatment Plant Tech 1	New Hire	11/09/13
Fish, Diana E.	Water Quality Analyst 1	New Hire	11/09/13
Jared, Emily L.	Water Quality Analyst 1	New Hire	11/09/13
Lloyd, Bethany L.	Water Quality Analyst 1	New Hire	11/09/13

^{*}Department transfer from State Trial Courts (Case Officer) to Water (Customer Service Field Rep)

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

TERMINATIONS/ PENSIONS

NAME	CLASSIFICATION	TYPE	DEPARTMENT	DATE
Hutchinson, Jordan R.	Emer Telecommunications Off 1	Resignation	ECC	10/23/13
Seul Jr., Timothy B.	Emer Telecommunications Off 2	Resignation	ECC	10/25/13
Blackburn, Jonathan K.	Fire Fighter 1	Resignation	Fire	10/19/13
Whitworth, Christopher L.	Safety Inspector 2	Resignation	Human Resources	11/22/13
Coleman, Mario D.	Program Specialist 1	Resignation	ITS	11/03/13
Escobar, Ana L.	Metropolitan Clerk	Resignation	Metropolitan Clerk	11/15/13
Wade, D'angelo D.	Custodian 1	Dismissal	Parks	11/07/13
Brammer, Chase A.	Maintenance & Repair Worker 1	Dismissal	Parks	11/11/13
Biggs, James A.	Maintenance & Repair Worker 3	Resignation	Parks	11/21/13
Blackman, Laurel E.	Office Support Rep 2	Resignation	Parks	11/02/13
Depriest, Raymond A.	Crime Laboratory Director	Resignation	Police	10/21/13
Barbee, Todd A.	Police Officer 1	Resignation	Police	11/12/13
Darby, Lillian P.	Police Operations Assistant 2	Resignation	Police	11/15/13
Beasley, Sharla D.	Police Operations Assistant 3	Resignation	Police	11/07/13

[^]Department transfer from Police (Police Operations Coordinator 1, SR7) to Water (Office Support Specialist 2, SR8)

TERMINATIONS/ PENSIONS

NAME	CLASSIFICATION	TYPE	<u>DEPARTMENT</u>	DATE
Stafford, Teresa E. Faulcon, Gary M. Billings, Naomi J. Garrison, Laynette E. Fleckenstein III, David F. McLaughlin, Mark E. Boyd, Phyllis Y. Burley II, Kenneth B. Scarbrough, Collyn D.	Police Operations Assistant 3 Police Sergeant Circulation Assistant 1 Office Support Rep 2 Equipment Operator 3 Maintenance & Repair Worker 1 Administrative Services Officer 1 Correctional Officer 1 Correctional Officer 1	Deceased Pension Resignation Resignation Resignation Resignation Pension Resignation Resignation Resignation	Police Police Public Library Public Library Public Works Public Works Sheriff Sheriff	10/22/13 10/25/13 11/18/13 10/24/13 11/13/13 10/22/13 11/05/13 10/31/13 11/18/13
Carter, Latoya C. Crockett, Thomas J.	Program Specialist 3 Equipment Operator 2	Resignation Deceased	Social Services Water Services	10/25/13 11/05/13

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

ELIGIBILITY REGISTER REPORT

CLASSIFICATION	<u>DEPT</u>	ON LIST	TYPE	DATE	ESTABLISH/ABOLISH
Park Police Lieutenant	Parks	3	Dept	10/25/13	Е
Custodian 1	Parks	130	Open	11/04/13	Α
Maintenance & Repair Worker 3	General Services		Open	11/04/13	E
Police Security Guard 1	Police	358	Open	11/04/13	E
Equipment Operator 3	Water	3	Open	11/06/13	Α
Info Systems Communication Analyst 3	ITS	2	Dept	11/06/13	E
Naturalist 2	Parks	56	Open	11/07/13	Е
Specialized Skills Instructor	Parks	23	Open	11/07/13	E
Waste Management Supervisor	Public Works	3	Dept	11/07/13	E
Golf course Manager	Parks	2	Dept	11/08/13	E
Maintenance & Repair Leader 1	Public Works	11	Dept	11/15/13	E
Recreation Center Manager	Parks	84	Open	11/13/13	Α
E-911 Dispatcher	ECC	36	Continuous	11/13/13	E
Maintenance & Repair Leader 2	Public Works	12	Dept	11/14/13	E
Building Inspector 1	Codes	88	Continuous	11/14/13	E
Library Manager 3	Library	32	Open	11/18/13	E
Library Manager 2	Library	38	Open	11/18/13	E
Administrative Services Officer 3	Police	81	Open	11/18/03	Α
Police Operations Coordinator 2	Police	5	Dept	11/19/13	Е
Metropolitan Clerk	Metro Clerk	62	Open	11/19/13	E
Tech Specialist 1-Helicopter Mechanic	Police	59	Continuous	11/20/13	E E
Maintenance & Repair Worker 3	Public Works	4	Dept	11/21/13	
Application Technician 3	Water	14	Dept	11/21/13	E
Signal Technician 1	Public Works	11	Open	11/21/13	Е
Correctional Officer 1	Sheriff's Office	219	Open	11/19/13	Е

MOTION: After some discussion, Commissioner Allen moved to <u>approve the register report.</u> Seconded by Commissioner Sanders and the Commission approved without objection.

DEPARTMENTAL ITEMS

EMERGENCY COMMUNICATION CENTER

(1: Assistant Director Michelle Peterson, represented by Lynette Dawkins, requests to Extend Out-of-Class Pay Beyond 100 Days for Angela Milliken, Assistant Director of Support Services.

Ms. Dawkins, HR Coordinator, said Ms. Milliken has been working in a higher classification as Assistant Director of Support Services since November 10, 2011. The previous employee has been on extended medical leave and retired under the incentive plan of February 15, 2013. The department received approval from the Commission at the meeting June 6, 2013 to be able to fill by December 2013. However, that position has not yet been filled. It is anticipated to have the position posted, interviews completed and the position filled no later than February 2014.

MOTION: After some discussion, Commissioner Sanders moved for approval to extend Out of Class pay until March 1, 2014. Seconded by Commissioner Allen and the Commission approved without objection.

FIRE

(2: Fire Director/Chief Rick White, represented by Leann Hagar, requested approval for additional days of Administrative Leave with Pay for Michael G. Sullivan, Emerg. Medical Tech 2.

Ms. Hagar said the Fire Department continues to investigate a matter that involved Mr. Sullivan. New information has come to light that requires additional time to analyze any findings. Ms. Hagar agreed to an extension until March 1, 2014. NOTE: Commissioner Sanders mentioned her concerns when investigating disciplinary proceedings due to the employee being on Administrative Leave. She asked for the department to move swiftly in order for this to be completed on time.

MOTION: After some discussion, Commissioner Allen moved for approval to extend the Administrative Leave until March 1, 2014. Seconded by Commissioner Sanders and the Commission approved without objection.

POLICE

(3: Chief Steve Anderson requests reconsideration of a Police Applicant Medical Waiver.

A matter was brought before the Commission in September regarding approval of a Waiver for a Police Officer Trainee applicant that had color vision issues but was permitted to wear contacts for correction. Inasmuch as all members were present at the September meeting, the request for reconsideration could not be heard at this meeting due to a member being absent.

Vice-Chairman Corbitt said a parliamentary issue came into question before the Commission and said this is not a debatable motion but in the interest of transparency, stated that Commissioner Sanders wanted to know if the motion was appropriate.

MOTION: Commissioner Allen made a motion to suspend the rules in order to hear the matter in question. It failed for a lack of second. Commissioner Sanders questioned if it could be heard.

Metro Attorney Nicki Eke stated that under section six of the Civil Service by-laws .."there shall be no consideration of a review of a matter previously brought before the Commission unless the same number of members or more are present to vote on the issue as were present at the meeting when the issue was initially considered." She said legally by the by-laws this is not a rule that can be

suspended. Vice-Chairman Corbitt asked about the Roberts-Rules that applied to the Civil Service rules. Ms. Eke said the rules say the meeting shall be conducted under the Roberts-Rules of Order unless otherwise provided for in these by-laws. Under the Roberts rules of Order, rules contained in the by-laws or constitution cannot be suspended no matter how large the vote in favor of doing so or how inconvenient the rule in question may be unless the particular rule specifically provides for its suspension or unless the rule is properly in a proper nature of rule of order as described on page seventeen. Ms. Eke said she reviewed and found it wasn't one of those rules in the nature of the rules of order. She clarified what rules could be used and suspended but this particular rule did not fall under the definition of standing rules.

Commissioner Sanders stated the Commission had acted hastily on this matter and in light of the by-laws asked to defer it until all members are available for discussion. Commissioner Allen asked if there was a section in the by-laws that prohibits or allows the Commission to suspend the rules for anything. Vice-Chairman Corbitt said no, other than the section on applying Roberts-Rules.

ACTION: Vice-Chairman Corbitt then moved to defer this item until the January 2014 meeting.

WATER SERVICES

(4: Director Scott Potter requests approve for Open Range Salary Adjustment for two Engineer 3 employees - Shanna Whitelaw and Ricky Swift.

Mr. Charles Boddie stated Ms. Whitelaw serves as the Asset Manager and is responsible for tracking the infrastructure (such as pipes, important projects throughout the city and allocating funding for those multimillion dollar projects). She also serves as the quality control manager and is responsible for insuring procedures are followed at various construction sites around the city.

Mr. Swift serves as Manager of the Remedial Maintenance Division and was recently appointed to also oversee the Routine Maintenance Division of Stormwater (which is responsible for investigations, planning related to flooding). He is also responsible for going out and doing repair on flood issues. Both employees are valuable to the organization for the increased duties they have assumed.

1st MOTION: Commissioner Allen moved to make this effective January 1, 2014 where the new wage takes effect after the 1.5 percent increase. It failed for a lack of a second.

2nd MOTION: After some discussion, Commissioner Sanders moved to approve the request effective for December 16, 2013. (by next payroll) Seconded by Commissioner North and the Commission approved without objection.

HUMAN RESOURCES

Human Resources Director Veronica T. Frazier, submits the following for the Commission's consideration and appropriate action:

(5: Review of Remand from Chancery Court regarding the Final Order of Neil Cook, Police / 8 Day Suspension

Vice-Chairman Corbitt said a case was heard by the Commission in the matter of Neil Cook who received an eight (8) day suspension from the Police Department. The case was eventually sent to Chancery Court where it was remanded back before the Commission with a copy of the Courts decision through the process the Chancellor approved the suspension. Originally the Police Department requested the 8 day suspension but the Administrative Law Judge overturned the action and the Commission upheld the ALJ's decision.

Commissioner Sanders asked if Mr. Cook served the suspension and the leave deducted. Sue Bibb stated that Mr. Cook returned from IOD pension and returned to the Police Department where the time was reinstated to him.

ACTION: None taken.

NOTE: Vice-Chairman Corbitt read into the record information regarding the cost of grievances and hearings. "Any employee officially involved in handling a grievance will be considered on official duty during normal working hours. This includes the employee filing the grievance, their representative, any employee assigned to the investigation and any employee called as a witness. All hearing, investigations and settlements of grievances shall be processed during regular working hours whenever possible. All grievances shall be settled in the accordance in the provision of these procedures there shall not be any undue interruptions, interference or work stoppage. He went on to say in light of Commissioner Sanders comments on item #2, and previous meetings about giving continuances for good reasons, we should take in mind there is a cost to each of these proceedings and should not step on the rights of the employees.

(6: Review "Initial Order" for Robert Howse, Police / Grievance

Robert Howse is a Police Operations Coordinator with the Metro Police Department working 2nd shift at the Vehicle Impound Lot. He submitted an EEOC investigation request that lead to an investigation. He cited that he was being treated unfairly due to several forms of discriminatory behavior with possible acts of retaliation. His grievance advanced within the departmental process through the Metropolitan Police Department. Mr. Howse then appealed the denial of his grievance to the Civil Service Commission where the case was assigned to Administrative Law Judge Joyce Carter-Ball. Metro Attorney Jason Bobo represented Metropolitan Government and Mr. Howse represented himself.

During the Civil Service meeting of November 12, 2013, the initial Order from Administrative law Judge Joyce carter-Ball was to be heard by the Commission. Both Metro Attorney Jason Bobo and Mr. Howse were present before the Commission. Inasmuch as Metro Legal was ready to discuss the matter, Mr. Howse stated that he had been on vacation and was only informed recently that he was to attend the meeting. He asked to defer the matter until he could obtain legal counsel to assist him with his case. The Commission made it very clear to Mr. Howse that in deferring the review, he was to bring an attorney with him at the next meeting on December 10, 2013. Vice-Chairman Corbitt reiterated what was required of him and asked if he understood. He stated that he understood and the case was deferred.

Metro Legal Attorney Jason Bobo and Mr. Howse were both in attendance before the Commission to discuss the case. Previously, Mr. Howse came before the Commission at the November meeting to ask for a deferral due to being out on vacation and that he was not prepared.. The Commission deferred the matter with instruction that Mr. Howse obtain legal counsel to assist him.

Mr. Howse did not have legal representation with him at the December 10, 2013 meeting, but rather stated that he had spoken with someone in the legal field for more insight and chose to discuss the case himself.

MOTION: After hearing discussions from both sides and reviewing all information on the case, Commissioner Allen moved to Uphold Administrative Law Judge Joyce Carter-Ball's ruling from the Initial Order and what was provided in the record. Seconded by Commissioner North and the Commission approved without objection.

(7: Review the Initial Order for Jerry Clark, Sheriff / Termination

Jerry Clark was terminated from his position effective December 26, 2012 for violations under the Davidson County Sheriff's Office Policies 1-1.312 – Employee Conduct Policy: #4 – Failure to establish and maintain effective working relationships; #10 – Failure to comply with reasonable standards of conduct in a manner that reflects poorly upon the employee, the DCSO, or the Metropolitan Government, and/or violates the public trust; #26 – Knowingly making false statements, deliberately omitting facts, or failing to cooperate during an inquiry or investigation, whether formal or informal; #27 – Dishonest Behavior; #32 – Degrading, harassing, or cursing any person and under the Civil Service Rules, Section 6.7: #11 – Violation of any written rules, policies or procedures of the department in which the employee is employed; #13 – Dishonesty; #33 – Conduct Unbecoming an Employee of the Metropolitan Government.

Mr. Clark made his appeal to the Civil Service Commission on January 9, 2013. The case was assigned to Administrative Law Judge Rob Wilson. Metro Attorney Jennifer Cavanaugh represented the Davidson County Sheriff's Office and Mr. Clark was represented by Attorney H. David Kittrell. The hearing took place on April 29, 2013 at the Snodgrass Towers.

On August 29, 2013, an Initial Order was submitted by Administrative Law Judge Rob Wilson reversing Mr. Clark's termination and recommending he be reinstated to his former position with full back pay and benefits, minus a ten (10) day suspension for violation of DCSO Policy 1-1-.312: "Employee Conduct" - #32 – Degrading, harassing, or cursing any person.

Metro Legal Attorney Jennifer Cavanaugh and Attorneys David Krittrell and Ms. T.J. Jones were present before the Commission to discuss the case.

- 1st MOTION: After hearing discussions from both sides and reviewing all information on the case, Commissioner Allen moved to accept the Initial Order with modification of Judge Wilson's order to reinstate Mr. Clark with a five (5) day suspension for #32 "Conduct Unbecoming" degrading, harassing or cursing any person. The motion failed for a lack of a second.
- 2nd MOTION: Commission Sanders then moved to affirm Administrative Law Judge Rob Wilson's ruling in the Initial Order. Seconded by Commissioner North and the Commission approved without objection.
- NOTE: Ms. Cavanaugh requested a Point of Clarification in the Clark matter and asked if the language "Whistle Blower" and "Retaliation" language be stricken from the order and if the Commission could address this issue. Vice-Chairman Corbitt stated it was not part of the motion and not addressed in the findings. Metro Attorney, Nicki Eke said the Commission adopted the motion on the case and the motion affirmed the ALJ's order. The order does include language pertaining to "Whistle Blower".

Vice-Chairman Corbitt said the proper thing to do would be to file a Petition of Reconsideration on the matter.

(8: Human Resources Updates

Ms. Frazier said the Human Resources Department is currently working on a Pay Plan Study with assistance of Water Services Deputy Director, John Kennedy. He is very knowledgeable in the compensation field and is working with Deloitte and the central HR on the Pay Plan Study. An FAQ was provided to the Commission.

Also, the Study and Formulating Committee members were approve by Council and the first meeting will be December 16, 2013.

9: Communiqués from the public on pending hearings			
ACTION: None			
With nothing further,	the regular meeting adjourned at 10:29 a.m.		
ATTEST:	APPROVED:		
Veronica T. Frazier, Director	R. Steve Corbitt, Vice-Chairman		
Veronica T. Frazier, Director Secretary to the Commission	R. Steve Corbitt, Vice-Chairman Civil Service Commission		