



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

April 14, 2015

8:30 a.m.

Howard Office Building
Sonny West Room

700 2nd Avenue South and
Lindsley Avenue
Nashville, Tennessee 37210

▪ **MEMBERS PRESENT:** Chairman William H. Farmer; Vice-Chairman Corbitt, C. Michael Allen; and Jo Ann North.

MEMBERS ABSENT: D. Billye Sanders

OTHER MEMBERS PRESENT: Veronica T. Frazier, Director; Michael Safley, Assistant Director of Metro Legal Department

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 **March 10, 2015**. Commissioner North moved to accept the regular minutes. Seconded by Vice-Chairman Corbitt.

Appeals Process: Michael Safley 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>CODES ADMINISTRATION</u>			
Hayes, Charles N.	Building Inspector 1	New Hire	03/02/15
Rider, Ronald K.	Building Inspector 1	New Hire	03/02/15
Clarkson, Christopher T.	Electrical Inspector 1	New Hire	03/02/15
Evans, Blake R.	Electrical Inspector 1	New Hire	03/16/15
<u>EMERGENCY COMMUNICATION CENTER</u>			
Alexander, Shacarolyn S.	Emer Telecommunications Officer 1	New Hire	03/02/15
Bryant, Elizabeth A.	Emer Telecommunications Officer 1	New Hire	03/02/15
Kreidler, Briana L.	Emer Telecommunications Officer 1	New Hire	03/02/15
Lawrence, Victoria T.	Emer Telecommunications Officer 1	New Hire	03/02/15
Luc, Hilary E.	Emer Telecommunications Officer 1	New Hire	03/02/15
Martin, Tammy J.	Emer Telecommunications Officer 1	New Hire	03/02/15
Ralph, Brittany A.	Emer Telecommunications Officer 1	New Hire	03/02/15
Ridley, Candace A.	Emer Telecommunications Officer 1	Re-Hire	03/02/15
Stamm, Katharine A.	Emer Telecommunications Officer 1	New Hire	03/02/15
<u>FINANCE</u>			
Lyons-Drake, Elizabeth A.	Application Tech 2	Dept Transfer / Transition – Civil Service	03/23/15
Department Transfer from Criminal Court Clerk to Finance (Application Tech 2, SR8)			
<u>GENERAL SERVICES</u>			
Jamison, Michael M.	Office Support Specialist 1	New Hire	02/16/15
Singleton, Patricia M.	Office Support Specialist 1	Promotion	02/16/15
<u>HUMAN RESOURCES</u>			
Frazier, Veronica T.	Human Resources Director	Promotion	03/10/15
<u>INFORMATION TECHNOLOGY SERVICE</u>			
Perry, Daniel Kyle	Info Systems App Analyst 3	Promotion	02/28/15
<u>POLICE</u>			
White, Allan R.	Administrative Services Officer 3	Promotion	03/16/15
Ellis, Julie B.	Crime Lab Forensic Scientist 3	New Hire	03/16/15
Talbot, Ann L.	Crime Laboratory Director	Promotion	03/16/15
Mehic, Samir	Executive Administrator Police/Fire	Promotion	03/01/15
Adkins, Nina R.	Info Systems App Tech 2	Promotion	03/16/15
Miller, Jacob D.	Police Officer 2	Re-Employment	03/01/15
Colquitt, Darvin L.	Police Security Guard 1	New Hire	03/16/15

PUBLIC LIBRARY

Crowder, Mark L.	Administrative Services Officer 4	New Hire	03/02/15
Larios, Adriana	Library Associate 1	Promotion	03/16/15
Waters II, Thaxton F.	Library Associate 1	Re-Hire	03/16/15
Wiser, Kristi A.	Library Associate 1	New Hire	03/16/15
Evans, Mamee B.	Office Support Specialist 2	Promotion	03/16/15
Robinson, Elliott W.	Office Support Specialist 2	Promotion	03/16/15
Nesmith, Ninabea L.	Program Specialist 1	Promotion	03/16/15

PUBLIC WORKS

Biggerstaff, Thomas L.	Equipment Operator 2	New Hire	03/02/15
Adams Sr., Terry C.	Maintenance & Repair Worker 1	Re-Hire	03/02/15
Himes, Daniel W.	Maintenance & Repair Worker 1	Re-Hire	03/02/15
McElwee, Mark B.	Maintenance & Repair Worker 1	New Hire	03/02/15
Rutledge, James E.	Maintenance & Repair Worker 1	New Hire	03/02/15
Shannon Jr, Charles L.	Sanitation Worker	Re-Hire	03/03/15

SHERIFF

*Bolden, Christian P.	Correctional Officer 1	Transition - Civil Service	03/01/15
Brown, Montarious A.	Correctional Officer 1	New Hire	03/01/15
Cassidy, Christopher J.	Correctional Officer 1	New Hire	03/01/15
Celentano Jr, Ralph J.	Correctional Officer 1	New Hire	03/01/15
Cole, Paul J.	Correctional Officer 1	New Hire	03/01/15
Correa, Suzanne	Correctional Officer 1	New Hire	03/01/15
Crowe, Holly M.	Correctional Officer 1	New Hire	03/01/15
Franking, Dustin D.	Correctional Officer 1	Re-Hire	03/01/15
Graves, William B.	Correctional Officer 1	New Hire	03/01/15
Hodges, Michael B.	Correctional Officer 1	New Hire	03/01/15
Holt III, Joseph E.	Correctional Officer 1	New Hire	03/01/15
James, William C.	Correctional Officer 1	New Hire	03/01/15
Martorana, James B.	Correctional Officer 1	New Hire	03/01/15
Pensari, Nicholas E.	Correctional Officer 1	New Hire	03/01/15
Ponder, Nicholas E.	Correctional Officer 1	New Hire	03/01/15
Reed, Travis W.	Correctional Officer 1	New Hire	03/01/15
Robledo, Oscar I.	Correctional Officer 1	New Hire	03/01/15
Taylor, Morgan A.	Correctional Officer 1	New Hire	03/01/15
Turner, India M.	Correctional Officer 1	New Hire	03/01/15
Watkins, Justin K.	Correctional Officer 1	New Hire	03/01/15
Woody, Justin P.	Correctional Officer 1	New Hire	03/01/15

*Transition to Civil Service from non-Civil Service status

SOCIAL SERVICES

Hancock, Yuri L.	Human Resources Admin	Promotion	03/23/15
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WATER SERVICES

Fancher, Adrienne L.	Engineer In Training	New Hire	02/28/15
Mittermeier, Darren M.	Engineer In Training	New Hire	03/14/15
Reed, Charles E.	Equipment Operator 2	New Hire	02/28/15
*Binkley, Christina L.	Finance Officer 2	Class Change/Lateral	03/14/15
^McMahon, Portia A.	Finance Officer 3	Class Change/Lateral	03/14/15
Hudgens, Charles E.	Indust Mechanic 1	New Hire	02/28/15
Tayes, James M.	Indust Mechanic 1	New Hire	02/28/15
Woodard, Steven G.	Indust Mechanic 1	New Hire	02/28/15
Mayes, Carol V.	Office Support Rep 3	New Hire	03/14/15
Panzone, Kathy M.	Office Support Rep 3	New Hire	03/14/15
**Stephens, Condra D.	Service Rep 2	Department Transfer/Promotion	03/14/15

*Class change from ASO 3 (SR10) to Finance Officer 2 (SR10)

^Class change ASO 4 (SR12) to Finance Officer 3 (SR12)

**Department Transfer Police (Police Op Asst. 3, SR6) to Water (Service Rep 2, SR7)

MOTION: After some discussion, Vice-Chairman Corbitt moved for approval of the appointments as listed. Commissioner Allen seconded and the Commission approved without objection.

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Hargis, Joel K.	Zoning Examination Chief	Resignation	Codes Administration	03/27/15
Trierwiler, Nathan D.	Emer Telecommunications Off 1	Resignation	ECC	03/06/15
Perry, Vickie R.	Application Tech 2	Deceased	Finance	02/20/15
Maynard, Kenneth E.	Finance Admin	Pension	Finance	02/27/15
Smock, Gerald L.	Emergency Medical Tech 2	Pension	Fire	03/25/15
Faust, James A.	Fire Engineer	Pension	Fire	02/26/15
Payne Jr, John D.	Fire Fighter 2	Pension	Fire	03/25/15
McAlister, Lori Lea	Paramedic 2	Pension	Fire	03/06/15
Guy, Wesley D.	Equipment Servicer	Resignation	General Services	02/17/15
Bissell, Charles W.	Info Systems Manager	Pension	ITS	03/06/15
Holt, Carlos L.	Internal Audit Manager	Resignation	Internal Audit	03/25/15
Bates, Emily R.	Development Coordinator	Resignation	Parks	02/27/15
Woods, Brandan D.	Maintenance & Repair Worker 1	Dismissal	Parks	03/13/15
Ambrose, Russell W.	Maintenance & Repair Worker 2	Resignation	Parks	03/26/15
Brown, Christopher S.	Maintenance & Repair Worker 2	Resignation	Parks	02/25/15
Guice, Martinique Amelia	Recreation Leader	Resignation	Parks	02/26/15
Olson, Christine A.	Administrative Services Officer 3	Dismissal	Police	03/18/15
Thompson, Pamela D.	Info Systems App Tech 2	Pension	Police	03/23/15
Ford, Morgan L.	Police Lieutenant	Resignation	Police	03/15/15
Skinner, Robert W.	Police Lieutenant	Resignation	Police	03/09/15
Cantrell, Sheba M.	Police Officer 2	Pension	Police	03/24/15
Cason, Jeffrey C.	Police Officer 2	Resignation	Police	02/26/15
Hadden, Benjamin H.	Police Officer 2	Resignation	Police	03/20/15
McCoy, Diana S.	Police Officer 2	Pension	Police	02/20/15
Meihls, Eric E.	Police Officer 2	Pension	Police	03/10/15
Moore, Randall A.	Police Officer 2	Pension	Police	02/22/15
Shepherd, Dennis R.	Police Officer 2	Pension	Police	02/17/15
Whitley, Connie L.	Police Operations Assistant 1	Pension	Police	02/24/15
Coates, Vincent E.	Police Sergeant	Pension	Police	02/18/15
Straube, Michael M.	Police Sergeant	Resignation	Police	03/06/15

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Jackson, Anora D.	Circulation Assistant 1	Resignation	Public Library	03/02/15
Vaughan, Kendra N.	Circulation Assistant 1	Resignation	Public Library	03/19/15
Dismore, Jarrad M.	Maintenance & Repair Worker 1	Resignation	Public Works	03/11/15
Turner, Antonio	Maintenance & Repair Worker 1	Resignation	Public Works	02/27/15
Brooks, Justin C.	Correctional Officer 1	Dismissal	Sheriff	03/23/15
Dinaso, Christopher R.	Correctional Officer 1	Resignation	Sheriff	03/26/15
Friend, John M.	Correctional Officer 1	Resignation	Sheriff	03/20/15
Jones, Andre D.	Correctional Officer 1	Dismissal	Sheriff	03/10/15
Keller, Brittany R.	Correctional Officer 1	Resignation	Sheriff	03/13/15
Kittrell, Katie M.	Correctional Officer 1	Resignation	Sheriff	03/13/15
Patton, Ebony S.	Correctional Officer 1	Dismissal	Sheriff	03/04/15
Reckart, Jeffrey A.	Correctional Officer 1	Resignation	Sheriff	02/28/15
Spearman, Dwayne J.	Correctional Officer 1	Dismissal	Sheriff	02/19/15
Tanksley, Steven M.	Correctional Officer 1	Dismissal	Sheriff	03/17/15
Azer, Ebram Gadalla	Correctional Officer 2	Resignation	Sheriff	03/11/15
Anderson, Tommy G.	Correctional Officer Sergeant	Pension	Sheriff	02/20/15
Breakfield, William D.	Engineer 2	Pension	Water Services	03/13/15
Song, Kenneth K.	Equipment Operator 2	Resignation	Water Services	02/27/15
Golden, Darrell L.	Equipment Operator 3	Resignation	Water Services	03/13/15
Hasannejad, Abdul K.	Indust Tech Master	Pension	Water Services	02/27/15
Rivers, Marco S.	Office Support Rep 3	Resignation	Water Services	02/20/15
Williams, David M.	Office Support Rep 3	Resignation	Water Services	02/20/15
Hector, Nawya L.	Service Rep 2	Resignation	Water Services	02/27/15
Kenner, James L.	Treatment Plant Manager	Pension	Water Services	03/02/15

MOTION: *After some discussion, Vice-Chairman Corbitt moved to accept the Termination/Pension report for dates and reasons stated. Seconded by Commissioner Allen 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>
Library Manager 1	Library	26	Open	3/10/15	A
Customer Service Field Representative 2	Water	248	Open	3/25/15	A
Office Support Specialist 1	Water	525	Open	3/16/15	E
Crime Laboratory Director	Police	10	Open	3/20/15	E
Crime Lab Forensic Technician	Police	209	Open	3/02/15	E
Applications Tech 2 - AP/Payroll	Finance	66	Open	3/12/15	E
Human Resources Director	Human Resources	23	Open	3/25/15	E
Internal Auditor 1	Internal Audit	135	Open	3/10/15	E
Library Manager 3	Library	31	Open	3/27/15	E
Finance Officer 2 - Financial Accountability	Finance	70	Open	3/13/15	E
Program Specialist 1	Library	1	Dept	3/16/15	E
Office Support Specialist 2	Library	260	Open	3/12/15	E
IS Applications Technician 2-Police	Police	4	Dept	3/16/15	E
Information Systems Operations Tech 2	ITS	57	Open	3/19/15	E
Executive Administrator	Police	1	Dept	3/11/15	E
Industrial Electronics Technician 1	Water	18	Open	3/25/15	E
Admin Services Manager-Chief's Office	Police	1	Dept	3/31/15	E
Office Support Representative 2	Social Services	11	Open	3/26/15	E
Human Resources Admin - Social Services	Social Services	1	Dept	3/25/15	E

ELIGIBILITY REGISTER REPORT

<u>CLASSIFICATION</u>	<u>DEPT</u>	<u>ON LIST</u>	<u>TYPE</u>	<u>DATE</u>	<u>ESTABLISH/ABOLISH</u>
Administrative Assistant - Fiscal Affairs	Police	10	Dept	3/23/15	E
Admin. Services Officer 4 - Chief's Office	Police	1	Dept	3/23/15	E
Admin Services Manager-Behavioral Health	Police	1	Dept	3/31/15	E
Maintenance & Repair Worker 1	Public Works	41	Open	3/24/15	E
Correctional Officer 1	Sheriff's Office	24	Open	3/17/15	E
Police Security Guard	Police	181	Open	3/11/15	E

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

DEPARTMENTAL ITEMPARKS

(1: Director Tommy Lynch requests to extend Out-of-Class Pay Beyond 100 Days for Officer John Wells.

Director Lynch said Officer John Wells is presently working out of class as Parks Police Sergeant and has been in this classification since November 2013. There will be a vacancy in the position that could be filled in the next 30 to 60 days but the position is not open at the present time.

MOTION: *After some discussion, Commissioner Allen moved to approve the above as submitted. Seconded by Vice-Chairman Corbitt 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:

(2: Consideration to add Domestic Partnership to Civil Service Rules - Chapter 10 – definition of Family (Previously reviewed at Public Hearing on February 10, 2015)

This item was deferred by the Commission due to Commissioner Sanders not being able to attend.

ACTION: *This item was deferred by the Commission until May 5, 2015.*

(3: Request for Medical Waivers within the Fire Department for the following:

a. Paramedic 1, Applicant – JG

Mr. JG was disqualified as an applicant for Paramedic 1 due to his failure to pass a requested physical examination administered by Medical Examiner Susan Warner. Dr. Warner refers to NFPA 6.24.2 (3) and NFPA 6.23.2 (1) for a prescribed antidepressant and other prescribed medication. NFPA 6.23.2 (1) for history of the condition prescribed by his primary doctor. Although it seems the matter is controlled, the individual says the current medication is not necessary but takes it for irritability. Dr. Warner did not recommend approval.

The applicant spoke with the Commission about the matter. It was pointed out by the applicant he had asked his doctor to contact Dr. Warner by phone to discuss his condition. Dr. Warner noted she would prefer a written letter. The Commission asked if this position had to be dealt with now or if there were any training going on at this time. Ms. Summers stated positions were to be filed April 16, 2015 but explained to Mr. Young there would be more vacancies. Ms. Summers said it is possible for the Fire Department to pick up more applicants within 30 to 60 days depending on a number of vacancies. Applicant JG's' application would still be active until Dr. Warner finds clarity on this issue. The Fire Department can keep him in the pool until this matter is resolved.

MOTION: *After some discussion, Vice-Chairman Corbitt moved to approve to defer the matter for one month. Seconded by Commissioner North and the Commission approved without objection.*

b. EMT 1, Applicant - TS

Mr. TS was disqualified as an EMT 1 applicant due to his failure to pass a required physical examination administered by Medical Examiner Susan Warner. Dr. Warner refers to NFPA 6.10.1.1 (3). Dr. Warner notes Acute Myocarditis and said applicant did not reveal this matter during exam and denies current symptoms. A record from hospitalization indicated the issue in 2008 but had been released to full duty and to avoid stimulants. Dr. Warner did not recommending approval. However, she noted documentation was received as late April 2015 by a cardiologist who has cleared applicant for duty. Dr. Warner's opinion has now changed and is approving the applicant for the position. Applicant TS was before the Commission to discuss his case.

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

(4: Review Petition of Reconsideration on the Final Order of Carey Adkerson, Police Dept.

This item was deferred by the Commission due to Commissioner Sanders not being able to attend.

ACTION: *This item was deferred by the Commission until May 5, 2015.*

(5: Review Agreed Order of Settlement on Pamela DeSoto, Parks Dept.

Chairman Farmer said this matter is about an Agreed Settlement and should conclude all litigation in Circuit Court in Davidson County and Federal Court of Tennessee as well as the 6th Circuit Court in Cincinnati. Attorney Ben Rose said that was correct and included the appeal that was before the Commission. It was noted that Ms. DeSoto would be resigning on or before the end of April. Metro Attorney Josh Lee said Metro Council and the Mayor have approved monetary sums that were to be awarded to Ms. DeSoto.

Both Metro Attorney Josh Lee and Attorney Ben Rose 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 for the Settlement in the matter of Pamela DeSoto, Parks Department. Seconded by Commissioner North and the Commission approved without objection.*

(6 : Review Updated ALJ Hearing Calendar

Chairman Farmer thanked Ms. Sorrow and the Human Resources Department for the Administrative Hearing Calendar. The calendar shows events that have been or will take place. He also charged the Metro Legal Department to continue to move the cases along and complete each one as quickly as possible.

ACTION: This was for a Report Only

(7: Human Resources Updates

HR Director Veronica Frazier said John Kennedy was available to speak about the Pay Plan information.

Mr. Kennedy gave an overview and stated the pay plan is a list of classifications and rate charts that translate what the pay grades equal. There will be two different pay plans (1) General Pay Plan and (2) Public Safety Pay Plan.

It was also noted that the Mayor would present his Budget address on April 30th that could provide an across the board increase. Two Special Called meetings would be required to discuss the Pay Plan information. The dates chosen were May 5th which would be to examine the pay plan information and May 19th to discuss and vote on the pay plan before it goes to council.

ACTION: This was for a report only.

(8: Communiqués from the public on pending hearings

There were none.

ACTION: This was for a report only.

With nothing further, the regular meeting adjourned at 8:59 a.m.

ATTEST:

APPROVED:

**Veronica T. Frazier, Director
Secretary to the Commission**

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