



# METROPOLITAN CIVIL SERVICE COMMISSION

## MINUTES

February 9, 2016

8:30 a.m.

Howard Office Building  
Sonny West Room

700 2<sup>nd</sup> Avenue South  
Nashville, Tennessee 37210

**MEMBERS PRESENT:** Chairman William H. Farmer; Vice-Chairman Corbitt, Jo Ann North, and Ethan Link.

**MEMBERS ABSENT:** D. Billye Sanders

**OTHER MEMBERS PRESENT:** Veronica T. Frazier, 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 corrections or additions from the minutes of the last **Regular Meeting** of **January 12, 2016.** There was one edit requested by the Legal Counsel, and then he asked for a motion. Commissioner North moved to accept the regular minutes as amended. Seconded by Commissioner Link, and the Commission approved without objection.

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

APPOINTMENTS  
TERMINATIONS / PENSIONS  
ELIGIBILITY REGISTER REPORT  
DEPARTMENTAL ITEMS  
HUMAN RESOURCES ITEMS

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**APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>CODES ADMINISTRATION</u></b>			
Lamberth, Gregory T.	Plumbing Inspector 1	New Hire	01/18/16
<b><u>EMERGENCY COMMUNICATION CENTER</u></b>			
Arce, Sergio J.	Emer Telecomm Off 1	New Hire	01/19/16
Deweese, Holly N.	Emer Telecomm Off 1	New Hire	01/19/16
Knox, Shanequa R.	Emer Telecomm Off 1	New Hire	01/19/16
McCloskey, Christopher S.	Emer Telecomm Off 1	New Hire	01/19/16
Miller, Brandi N.	Emer Telecomm Off 1	New Hire	01/19/16
Pridemore, Jonathan A.	Emer Telecomm Off 1	New Hire	01/19/16
Uhles, Chelsea E.	Emer Telecomm Off 1	New Hire	01/19/16
Worthing, Julie H.	Emer Telecomm Off 1	New Hire	01/19/16
Reynolds, John Mark	Info Systems App Analyst 2	Promotion	01/01/16
<b><u>FINANCE</u></b>			
Hunter, Jamie D.	Application Tech 2	New Hire	01/06/16
Kelley, Zackary A.	Finance Officer 3	New Hire	01/18/16
<b><u>FIRE</u></b>			
*Weeks, Sara E.	Paramedic 1	Class Change	01/01/16
*Class Change from EMT 2 (PS4) to Paramedic (PS4)			
<b><u>GENERAL SERVICES</u></b>			
Justice, Jeffrey T.	Equipment Mechanic	New Hire	01/04/16
Norwood, Rondal E.	Technical Specialist 2	Promotion	01/04/16
<b><u>HUMAN RESOURCES</u></b>			
*Bullard, Zachary R.	Office Support Spec 2	Department Transfer	01/04/16
*Department Transfer from Water to Human Resources			
<b><u>INFORMATION TECHNOLOGY</u></b>			
Beydler, Chase R.	Info Sys Comm Analyst 3	New Hire	01/16/16
Dorcey, Jeremy F.	Information Sys Media Tech 2	New Hire	01/16/16
Fite, Micky W.	Information Sys Oper Tech 2	Promotion	01/02/16
Lawson, Kale A.	Information Sys Oper Tech 2	Promotion	01/04/16
Roney, Steven C.	Information Sys Oper Tech 2	Promotion	01/02/16

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>JUVENILE COURT</u></b>			
Josslyn, Donna M.	Information Sys Oper Analyst 2	New Hire	01/18/16
<b><u>PARKS</u></b>			
Enzo, Alan B.	Finance Officer 2	New Hire	01/11/16
*Jones, Robert C.	Recreation Leader	Demotion	01/01/16
^Picott, Victoria R.	Specialized Skills Instr	Transition - Civil Service	01/01/16

\*Demotion from Program Coordinator (SR9) to Recreation Leader (SR7)

^Transition to CS from Part-Time status

**POLICE**

Al Shaikhly, Yassir	Computer Operator 2	New Hire	01/01/16
Doak, Robert W.	Police Lieutenant	Promotion	01/01/16
Sears, Matthew P.	Police Lieutenant	Promotion	01/01/16
Shetler, Shane H.	Police Lieutenant	Promotion	01/01/16
*Adcock, Tyler W.	Police Officer 1	Class Change	12/18/15
*Burks, Kyle J.	Police Officer 1	Class Change	12/18/15
*Caulder, Pamela H.	Police Officer 1	Class Change	12/18/15
*Cavezza, Jonathan K.	Police Officer 1	Class Change	12/18/15
*Cowper, Kendra A.	Police Officer 1	Class Change	12/18/15
*Crawford, Kevin B.	Police Officer 1	Class Change	12/18/15
*Darden, Marcus D.	Police Officer 1	Class Change	12/18/15
*Diamond, Nicholas E.	Police Officer 1	Class Change	12/18/15
*Gomez, Cecilia N.	Police Officer 1	Class Change	12/18/15
*Hadley, Jonathan D.	Police Officer 1	Class Change	12/18/15
*Hane, Amanda E.	Police Officer 1	Class Change	12/18/15
*Harris IV, Caesar W.	Police Officer 1	Class Change	12/18/15
*Henry Jr, Steven E.	Police Officer 1	Class Change	12/18/15
*Hutcheson, Damon S.	Police Officer 1	Class Change	12/18/15
*Iles, Myriah N.	Police Officer 1	Class Change	12/18/15
*Johns, Brett W.	Police Officer 1	Class Change	12/18/15
*Juarez, Citlaly B.	Police Officer 1	Class Change	12/18/15
*Kendrick, Dajuan M.	Police Officer 1	Class Change	12/18/15
*Lutz, Blake J.	Police Officer 1	Class Change	12/18/15
*MacDougall, Nicholas	Police Officer 1	Class Change	12/18/15
*Magner, Robert S.	Police Officer 1	Class Change	12/18/15
*Maholland, Andrew S.	Police Officer 1	Class Change	12/18/15
*Maupin, Tyler G.	Police Officer 1	Class Change	12/18/15
*McDaniel, William Z.	Police Officer 1	Class Change	12/18/15
*McSwain, Akira L.	Police Officer 1	Class Change	12/18/15
*Merriweather, Jedidayah B.	Police Officer 1	Class Change	12/18/15
*Morgan, Kristen R.	Police Officer 1	Class Change	12/18/15
*Mullen, Andrew J.	Police Officer 1	Class Change	12/18/15
*Murphy IV, James C.	Police Officer 1	Class Change	12/18/15
*Nabors, Julie A.	Police Officer 1	Class Change	12/18/15

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>POLICE</u></b>			
*Ott, Kevin W.	Police Officer 1	Class Change	12/18/15
*Pittman, Spencer L.	Police Officer 1	Class Change	12/18/15
*Plancic, Edin	Police Officer 1	Class Change	12/18/15
*Powell, Timothy J.	Police Officer 1	Class Change	12/18/15
*Presley, Bryant M.	Police Officer 1	Class Change	12/18/15
*Quiles, Seth I.	Police Officer 1	Class Change	12/18/15
*Richardson, Michael A.	Police Officer 1	Class Change	12/18/15
*Russo, Anthony T.	Police Officer 1	Class Change	12/18/15
*Sain Jr, Roy T.	Police Officer 1	Class Change	12/18/15
*Scott, Gregory D.	Police Officer 1	Class Change	12/18/15
*Smith IV, Ralph E.	Police Officer 1	Class Change	12/18/15
*Soper, Candice L.	Police Officer 1	Class Change	12/18/15
*Spann, Darien J.	Police Officer 1	Class Change	12/18/15
*Stovall, Gordon C.	Police Officer 1	Class Change	12/18/15
*Stuckey, Terrance D.	Police Officer 1	Class Change	12/18/15
*Swint, Andrew R.	Police Officer 1	Class Change	12/18/15
*Thomas, Eric B.	Police Officer 1	Class Change	12/18/15
*Usherwood, Ethan J.	Police Officer 1	Class Change	12/18/15
*Vrbas, Jordan K.	Police Officer 1	Class Change	12/18/15
*Waterman, Stephen M.	Police Officer 1	Class Change	12/18/15
*Willmore IV, Harold E.	Police Officer 1	Class Change	12/18/15
*Worstall, Ryan M.	Police Officer 1	Class Change	12/18/15
*Wright, Micah M.	Police Officer 1	Class Change	12/18/15
*Zambardi, Joseph D.	Police Officer 1	Class Change	12/18/15
*Zullo, Brian M.	Police Officer 1	Class Change	12/18/15
Norman, Katreda	Police Operations Asst 1	Re-hire	12/16/15
Davis, Mylinda R.	Police Operations Coord 2	Promotion	12/16/15
Allen, Andrew L.	Police Sergeant	Promotion	01/01/16
Chapman, Matthew S.	Police Sergeant	Promotion	01/01/16
Folliard, Steven P.	Police Sergeant	Promotion	01/01/16
Houk, Christopher G.	Police Sergeant	Promotion	01/01/16
McNamara, Keith S.	Police Sergeant	Promotion	01/01/16
Particelli, Henry R.	Police Sergeant	Promotion	01/01/16

\*Class Change from Police Officer Trainee to Police Officer 1

**PUBLIC LIBRARY**

Palmer, Andrew P.	Circulation Asst 1	New Hire	01/03/16
Smith, Lakenya S.	Circulation Supv	New Hire	01/03/16
Gilpin, Mary L.	Librarian 1	New Hire	01/03/16
Irizarry, Christine C.	Library Assoc 1	Promotion	01/03/16
Johnson, Clayton S.	Library Assoc 1	Promotion	01/03/16
McReynolds, Darlene	Library Assoc 1	Promotion	01/03/16
*Stuart, Natalie Britt	Library Assoc 1	Department Transfer/ Class change	01/03/16
Shivers, Carlos M.	Library Manager 1	Promotion	01/18/16

\*Department Transfer from Water (Office Support Rep 3, SR6) to Library (Library Associate 1, SR6)

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>PUBLIC WORKS</u></b>			
Elliott, Brandi M.	Admin Asst	Promotion	01/18/16
Price, Kennetha D.	Admin Svcs Officer 2	Promotion	01/04/16
Williams, Deanna D.	Cust Svc Field Rep 1	New Hire	01/01/16
Fields, Billy W.	Cust Svc Mgr	Promotion	01/04/16
York, Benjamin L.	Engineer 2	Promotion	01/04/16
Arnold, Devin P.	Engineer In Training	New Hire	01/18/16
Neighbors, Amanda N.	Engineer In Training	New Hire	01/18/16
Hamilton, Tracy L.	Equip Operator 3	New Hire	01/01/16
Morgan, Chase L.	Equip Operator 3	Promotion	01/04/16
Boddie, Charles J.	Human Resources Mgr	Promotion	01/04/16
Ford, Kenneth R.	Maint & Repair Worker 1	New Hire	01/01/16
Hawkins, Newman F.	Maint & Repair Worker 1	New Hire	01/01/16
Morris, Tyler L.	Maint & Repair Worker 1	New Hire	01/01/16
Phillips, Tavaris Q.	Maint & Repair Worker 1	New Hire	01/01/16
Sutton, Joseph D.	Maint & Repair Worker 1	New Hire	01/01/16
Moore, Darrell K.	Technical Specialist 1	New Hire	01/01/16

**SHERIFF**

Dozier, Rashinda L.	Correctional Officer 1	Re-hire	01/04/16
*Marchese, Nicholas A.	Correctional Officer 1	Return from I.O.D. Pension	01/17/16
Kelley, Brandon L.	Correctional Officer 2	Promotion	01/10/16
Segarra, Emilio	Correctional Officer 2	Promotion	01/17/16
Turner, India M.	Correctional Officer 2	Promotion	01/10/16
Beachboard, James L.	Correctional Officer Lieut	Promotion	01/03/16
^Hampton, Christopher L.	Correctional Officer Lieut	Re-Classification	01/01/16
^Harrison II, Ricci L.	Correctional Officer Lieut	Re-Classification	01/01/16
^Lewis, Kevin C.	Correctional Officer Lieut	Re-Classification	01/01/16
^Moorman, Robert E.	Correctional Officer Lieut	Re-Classification	01/01/16
^Muehlhauser, Christopher G.	Correctional Officer Lieut	Re-Classification	01/01/16
^Pillow Jr, Thomas A.	Correctional Officer Lieut	Re-Classification	01/01/16
^Sawyer, James M.	Correctional Officer Lieut	Re-Classification	01/01/16
Chesser, Tanya Y.	Correctional Officer Sergeant	Promotion	01/02/16

\*Return from Pension to same Classification

^Reclassification Due to Position Audit

**WATER SERVICES**

Dellinger, Michelle R.	Cust Svc Supv	Promotion	01/16/16
Fuqua, Lisa K.	Cust Svc Supv	Promotion	01/16/16
Jones, Jimmie L.	Cust Svc Supv	Promotion	01/16/16
Risner, Daniel R.	Cust Svc Supv	Promotion	01/16/16
Tomberlain, Lisa A.	Cust Svc Supv	Promotion	01/16/16
Ankenbauer, Danny K.	Indust Maint Supv 1	Promotion	01/02/16
Bruce Jr, Kenneth G.	Indust Maint Supv 1	Promotion	01/02/16
Haggard, Randy D.	Indust Maint Supv 1	Promotion	01/02/16

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>WATER SERVICES</u>			
Harris, Timothy Morris	Indust Maint Supv 1	Promotion	01/02/16
Ward, Jonathan B.	Indust Maint Supv 1	Promotion	01/02/16
*Birdsong, Shaquandra N.	Office Support Spec 2	Department Transfer/Promotion	01/02/16
Hudgens, Christopher M.	Treatment Plant Tech 1	New Hire	01/02/16
Franklin, Darnell	Water Maint Tech 2	New Hire	01/02/16

\*Department transfer from Public Works (Office Support Spec 1, SR7) to Water (Office Support Spec 2, SR8)

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

**(C) TERMINATIONS/ PENSIONS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Howell, Edward P.	Zoning Examiner	Pension	Codes	01/12/16
Reese, Rachel C.	Emer Telecomm Off 2	Resignation	ECC	01/11/16
Frazier, Barbara N.	Emer Telecomm Superv	Pension	ECC	12/31/15
Perry, Chasity Dawn	Emerg Medical Tech 2	Resignation	Fire	01/08/16
Pickens, Dale Alan	Fire Captain	Pension	Fire	12/31/15
Baldwin, Carl J.	Maint & Repair Worker 2	Pension	Parks	01/14/16
Miller Jr, Darrell L.	Recreation Leader	Resignation	Parks	12/23/15
Moultry Sr., Micheal D.	Police Lieutenant	Resignation	Police	01/02/16
Cannon, D'mitri Marcial	Police Officer 2	Pension	Police	01/04/16
Dillon II, William E.	Police Officer 2	Pension	Police	01/07/16
Gross, Theresa M.	Police Officer 2	Pension	Police	12/30/15
Hutcheson, John Aaron	Police Officer 2	Resignation	Police	01/05/16
Kahn, Donald R.	Police Officer 2	Resignation	Police	01/01/16
Koertge, Benjamin C.	Police Officer 2	Resignation	Police	01/13/16
Miller, Jacob D.	Police Officer 2	Resignation	Police	12/20/15
Taylor, Lewis A.	Police Officer 2	Resignation	Police	12/20/15
Tomlin, Dale E.	Police Officer 2	Pension	Police	01/04/16
Willis, Marshall W.	Police Officer 2	Resignation	Police	01/14/16
Bynum, Ruby L.	Police Operations Coord 1	Pension	Police	12/31/15
Ray, Christl F.	Police Operations Coord 1	Pension	Police	01/06/16
Liles, David B.	Police Sergeant	Pension	Police	12/25/15
Faithful, Lauren E.	Circulation Asst 1	Resignation	Public Library	12/31/15
Corlew, Stanley D.	Custodian 1	Pension	Public Library	01/01/16
Grempler, Kristofer K.	Equip Operator 3	Resignation	Public Works	01/01/16
Davis II, Tracy S.	Maint & Repair Worker 1	Resignation	Public Works	01/01/16
Ragland, Thomas R.	Maint & Repair Worker 1	Resignation	Public Works	01/01/16
Turner, Dinah W.	Office Support Spec 1	Resignation	Public Works	01/01/16
Lovett, Charles R.	Public Works Director	Pension	Public Works	01/15/16
Chandler Jr, Don E.	Correctional Officer 1	Resignation	Sheriff	01/01/16
Cornell, Kiesha L.	Correctional Officer 1	Resignation	Sheriff	01/11/16
Miller, James O.	Correctional Officer 1	Pension	Sheriff	12/27/15
Sharpe, Betty Sue	Homemaker	Pension	Social Services	01/15/16

**(C) TERMINATIONS/ PENSIONS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Wingfield, Patricia R.	Program Manager 2	Pension	Social Services	01/01/16
Shin, Ji Hyun	Social Worker 2	Resignation	Social Services	01/01/16
Wilson, Willie James	Cust Svc Field Rep 2	Resignation	Water Services	01/15/16
Harrington, Ken R.	Engineering Tech 3	Pension	Water Services	01/04/16
Drury, Travis D.	Envir Compliance Officer 1	Resignation	Water Services	12/25/15
Richards, Joseph L.	Indust Electrician 1	Resignation	Water Services	01/15/16
Brake, Lexie W.	Indust Tech Master	Pension	Water Services	12/31/15
Harris, Andrew L.	Treatment Plant Tech 1	Resignation	Water Services	12/22/15
Sommes, Joanna M.	Treatment Plant Tech 2	Resignation	Water Services	12/25/15
McElhiney, Shawn K.	Water Maint Tech 2	Resignation	Water Services	12/27/15

***MOTION: After some discussion, Commissioner North moved to accept the Termination/Pension report for dates and reasons stated. Seconded by Commissioner Link, 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>
Applications Technician 2 - AP/Payroll	Finance	59	Open	01/05/16	E
IS Operations Analyst 2 - Juvenile Court	Juvenile Court	18	Cont.	01/05/16	E
Emergency Telecommunications Officer 1	ECC	20	Cont.	01/05/16	E
Finance Officer 2 - Parks	Parks	64	Open	01/06/16	E
Finance Officer 2 - Grants	Finance	30	Open	01/06/16	E
Finance Officer 3 - Legislative & Policy Analyst	Finance	16	Open	01/06/16	E
Equipment Mechanic	General Services	8	Cont.	01/07/16	E
Crime Lab Forensic Technician	Police	208	Open	01/07/16	A
Human Resources Administrator	Human Resources	1	Dept	01/11/16	A
Fire Captain - Suppression	Fire	215	Dept	01/11/16	E
IS Operations Tech 2 - Desk Top	ITS	81	Open	01/12/16	E
Equipment & Supply Clerk 1 - Fleet	General Services	77	Open	01/12/16	A
Mail Clerk Carrier	Public Library	196	Open	01/12/16	A
IS Communications Analyst 3 - Network Security	ITS	9	Open	01/15/16	E
Veterans Service Officer	Human Resources	12	Open	01/19/16	E
Administrative Specialist - Public Works	Public Works	3	Dept	01/21/16	E
Probation Officer 2	Juvenile Court	102	Open	01/25/16	E
Administrative Services Manager - Engineering	Water	3	Dept	01/25/16	E
Police Operations Assistant 1	Police	103	Cont.	01/27/16	E
Technical Specialist - Photographer	General Services	89	Open	01/27/16	A
Police Crisis Counselor 2 - Victim Intervention	Police	13	Open	01/28/16	A
Administrative Assistant - Special Investigation	Police	5	Dept	01/28/16	E
Police Operations Coordinator - Domestic Violence	Police	1	Dept	01/28/16	E

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

**DEPARTMENTAL ITEMS****JUVENILE COURT**

(1: Judge Sheila Calloway requests approval for an advance of increment for the following:

- a. Leslie Ahlgrim, Probation Officer 2 – SR10
- b. Michael Upshaw, Probation Officer 2 – SR10
- c. Delores Gwin, Administrative Assistant – SR09
- d. Carrie Moore, Office Support Rep 3 – SR06
- e. Jennifer Robinson-Wiseman, Office Support Rep 3 – SR06

Court Administrator Kathryn Sinback, representing Judge Sheila Calloway, and Human Resources Analyst Patrick Kennedy were present before the Commission. Court Administrator Sinback explained these are the last parts of restructuring within Juvenile Court. By adding some supervisory tasks to current positions, we are realigning the positions and job duties instead of creating supervisory positions. This request has been approved by the Office of Management and Budget.

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

**SHERIFF'S OFFICE**

(2: Sheriff Daron Hall requests approval of Leave from Civil Service for AnnaLisa Smith, Correctional Officer 1

Human Resources Manager Byron Grizzle and Human Resources Assistant Director Michael Taylor were present before the Commission. Human Resources Manager Grizzle explained they were requesting a temporary Leave from Civil Service for Correctional Officer Smith due to a medical condition.

***MOTION: After some discussion, Commissioner Link moved to approve the Leave from Civil Service. 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:

(3: Review of Initial Order - Shane McCormick, Police – Eight Day Suspension

Police Officer Shane McCormick, his Legal Counsel Daphne Davis, and Metro Attorney Jennifer Crim, representing the Metro Nashville Police Department, were present before the Commission to discuss the Initial Order.

***1<sup>st</sup> MOTION: Vice-Chairman Corbitt moved to uphold the Administrative Law Judge's Initial Order.***

***2<sup>nd</sup> MOTION: After some discussion, Vice-Chairman Corbitt moved to uphold the Administrative Law Judge's Initial Order. Seconded by Commissioner North. After additional discussion, Chairman Farmer called for a vote, and the Commission approved without objection as follows: Commissioner Link – Aye; Commissioner North – Aye; Vice-Chairman Corbitt – Aye.***



**(4: Review of Initial Order - Anthony Reyes, Police - Termination**

Former Police Officer Anthony Reyes, his Legal Counsel Kim Gilleland, and Metro Attorney Cynthia Gross, representing the Metro Nashville Police Department, were present before the Commission to discuss the Initial Order.

**MOTION:** *After some discussion, Vice-Chairman Corbitt moved to uphold the Administrative Law Judge's Initial Order. Seconded by Commissioner North, and the Commission approved without objection.*

**(5: Review of Agreed Order of Dismissal - Jack Byrd, Sheriff's Office - Termination**

Legal Counsel Michelle Owens and Metro Attorney Cynthia Gross, representing the Davidson County Sheriff's Office, were present before the Commission to discuss the Agreed Order of Dismissal. Ms. Gross explained and wanted reflected in the minutes and the Final Order that Mr. Byrd withdrew his appeal because the Sheriff's Office accepted his resignation.

**MOTION:** *After some discussion, Commissioner North moved to accept the Agreed Order Order of Dismissal. Seconded by Commissioner Link, and the Commission approved without objection.*

**(6: Memorandum of Understanding Extension Agreement for Service Employees International Union (SEIU)**

SEIU 205 President Brad Rayson, SEIU 205 Representative Mark Naccarato, and Human Resources Assistant Director Michael Taylor were present before the Commission.

**MOTION:** *After some discussion, Vice-Chairman Corbitt moved to approve the Memorandum of Understanding Extension Agreement through June 30, 2016. Seconded by Commissioner North, and the Commission approved without objection.*

**(7: Pay Plan Update**

Water Services Deputy Director John Kennedy and Human Resources Assistant Director Michael Taylor were before the Commission. Water Services Deputy Director Kennedy told the Commission that Human Resources has met with all of the Metro Departments and the Unions since the January 12, 2016 Civil Service Meeting. From those meetings, Human Resources has gotten some input and will submit some technical corrections to the Pay Plan.

**ACTION:** *This was for a report only.*

**(8: Administrative Law Judge Hearing Calendar**

Chairman Farmer asked if the report had been submitted to the Administrative Law Judges. Ms. Tullos replied yes. The calendar refers to appeals submitted by Metro employees. As changes occur, updates are made each month in conjunction with the assigned Attorneys at Metro Legal. A copy is then forwarded to the State Administrative Procedures Division where in the State provides a copy for each Judge to evaluate their case.

**(9: Human Resources Updates**

Human Resources Director Veronica Frazier announced that on January 12, Veterans Service Officer Lisa Kiss, participated in a roundtable discussion on increasing education and employment opportunities for America's Veterans as part of the Veterans Economic Community Initiative in Davidson County.

Human Resources now has a full-time employee doing significant outreach, particularly to minority members of the community, sharing job opportunities within Metro Government. On January 28, Human Resources partnered with the Martha O'Bryan Center, Chapter 2, and Tied Together, to help members of the community meet prospective employers, apply for jobs, and get connected with employment resources.

The Vanderbilt Law School is in the second year of a clinical program for veterans in need of legal assistance. Veterans can go to the Vanderbilt Clinic and receive pro bono representation.

***ACTION: This was for a report only.***

**(10: Communiqués from the public on pending hearings**

There were none.

**With nothing further, the regular meeting adjourned at 9:46 a.m.**

**ATTEST:**

**APPROVED:**

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

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