



# METROPOLITAN CIVIL SERVICE COMMISSION

## MINUTES

June 14, 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 R. Steve Corbitt, D. Billye Sanders, Jo Ann North, and Ethan Link.

**MEMBERS ABSENT:** None

**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 to the minutes of the last **Regular Meeting of May 10, 2016.** Hearing none, he asked for a motion. Vice-Chairman Corbitt moved to accept the regular minutes. Seconded by Commissioner North, and the Commission approved without objection.

Chairman Farmer also stated there were Public Hearing Minutes to be approved. He asked if there were any amendments or corrections to the **May 10, 2016 Public Hearing Minutes.** Hearing none, Commissioner North moved to approve. Seconded by Vice-Chairman Corbitt, 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.

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APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>EMERGENCY COMMUNICATION CENTER</u>			
Boske, Barbara L.	Emer Telecomm Supervisor	Promotion	04/23/16
Graham, Chanell N.	Emer Telecomm Supervisor	Promotion	04/23/16
Stewart, Larry S.	Emer Telecomm Supervisor	Promotion	04/23/16

FINANCE

Gleason, Bryan C.	Finance Admin	Promotion	05/09/16
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FIRE

Adkins, Beverly D.	Emerg Medical Tech 1	New Hire	05/01/16
Brooks, Matthew J.	Emerg Medical Tech 1	New Hire	05/01/16
Brown, Jacqueline S.	Emerg Medical Tech 1	New Hire	05/01/16
Carter Jr, Jeffrey M.	Emerg Medical Tech 1	New Hire	05/01/16
Gentry, Randy D.	Emerg Medical Tech 1	New Hire	05/01/16
Lawrence, Lionel B.	Emerg Medical Tech 1	New Hire	05/01/16
Lopez, Jesus	Emerg Medical Tech 1	New Hire	05/01/16
McCoy, Benjamin L.	Emerg Medical Tech 1	New Hire	05/01/16
Poff, Justin W.	Emerg Medical Tech 1	New Hire	05/01/16
Seibel, John W.	Emerg Medical Tech 1	New Hire	05/01/16
Sims, Misty M.	Emerg Medical Tech 1	New Hire	05/01/16
Skiera, Trevor J.	Emerg Medical Tech 1	New Hire	05/01/16
*Glenn, John E.	Fire Arson Investigator 1	Class Change/Lateral	04/16/16
Eanes, Andrea E.	Fire Marshal-Assistant	Promotion	05/16/16
Hutchison, Melanie D.	Fire Marshal-Assistant	Promotion	05/16/16
Neville, Kevin L.	Fire Marshal-Assistant	Promotion	05/16/16
Robinson, Michael Keith	Fire Marshal-Assistant	Promotion	05/16/16
Bartley, Quinetta Y.	Fire Marshal-Deputy	Promotion	05/16/16
Deering, Billy J.	Fire Marshal-Deputy	Promotion	05/16/16
Lawrence, Maggie O.	Fire Marshal-Deputy	Promotion	05/16/16
Van Deven, Patrick R.	Paramedic 1	New Hire	05/01/16

\*Class Change from Fire Inspector 2 (PS5) to Arson Investigator 1 (PS5)

GENERAL SERVICES

Diaz, Uriel	Automotive Mechanic	New Hire	05/09/16
Creech, Laurel L.	General Services Assistant Dir	Re-hire	05/23/16
Ewing, Alexandra B.	General Services Assistant Dir	New Hire	05/23/16
Jones, Randall W.	General Svcs Div Manager	New Hire	05/09/16

INFORMATION TECHNOLOGY SERVICE

Gann, Melissa E.	Info Systems App Analyst 3	Promotion	04/23/16
Hammons, Thomas L.	Information Sys Oper Tech 1	New Hire	05/23/16
*Foster, Angela B.	Information Systems Advisor 1	Department Transfer/Class Change	05/07/16

\*Department Transfer from Water (Engineer 2, SR13) to ITS (IS Advisor 1, SR13)

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>JUVENILE COURT</u></b>			
Johnson, Kayla J.	Probation Officer 1	New Hire	05/02/16
<b><u>PARKS</u></b>			
Norman, Alexander G.	Maint & Repair Leader 1	Promotion	05/20/16
Brown, Ashley R.	Maint & Repair Worker 2	New Hire	05/27/16
Bush, Jesse J.	Maint & Repair Worker 2	Re-hire	05/27/16
*Crocker, Christopher B.	Maint & Repair Worker 2	Transition - Civil Service	04/29/16
Gooch, Montarous J.	Maint & Repair Worker 2	Promotion	05/13/16
^McNeil, Charles K.	Maint & Repair Worker 2	Class Change	04/29/16
*Smith, Dylan S.	Maint & Repair Worker 2	Transition - Civil Service	05/20/16
*Transition to CS from Seasonal status			
^Class Change from M&R Worker 1 (TG3) to M&R Worker 2		(TG4)	
<b><u>PLANNING COMMISSION</u></b>			
Swiderski, Joshua T.	Planning Technician 1	New Hire	05/16/16
<b><u>POLICE</u></b>			
Lara Jr, Carlos W.	Police Lieutenant	Promotion	05/01/16
^Bradley, Terrence D.	Police Officer 2	Demotion	05/10/16
*Shepherd, Dennis R.	Police Operations Asst 2	Return From Pension	05/16/16
Orange, Ryan E.	Police Security Guard 1	New Hire	05/01/16
Woods III, Frank	Police Security Guard 1	New Hire	05/16/16
Brown III, Melvin S.	Police Sergeant	Promotion	05/01/16
Crumby Jr, Johnny R.	Police Sergeant	Promotion	05/01/16
Fowler, Douglas J.	Police Sergeant	Promotion	05/01/16
McCluskey, Nicholas R.	Police Sergeant	Promotion	05/01/16
Polk, Daniel J.	Police Sergeant	Promotion	05/01/16
^Demotion from Police Sergeant to Police Officer 2			
*Return from pension into supplemented classification			
<b><u>PUBLIC LIBRARY</u></b>			
Harutyunyan, Anna	Admin Svcs Manager	New Hire	05/22/16
Miller, Jane M.	Application Tech 1	Promotion	05/22/16
Awash, Zinash W.	Custodian 1	New Hire	05/22/16
Bauder, Michelle D.	Info Systems App Tech 1	Promotion	05/08/16
Morros, Jesse A.	Info Systems App Tech 1	Promotion	05/08/16
Shaw, Kathryn J.	Librarian 1	Promotion	05/08/16
Elsasser, Candice M.	Library Assoc 1	Promotion	05/08/16
Hudson, Harriett	Library Assoc 1	Promotion	05/22/16
McQueen, Allen W.	Library Assoc 1	Promotion	05/08/16
Piper, Erin N.	Library Assoc 1	Promotion	05/08/16
Adler, Elyse R.	Library Svcs Asst Dir	Promotion	05/22/16

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>PUBLIC LIBRARY</u></b>			
Price, Larry C.	Library Svcs Asst Dir	Promotion	05/22/16
Racke, Tricia L.	Library Svcs Asst Dir	Promotion	05/22/16
Schmid, Jennifer L.	Library Svcs Asst Dir	Promotion	05/22/16
Gayer, Jeremy L.	Property Guard 2	New Hire	05/08/16
Drye, Susan L.	Special Projects Manager	Promotion	05/22/16
Lusk, Michael S.	Technical Specialist 1	Promotion	05/08/16

**PUBLIC WORKS**

Thompson, Michael B.	Equip Operator 2	Promotion	05/09/16
Webb, Daryl M.	Equip Operator 2	Promotion	04/25/16
*Smith, Kimberly L.	Finance Officer 3	Department Transfer/Class Change	05/09/16
Boyd, Logan M.	Maint & Repair Worker 1	New Hire	04/26/16
Crafton, Brandon N.	Maint & Repair Worker 1	New Hire	04/26/16
Reed, Jeffery A.	Maint & Repair Worker 1	New Hire	05/10/16
Tolli, John S.	Maint & Repair Worker 1	New Hire	05/24/16
^Waller, William R.	Sanitation Worker	Department Transfer/Promotion	04/23/16
Warwick, Stacy R.	Technical Specialist 1	Promotion	04/25/16

\*Department Transfer from Internal Audit (Internal Auditor 2, SR12) to Public Works (Finance Officer 3, SR12)

^Department Transfer from Parks (Custodian 1, TG3) to Public Works (Sanitation Wkr, TG5)

**SHERIFF**

^Howell Jr, Napoleon A.	Correctional Officer 1	Demotion	04/28/16
*Jenkins, Caleb N.	Correctional Officer 1	Voluntary Reduction in Salary Grade	05/15/16
*McCloud, William J.	Correctional Officer 1	Voluntary Reduction in Salary Grade	05/16/16
Babanzadeh, Bawan	Correctional Officer 2	Promotion	04/24/16
Hardy, Frank J.	Correctional Officer 2	Promotion	04/24/16
Macklin II, William Thomas	Correctional Officer 2	Promotion	04/24/16
Statler, Jason M.	Correctional Officer 2	Promotion	04/24/16
Strand, Jason P.	Correctional Officer 2	Promotion	04/24/16
Yarbrough, James L.	Correctional Officer 2	Promotion	04/24/16
Dial, Timothy J.	Correctional Officer Lieut	Promotion	05/08/16

^Demotion from Correctional Officer 2 (CO2) to Correctional Officer 1 (CO1)

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

**SOCIAL SERVICES**

Dowdell, Amaad R.	Social Worker 2	New Hire	05/23/16
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**WATER SERVICES**

Luck Jr, Harold B.	Indust Maint Supervisor 2	Promotion	05/07/16
Tomberlain, Waymon C.	Indust Maint Supervisor 2	Promotion	05/07/16
*Fuller, Charles A.	Indust Mechanic 1	Class Change/Lateral	05/07/16

**(B) APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>WATER SERVICES</u></b>			
^Gupton, Chase E.	Indust Mechanic 1	Department Transfer/Promotion	05/21/16
Wolcott, James O.	Indust Mechanic 1	New Hire	05/21/16
Wrye, Joshua D.	Info Systems App Analyst 3	New Hire	04/23/16
Page, Felecia A.	Office Support Mgr	Promotion	05/21/16
Chinn, Devanne J.	Office Support Rep 3	New Hire	04/23/16
Jordan, Catina D.	Office Support Rep 3	New Hire	05/07/16
Tugwell, Tiara F.	Office Support Rep 3	New Hire	05/07/16
Harris, Ebony T.	Service Rep 2	New Hire	05/07/16
Staton, Jasmeane K.	Service Rep 2	New Hire	04/23/16
Highsmith, Terry E.	Treatment Plant Mgr	Promotion	05/21/16
Howell Jr, Jimmy F.	Treatment Plant Mgr	Promotion	05/21/16
Fernandez, Derick O.	Treatment Plant Shift Operator	Promotion	05/21/16
Nolen, Cynthia A.	Treatment Plant Shift Operator	Promotion	05/21/16
Bowe, Joshua C.	Treatment Plant Tech 1	New Hire	05/07/16
Hillis, Christopher N.	Treatment Plant Tech 1	New Hire	05/21/16
Acheampong, George K. B.	Water Maint Leader 2	Promotion	05/07/16
Arnell, Jeffery E.	Water Maint Leader 2	Promotion	05/07/16
Broughton, Raymond E.	Water Maint Leader 2	Promotion	05/07/16
Bryant, Branden S.	Water Maint Leader 2	Promotion	05/07/16
Coleman, Brice E.	Water Maint Leader 2	Promotion	05/07/16
Dunn, David O.	Water Maint Leader 2	Promotion	05/07/16
Frydenlund, Jene Wayne	Water Maint Leader 2	Promotion	05/07/16
Hall, Donald E.	Water Maint Leader 2	Promotion	05/07/16
McKay, Jonathan D.	Water Maint Leader 2	Promotion	05/07/16
McKibben, Darryl L.	Water Maint Leader 2	Promotion	05/07/16
Sublett, Melvin L.	Water Maint Leader 2	Promotion	05/07/16
Walker, Kelby L.	Water Maint Leader 2	Promotion	05/07/16
Cobb, William K.	Water Maint Supervisor	Promotion	05/07/16
McClain, Ernest D.	Water Maint Supervisor	Promotion	05/07/16
McKinnon, Ashley P.	Water Maint Supervisor	Promotion	05/07/16
Tate, Ray	Water Maint Supervisor	Promotion	05/07/16
Turner, Jefferey D.	Water Maint Supervisor	Promotion	05/07/16

\*Class Change from Treatment Plant Tech 2, (TG11) to Industrial Mechanic (TG11)

^Department Transfer from Public Works (Equipment Operator 2, TG7) to Water (Industrial Mechanic, TG11)

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

**TERMINATIONS/ PENSIONS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Luther, Jennifer D.	Emer Telecommunications Off 1	Resignation	ECC	05/02/16
Thrasher, Amber S.	Emer Telecommunications Off 1	Resignation	ECC	04/25/16
Davis, Pamela Jo	Emer Telecommunications Superv	Pension	ECC	04/27/16
Fortner, Tracey L.	Fire Engineer	Pension	Fire	04/29/16
Bobel Sr, Dennis B.	Firefighter 3	Pension	Fire	04/28/16
Howell, Leslie N.	Paramedic 2	Pension	Fire	04/22/16
Turner, Troy S.	Automotive Svc Writer	Pension	General Services	05/18/16
Simmons Jr, Glen D.	Equip Mechanic	Resignation	General Services	04/26/16

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
McGinley, Joseph	Senior Internal Auditor	Resignation	Internal Audit	04/30/16
Bauernfeind, Rebecca D.	Probation Officer 1	Resignation	Juvenile Court	04/22/16
Henderson, Toure O.	Recreation Leader	Dismissal	Parks	04/25/16
Roper, Jalaya O.	Police Operations Asst 2	Resignation	Police	05/06/16
Scott, Shain C.	Admin Svcs Officer 4	Resignation	Public Library	05/17/16
Vinson, Karen J.	Application Tech 1	Pension	Public Library	05/13/16
Cleveland, Anthony J.	Equip Operator 1	Pension	Public Library	05/06/16
Thomson, Amy L.	Program Spec 1	Resignation	Public Library	05/20/16
Cole, Erik S.	Equip Operator 3	Resignation	Public Works	04/23/16
Adams Sr, Terry C.	Maint & Repair Worker 1	Dismissal	Public Works	05/06/16
Cantrell, Christopher J.	Maint & Repair Worker 1	Resignation	Public Works	04/23/16
Himes, Daniel W.	Maint & Repair Worker 1	Resignation	Public Works	05/06/16
Kestner, Randall E.	Maint & Repair Worker 1	Dismissal	Public Works	05/18/16
Payne, Gary L.	Maint & Repair Worker 1	Resignation	Public Works	05/06/16
Phillips, Tavaris Q.	Maint & Repair Worker 1	Resignation	Public Works	05/06/16
Johnson, Derrick S.	Sanitation Worker	Dismissal	Public Works	04/30/16
Hannah, Michael D.	Correctional Officer 1	Resignation	Sheriff	05/17/16
James, William C.	Correctional Officer 1	Resignation	Sheriff	05/20/16
Van Dyke, Tameka D.	Homemaker	Resignation	Social Services	04/29/16
Jones, Talesha Y.	Social Worker 2	Dismissal	Social Services	05/04/16
Reid Gray, Carolyn R.	Engineering Tech 3	Resignation	Water Services	05/13/16
O'Brien, Paul J.	Equip Operator 2	Resignation	Water Services	05/20/16
Lingley, John D.	Indust Electronics Tech 2	Pension	Water Services	05/06/16

**MOTION:** *After some discussion, Vice-Chairman Corbitt 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

<u>CLASSIFICATION</u>	<u>DEPT</u>	<u>ON LIST</u>	<u>TYPE</u>	<u>DATE</u>	<u>ESTABLISH/ ABOLISH</u>
Planning Technician 2 - GIS Tech	Planning	59	Open	05/02/16	E
Social Worker 2	Social Services	44	Open	05/03/16	E
Finance Administrator - Business Assistance Officer	Finance	1	Dept	05/03/16	E
Technical Specialist 1 - Production Specialist	Public Library	2	Dept	05/06/16	E
Customer Service Field Rep 1 - Waste Management	Public Works	40	Open	05/09/16	A
Correctional Officer 1	Sheriff's Office	21	Cont	05/09/16	E
Maintenance & Repair Leader 1 - Golf	Parks	7	Open	05/10/16	E
Library Associate 1	Public Library	92	Cont	05/10/16	E
Fire Engineer	Fire	185	Dept	05/11/16	E
IS Applications Tech 1 - Shared Systems	Public Library	43	Open	05/12/16	E
Library Manager 1	Public Library	34	Open	05/12/16	A
IS Operations Technician 1	ITS	61	Cont	05/12/16	E
Office Support Specialist 1 - Community Programs	Parks	1	Dept	05/13/16	E
Office Support Manager - Stormwater	Water Services	6	Dept	05/13/16	E
General Services Assistant Director - Sustainability	General Services	28	Open	05/17/16	E
Police Operations Coordinator 1 - Records	Police	8	Dept	05/17/16	E
Adm Services Officer 4 - NAZA Project Manager	Public Library	55	Open	05/19/16	A
Police Operations Coord 2 - Asst Supervisor - Records	Police	9	Dept	05/20/16	E
Finance Officer 3 - Water Services	Water Services	45	Open	05/20/16	E
Application Technician 1 - Limitless Library	Public Library	63	Open	05/24/16	E

ELIGIBILITY REGISTER REPORT

<u>CLASSIFICATION</u>	<u>DEPT</u>	<u>ON LIST</u>	<u>TYPE</u>	<u>DATE</u>	<u>ESTABLISH/ ABOLISH</u>
Crime Lab Forensic Tech - Biology Unit	Police	187	Open	05/25/16	E
Customer Service Field Rep 1 - Parking Meters	Public Works	1	Dept	05/26/16	E
Human Resources Analyst 1 - HR/Benefits	Human Resources	125	Open	05/31/16	E

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

DEPARTMENTAL ITEMSFIRE

(1: Chief Ricky White is requesting job description revisions to the following:

- Fire Recruit
- Fire Fighter 1

Administrative Services Officer Michele Smith and Human Resources Analyst Brian Ward were present before the Commission. Ms. Smith said the revisions include some minor edits that will bring the job descriptions in line with the requirements set forth within the new State of Tennessee mandated licensure changes.

**MOTION:** *After some discussion, Commissioner Sanders moved to approve the request for job description revisions. Seconded by Commissioner Link, 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: Review of Agreed Order – Johnny R. Crumby, Jr., Police Department – Grievance

Officer Crumby's Legal Counsel David L. Raybin and Metro Attorney Cyndi Gross, representing the Police Department, were present before the Commission to discuss the Agreed Order.

**MOTION:** *After some discussion, Commissioner Sanders moved to uphold the Administrative Law Judge's Agreed Order. Seconded by Commissioner North, and the Commission approved without objection.*

(3: Review of Agreed Order – Robert Jones, Parks Department – Demotion

Metro Attorney Macy Amos, representing the Parks Department, was present before the Commission to discuss the Agreed Order.

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

**(4: Appeal of Medical Disqualification: AA, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant AA, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(5: Appeal of Medical Disqualification: KB, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(6: Appeal of Medical Disqualification: OC, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant OC and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(7: Appeal of Medical Disqualification: KD, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh informed the Commission the applicant had been rescheduled to the January academy, so her appeal did not need review today.

**ACTION:** *This item was removed from the agenda.*

**(8: Appeal of Medical Disqualification: AN, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant AN, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(9: Appeal of Medical Disqualification: AR, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant AR, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.



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

**(10: Appeal of Medical Disqualification: CS, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant CS, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(11: Appeal of Medical Disqualification: HS, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh informed the Commission that the applicant had withdrawn his application for Police Officer Trainee.

**ACTION:** *This item was removed from the agenda.*

**(12: Appeal of Medical Disqualification: SS, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant SS, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(13: Appeal of Medical Disqualification: AU, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant AU, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal. Medical Examiner Hine informed the Commission his recommendation had changed from approval to medial denial due to a right shoulder injury which made the applicant unable to complete the combat and performance fitness test as a result of that pain, and there were no updated medical records which indicate that condition was fully-resolved. Medical Examiner Hine said the applicant must pass a Functional Capacity Evaluation and submit the updated medical record in order to receive approval on her appeal from Medical Disqualification.

**MOTION:** *After some discussion, Vice-Chairman Corbitt moved to approve the appeal subject to successful completion of a Functional Capacity Evaluation and submission of the results to the Medical Examiner for Approval prior to the start of the Training Academy. Seconded by Commissioner Link, and the Commission approved without objection.*

**(14: Appeal of Medical Disqualification: EW, Applicant for Police Officer Trainee**

Human Resources Analyst Seth Waltenbaugh, Human Resources Manager Sue Bibb, Applicant EW, and Civil Service Medical Examiner Matthew Hine were present before the Commission to discuss the appeal.

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

**(15: Report on Benefit Board Election Results (Metro Charter 13.03), General Employee Representative**

Human Resources Analyst Seth Waltenbaugh informed the Commission that Jerry Hall of General Services won by a plurality vote.

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

**(16: Final reading on revised Civil Service Rules**

Human Resources Assistant Director Michael Taylor and Human Resources Analyst Patrick Kennedy were present before the Commission. Following a discussion before the meeting with Metro Legal and the Service Employees International Union, Human Resources Assistant Director Taylor requested the Commission defer final review on Civil Service Rule Chapter 9 – Davidson County Sheriff's Office Special Provisions – Section 9.5 Work Schedule and Overtime (4.1 and 5.7) to the July meeting, and to proceed with the final reading on the remaining rule changes associated with the FY 2017 Pay Plan.

Councilman Bill Pridemore and Colonel Don Deering came before the Commission in support of the Veterans Day holiday, and to thank Mayor Barry for proposing and the Commission for approving the holiday.

***1<sup>st</sup> MOTION: After some discussion, Commissioner Link moved to approve the Civil Service Rule revisions, excluding Section 9.5. Seconded by Commissioner North, and the Commission approved without objection.***

***2<sup>nd</sup> MOTION: After further discussion, Vice-Chairman Corbitt moved to rescind approval of the Civil Service Rule revision to Section 9.6 and defer it to the next meeting. Seconded by Commissioner Sanders, and the Commission approved without objection.***

**(17: Revisions to the Civil Service Policies**

Human Resources Assistant Director Michael Taylor and Human Resources Analyst Patrick Kennedy remained before the Commission to request updates primarily associated with the FY 2017 Pay Plan.

***MOTION: After some discussion, Commissioner Link moved to approve the Civil Service Policy revisions. Seconded by Commissioner North, and the Commission approved without objection.***

**(18: 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 wherein the State provides a copy for each Judge to evaluate their case.

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

**(19: Human Resources Updates**

Human Resources Director Veronica Frazier announced the Human Resources Department staffed the polls at the six Metro worksites for the Benefit Board Elections on Thursday, May 19.

HR staff attended the Diversity and Inclusion Lunch and Learn where they explored ways in which we can be more inclusive of workers with disabilities in our workforce.

HR staff participated in the 2016 CapABILITY Career Expo which provided a forum for Middle Tennessee employers and people with disabilities to come together to discuss careers and job openings.

The HR Outreach Coordinator formed a relationship with Jefferson Street United Merchants Partnership (JUMP) to help recruit and retain E-911 operators, which is an area where HR is constantly working to recruit applicants. JUMP worked with their clients and as a result several applicants submitted applications for those positions.

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

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

There were none.

**With nothing further, the regular meeting adjourned at 9:32 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**