



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

November 15, 2016

8:30 a.m.

Metro Parks Board Room

2565 Park Plaza

Nashville, Tennessee 37203

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: John Kennedy, Metro Human Resources Interim Director; Nicki Eke, Metro Legal Department Attorney

Chairman Farmer called the meeting to order and asked if there were any corrections or additions to the minutes of the last **Regular Meeting of October 11, 2016**. Hearing none, he asked for a motion. Commissioner North moved to accept the regular minutes. 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.

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

**PG. 2-4
PG. 5
PG. 5-6
PG. 6-7
PG. 7-10**

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>CODES ADMINISTRATION</u>			
Atkins, Christopher G.	Mech/Gas Inspector 1	New Hire	10/17/16
Randolph, Scott L.	Plumbing Inspector 1	New Hire	10/28/16

FINANCE

Hirschy, Rose M.	Finance Officer 3	Promotion	09/26/16
Huynh, Loan C.	Finance Officer 3	Promotion	09/26/16
Owens, Eric D.	Finance Officer 3	Promotion	09/26/16
Edwards, David A.	Mgmt & Budget Analyst 3	Promotion	09/26/16
Guenther, Kathleen S.	Mgmt & Budget Analyst 3	Promotion	09/26/16
Hess, Brandon S.	Mgmt & Budget Analyst 3	Promotion	09/26/16
Viravouth, Alicia M.	Mgmt & Budget Analyst 3	Promotion	09/26/16

FIRE

Corn, John J.	Emerg Medical Tech 1	New Hire	10/16/16
De La O Mota, Marisol	Emerg Medical Tech 1	New Hire	10/16/16
Farris, Justin E.	Emerg Medical Tech 1	New Hire	10/16/16
Ghee, Austin T.	Emerg Medical Tech 1	New Hire	10/16/16
Gold, Tony	Emerg Medical Tech 1	New Hire	10/16/16
Gullett, Jesse W.	Emerg Medical Tech 1	New Hire	10/16/16
Miles, Aneesa J.	Emerg Medical Tech 1	New Hire	10/16/16
Parker, Brenton M.	Emerg Medical Tech 1	New Hire	10/16/16
Scruggs, Jonathan E.	Emerg Medical Tech 1	New Hire	10/16/16
Youngs, Adam J.	Emerg Medical Tech 1	New Hire	10/16/16
*Almon, Joseph L.	Fire Plans Examiner 1	Department Transfer/Promotion	10/01/16
^Bennett, Rebecca A.	Paramedic 1	Class Change/Lateral	10/16/16
Bratcher, John A.	Paramedic 1	Re-hire	10/16/16
Calus, Jesse J.	Paramedic 1	New Hire	10/16/16
Crutcher, Landon C.	Paramedic 1	New Hire	10/16/16
Debow, Austin T.	Paramedic 1	New Hire	10/16/16
Hardrick, Arsenio L.	Paramedic 1	New Hire	10/16/16
Lee, Timothy B.	Paramedic 1	New Hire	10/16/16
Rivera, Samuel F.	Paramedic 1	New Hire	10/16/16
Roark, Hayden S.	Paramedic 1	New Hire	10/16/16
Thompson, Michael L.	Paramedic 1	New Hire	10/16/16
Ward, Steven M.	Paramedic 1	New Hire	10/16/16
Wennergren, Katie A.	Paramedic 1	New Hire	10/16/16

*Department Transfer from Beer Board (Beer Permit Insp 1, ST8) to Fire (Fire Plans Examiner, OR5)

^Class Change from EMT 2 (PF4) to Paramedic (PF4)

INFORMATION TECHNOLOGY SERVICE

Duff, Justin W.	Info Sys Comm Analyst 2	New Hire	10/03/16
Nicholson, Gregg C.	Info Systems Div Mgr	Promotion	10/17/16
Brown, Lloyd Douglas	Info Sys Oper Analyst 3	Promotion	10/24/16
Kisicki, Kyle R.	Info Sys Oper Analyst 3	New Hire	10/17/16
Boyer, Cynthia S.	Info Systems Advisor 1	New Hire	09/26/16

(B) APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>JUVENILE COURT</u>			
Taylor, Jane Alice	Program Mgr 1	Promotion	10/10/16
<u>PARKS</u>			
Hanifan, Scott C.	Building Maintenance Leader	New Hire	10/31/16
*Walker, Kristin L.	Concessions Clerk 2	Transition - Civil Service	09/23/16
Dryburgh, James R.	Custodian	New Hire	10/14/16
Guerrero, Josefina	Custodian	New Hire	09/23/16
Haji, Shaban O.	Custodian	Re-hire	10/17/16
Salam, Adnan Y.	Custodian	Re-hire	10/10/16
Crow, Corey R.	Maint & Repair Worker	New Hire	09/29/16
Hargrove, Michael T.	Maint & Repair Worker	New Hire	09/26/16
Hayes, Courtney O.	Maint & Repair Worker	New Hire	10/18/16
^Lee, Mario E.	Maint & Repair Worker	Transition - Civil Service	09/23/16
Ryan, Scott A.	Maint & Repair Worker	New Hire	10/10/16
Woody, Brian L.	Maint & Repair Worker	New Hire	09/30/16
Wright, Deonte D.	Maint & Repair Worker	Re-hire	10/14/16
**Bowen, Jimmy W.	Maint & Repair Worker Sr	Class Change	09/23/16
Gregory, Matthew K.	Maint & Repair Worker Sr	Promotion	09/26/16
Wilson, Kenneth A.	Maint & Repair Worker Sr	New Hire	10/07/16
*Transition to CS from Seasonal Status			
^Transition to CS from Part Time Status			
**Class Change from Maintenance & Repair Wkr to Maintenance & Repair Wkr Sr			
<u>POLICE</u>			
Seeback, Stacey A.	Crime Lab Forensic Tech	New Hire	10/16/16
Clemens, Kimberly A.	Crime Scene Technician 1	New Hire	10/01/16
Orsbon, Angela D.	Human Resources Analyst 3	Promotion	10/01/16
Chavers, Jasmine B.	Police Operations Asst 1	New Hire	10/01/16
Dyer, Sean M.	Police Operations Asst 1	New Hire	10/16/16
Kimbel, Leslie A.	Police Operations Asst 1	Re-hire	09/16/16
Patchin, Amanda M.	Police Operations Asst 1	New Hire	10/01/16
*Selley, Rebecca M.	Police Operations Asst 1	Department Transfer/ Vol Reduction in Salary Grade	09/16/16
Wilbourn, Errikka S.	Police Operations Asst 1	Re-Employment	10/16/16
Sawyers, Tonya R.	Police Operations Coord 1	Promotion	09/16/16
Pytlewski, Ashley C.	Police Operations Coord 2	Promotion	09/16/16
*Department Transfer from ECC (Emergency Telecom Officer 2, ET2) to Police (Police Ops Asst 1, ST4)			
<u>PUBLIC LIBRARY</u>			
Ibrahim, Selva	Circulation Asst 1	New Hire	10/23/16
Kriebel, Emily G.	Library Assoc 1	Promotion	10/23/16
Herbst, Luke R.	Library Mgr 2	Promotion	10/09/16
Dickens, Katie E.	Office Support Rep 3	Promotion	10/09/16

(B) APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PUBLIC LIBRARY</u>			
Smith, Brian E.	Office Support Rep 3	Promotion	09/25/16
Smoot, Monica D.	Office Support Rep 3	New Hire	10/09/16
Abdelhalim, Saber A.	Program Spec 1	Promotion	10/09/16
*Brindley, Sara F.	Program Spec 1	Transition - Civil Service	10/09/16
^Robinson, Elliott W.	Program Spec 1	Voluntary Reduction in Salary Grade	10/09/16

*Transition to CS from Grant Funded

^Voluntary Reduction in Grade from Office Support Spec 2 (ST8) to Program Spec 1 (ST6)

PUBLIC WORKS

*Fields, Billy W.	Admin Svcs Div Manager	Class Change/Lateral	09/26/16
Clark Jr, James K.	Maint & Repair Worker	New Hire	10/25/16
Lee, Tony T.	Maint & Repair Worker	New Hire	10/25/16
^Farlow, Viva L.	Parking Patrol Officer 1	Return from pension	09/30/16

*Class change from Customer Srv Mgr (OR9) to Adm Svcs Division Mgr (OR9)

^Return from Pension to same classification

SHERIFF

*Lozer, Kareem S.	Correctional Officer 1	Demotion	10/10/16
-------------------	------------------------	----------	----------

*Demotion from Correctional Officer 2 to Correctional Officer 1

SPORTS AUTHORITY

Montesrin, Ilesha M.	Admin Svcs Officer 2	New Hire	10/15/16
----------------------	----------------------	----------	----------

WATER SERVICES

Coleman Jr, William E.	Admin Svcs Mgr	Promotion	09/24/16
Anderson, Eli G.	Engineer in Training	New Hire	09/24/16
Hennessey, Margaret E.	Engineer in Training	New Hire	10/08/16
Weber, Rachel M.	Engineer in Training	New Hire	09/24/16
Beard, Quentin X.	Engineer Technician Sr	New Hire	10/08/16
Travers, Darren J.	Indust Electrician 1	New Hire	10/08/16
Reed, Diane F.	Service Rep 2	New Hire	10/08/16
*Brown, Deric L.	Water Maint Tech Sr	Voluntary Reduction in Salary Grade	10/08/16

*Voluntary Reduction in Grade from Equipment Operator Sr (TG8) Water Maintenance Tech Sr (TG7)

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

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Downing, Kristen R.	Emer Telecommunications Off 3	Resignation	ECC	10/19/16
Maze, Samantha L.	Info Systems App Analyst 2	Resignation	ITS	10/19/16
Gilchrest, Marquette D.	Probation Officer 2	Resignation	Juvenile Court	10/21/16
Freeman, Vicki L.	Custodian	Pension	Parks	10/03/16
Hows, Michael C.	Maint & Repair Supv	Resignation	Parks	10/20/16
Thomas Jr, Michael D.	Recreation Leader	Pension	Parks	10/05/16
Koster, Christopher M.	Special Projects Mgr	Resignation	Parks	09/26/16
Thaxter, Ada M.	Police Lieutenant	Pension	Police	09/20/16
Sansone, Geoffrey	Police Officer 1	Resignation	Police	10/10/16
Bowden, Thomas S.	Police Officer 2	Pension	Police	10/07/16
Estes Jr, William M.	Police Officer 2	Pension	Police	09/30/16
Hughes, David A.	Police Officer 2	Resignation	Police	10/15/16
Layne, Daniel J.	Police Officer 2	Pension	Police	10/01/16
Johnson, Michael L.	Police Officer 2-Fld Trng Ofcr	Pension	Police	10/15/16
Wilhoite Jr, Doyle F.	Police Officer 2-Fld Trng Ofcr	Resignation	Police	10/04/16
Henning, Jennifer E.	Police Operations Asst 1	Resignation	Police	10/05/16
Robertson, Ritchie Wade	Police Operations Asst 1	Resignation	Police	10/01/16
Hale, Danny C.	Police Sergeant	Pension	Police	09/20/16
Steele, Kevin D.	Police Sergeant	Pension	Police	10/15/16
Smith, Alexander C.	Circulation Asst 1	Resignation	Public Library	09/29/16
Blevins, Ashley D.	Library Assoc 1	Resignation	Public Library	09/24/16
Horton, Jimmy W.	Equipment Operator Senior	Resignation	Public Works	10/07/16
Criswell, Latoia B.	Correctional Officer 1	Resignation	Sheriff	10/04/16
Lewis, Jessica M.	Correctional Officer 1	Dismissal	Sheriff	09/29/16
Matthews, Philese D.	Correctional Officer 1	Resignation	Sheriff	10/13/16
Maynard, Mark W.	Correctional Officer 1	Resignation	Sheriff	10/04/16
Smith, Monique K.	Correctional Officer 1	Resignation	Sheriff	10/12/16
Williams, Ronald E.	Correctional Officer Lieut	Dismissal	Sheriff	10/14/16
Humphrey, Alvin L.	Water Maint Leader 2	Pension	Water Services	10/07/16
Franklin, Darnell	Water Maintenance Technician	Deceased	Water Services	10/05/16

MOTION: *After some discussion, Commissioner North moved to accept the Termination/Pension report for the dates and reasons stated. Seconded by Vice-Chairman Corbitt, 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>
Human Resources Director	Human Resources	22	Open	10/01/16	A
Police Operations Supervisor - Records	Police	1	Dept	10/03/16	A
Recreation Leader - Aquatics	Parks	15	Open	10/04/16	E
Treatment Plant Shift Supervisor - Wastewater	Water Services	3	Dept	10/04/16	E
Correctional Officer 2	Sheriff's Office	6	Dept	10/05/16	A
Mechanical/Gas Inspector 1	Codes	25	Cont	10/05/16	E
Procurement Officer 3	Finance	52	Open	10/05/16	E
Maintenance & Repair Leader - Construction	Public Works	5	Dept	10/05/16	E
Plumbing Inspector 1	Codes	24	Cont	10/06/16	E

ELIGIBILITY REGISTER REPORT

<u>CLASSIFICATION</u>	<u>DEPT</u>	<u>ON LIST</u>	<u>TYPE</u>	<u>ESTABLISH/ DATE</u>	<u>ABOLISH</u>
Property Standards Inspector	Codes	47	Cont	10/06/16	E
Administrative Services Manager - Safety	Public Works	42	Open	10/07/16	A
Office Support Rep 3 - Finance	Finance	125	Open	10/10/16	E
Program Specialist 1 - Special Collections	Public Library	74	Open	10/10/16	E
Program Specialist 1 - Public Technology	Public Library	75	Open	10/10/16	E
Library Manager 2 - Teen Services	Public Library	20	Cont	10/10/16	E
Technical Services Administrator	Public Works	1	Dept	10/10/16	E
IS Division Manager - Network & Telephony	ITS	46	Open	10/12/16	E
Administrative Services Officer 2 - BOSS	General Services	38	Open	10/12/16	E
Maintenance & Repair Worker - Golf	Parks	10	Open	10/13/16	E
IS Division Manager - EAC	ITS	1	Dept	10/14/16	E
IS Operations Analyst 3 - Server	ITS	17	Open	10/17/16	E
Correctional Officer Trainee	Sheriff's Office	22	Cont	10/17/16	E
Administrative Services Officer 2 - Sports Authority	Sports Authority	118	Open	10/17/16	E
Maintenance & Repair Leader - Grounds	Parks	38	Open	10/18/16	E
Building Maintenance Lead Mechanic - HVAC	Parks	3	Cont	10/18/16	E
Police Operations Coordinator 1 - Safety	Police	5	Dept	10/19/16	E
Correctional Officer 2	Sheriff's Office	30	Dept	10/21/16	E
Plumber	Parks	13	Open	10/24/16	E
IS Operations Analyst 3 - Data Center	ITS	1	Dept	10/24/16	E
Maintenance & Repair Worker	Public Works	16	Cont	10/25/16	E
Golf Course Manager	Parks	34	Open	10/25/16	E
Maintenance & Repair Worker - Night Crew	Public Works	17	Open	10/26/16	E
IS Communications Analyst 1 - Radio Com	ITS	5	Open	10/26/16	E
Customer Service Field Representative	Water Services	166	Open	10/26/16	E
Helicopter Pilot - Police	Police	55	Cont	10/27/16	E
IS Operations Analyst 1 - CSS	ITS	3	Dept	10/28/16	E
Police Sergeant	Police	61	Dept	11/15/16	E

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

DEPARTMENTAL ITEMSCODES ADMINISTRATION AND WATER SERVICES

- (1: **Request for an extension to apply Policy 5.7 C-I, Exempt Overtime Pay (in Emergency Situations) and to designate specific classifications as Exempt Overtime Eligible**

Codes Administration Assistant Director Wade Hill, Water Services Assistant Director Sonny Lyons, and Human Resources Analyst Jason Lusk were before the Commission.

As Nashville continues to grow, the city is currently seeing a record number of requests to review plans and issue permits; the employees who work in Development Services and review plans for compliance are exempt employees and are not eligible for overtime. To meet the demand, this request is being made to continue allowing exempt employees in Development Services overtime pay in emergency situations.

MOTION: After some discussion, Vice-Chairman Corbitt moved to approve Policy 5.7 C-I Exempt Overtime Pay (in Emergency Situations) through June 30, 2017. Seconded by Commissioner Sanders, and the Commission approved without objection.

INTERNAL AUDIT

(2: Metropolitan Auditor Mark Swann is requesting Leave from Civil Service Status for Herman “Jack” Henry

Metropolitan Auditor Mark Swann and Human Resources Analyst Les Bowron were before the Commission to make the request.

MOTION: After some discussion, Commissioner North moved to approve the request for Leave from Civil Service for Herman “Jack” Henry. Seconded by Commissioner Sanders, and the Commission approved without objection.

POLICE

(3: Chief Steve Anderson is requesting to extend the Police Lieutenant Promotional Register for six months

Human Resources Manager Sue Bibb and Human Resources Analyst Seth Waltenbaugh were present before the Commission to discuss the extension request.

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

HUMAN RESOURCES

Human Resources Interim Director, John P. Kennedy, submits the following for the Commission’s consideration and appropriate action:

(4: Appeal of Human Resources Final Decision that Complaint is Non-Grievable, Officer Carey Adkerson

Officer Carey Adkerson, his representation, Daphne Davis, and Cynthia Gross, representing Metro Nashville Police Department, were present before the Commission to discuss the complaint.

MOTION: After some discussion, Vice-Chairman Corbitt moved to uphold the decision of the Director of Human Resources that the complaint is Non-Grievable. Seconded by Commissioner North, and the Commission approved without objection.

(5: Review of Motion for Default - Keith Johnson, Police - Termination

Cynthia Gross, representing Metro Nashville Police Department, was present before the Commission to discuss the Motion for Default.

MOTION: *After some discussion, Vice-Chairman Corbitt moved to uphold the Order granting Motion for Default. Seconded by Commissioner North, and the Commission approved without objection.*

(6: Metro Fire Department employee, Corey Daniel, is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

Paramedic Corey Daniel, Human Resources Manager Jamie Summers, and Human Resources Analyst Brian Ward were present before the Commission to discuss the request.

MOTION: *After some discussion, Commissioner North moved to approve the request to extend Paramedic Daniel's IOD time until January 25, 2017. Seconded by Vice-Chairman Corbitt, and the Commission approved without objection.*

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

Applicant LD and Nurse Practitioner Ashley Lewis, representing Civil Service Medical Examiner Dr. 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 Link, and the Commission approved without objection.*

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

Applicant CJ and Nurse Practitioner Ashley Lewis 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.*

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

Applicant DP and Nurse Practitioner Ashley Lewis 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.*

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

Applicant JV and Nurse Practitioner Ashley Lewis 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: SW, Applicant for Police Officer Trainee

Applicant SW and Nurse Practitioner Ashley Lewis were present before the Commission to discuss the appeal.

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

(12: FLSA exemption status updates on job descriptions

Human Resources Analysts Leslie Schuster and Jason Lusk were present before the Commission to discuss the updates on the job descriptions.

Analyst Lusk said the Federal regulations regarding overtime will change December 1, 2016. The Commission has been provided with a list of classifications whose FLSA status will change based upon the updated guidelines and is requesting permission to modify the current job descriptions for these classifications. In addition to those classifications listed, Human Resources would like to include Museum Coordinator, class number 03190, with two employees in that classification, and Social Worker Senior, class number 10854, with nine employees in that classification, both will change from exempt to varies by position.

MOTION: After some discussion, Vice-Chairman Corbitt moved to approve the FLSA exemption status updates on the job descriptions. Seconded by Commissioner Sanders, and the Commission approved without objection.

(13: Update on the Selection Process for the Appointment of a Permanent Human Resources Director

Water Services Assistant Director Sonny Lyons was present before the Commission to explain that Randstad recruiters had met with the Commissioners, Department Heads, and Union Presidents. A job announcement would soon be posted, and Mr. Lyons would assist Randstad recruiters with reviewing those applications. Interviews would likely take place in January, followed by a candidate recommendation to the Commission for the February meeting.

ACTION: This was for a report only.

(14: 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.

(15: Human Resources Updates

Human Resources has begun soliciting feedback from Metro Departments, including a request from Metro Council to research and make recommendations for the pay plans of the Metro Council Members and Vice Mayor positions, to initiate work on a new pay plan.

HR Staff helped represent Metro at Celebrate Nashville, an opportunity for intercultural dialogue, on October 1.

HR Staff discussed careers and job openings on October 18 at the Bass Alternative Learning Center Job Fair.

On October 19, HR Staff Members participated in job shadowing at the Emergency Communications Center, and facilitated a field trip for 18 Stratford High students who observed E-911 Dispatchers.

HR Staff, along with local businesses, non-profits, and community leaders, shared tools and resources to help build inclusive workforces at the Disability Employment Awareness Luncheon on October 20.

HR Staff is working with the Mayor's Office to make Metro the employer of choice in the community by offering a job fair on Saturday, December 10.

ACTION: This was for a report only.

(16: Communiqués from the public on pending hearings

There were none.

With nothing further, the regular meeting adjourned at 9:16 a.m.

ATTEST:

APPROVED:

**John P. Kennedy, Interim Director
Secretary to the Commission**

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