



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

February 14, 2017

8:30 a.m.

Howard Office Building
Sonny West Room

700 2nd 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: 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 January 10, 2017.** 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.

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
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APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
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CODES ADMINISTRATION

Gunn, Patrick L.	Mech/Gas Inspector 1	New Hire	01/30/17
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EMERGENCY COMMUNICATION CENTER

Downing, Kristen R.	Emer Telecommunications Off 3	Re-Employment	01/03/17
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FINANCE

Frye, Jeremy R.	Procurement Officer 2	New Hire	01/02/17
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FIRE

Dowell III, Tant E.	Fire District Chief	Promotion	01/16/17
Rhinehart, Stuart W.	Fire District Chief	Promotion	01/16/17
Spears, Jeffrey E.	Fire District Chief	Promotion	01/16/17
Weakley, Lisa M.	Fire District Chief	Promotion	01/16/17
Williams, Thomas Allen	Fire District Chief	Promotion	01/16/17
*Campbell, Jason R.	Fire Inspector 1	Class Change/Lateral	01/01/17
Loney, Kendra T.	Fire Inspector 1	New Hire	01/01/17
^McCann, Mathew S.	Paramedic 1	Class Change/Lateral	01/01/17
^Waller, Edrick K.	Paramedic 1	Class Change	01/01/17
Heflin, William G.	Paramedic 3	Promotion	01/16/17
Lee, Johanna C.	Paramedic 3	Promotion	01/16/17

*Class Change from EMT 2 (PF4) to Fire Inspector 1 (PF4)

^Class Change from EMT 2 (PF4) to Paramedic 1 (PF4)

GENERAL SERVICES

*Saiyasak, Onkeo	Admin Svcs Mgr	Department Transfer/Class Change	01/02/17
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*Department Transfer from Fire (IS Advisor 1, OR7) to General Services (Administrative Svcs Mgr, OR7)

HUMAN RESOURCES

Shelton, Aaron L.	Human Resources Analyst 3	New Hire	01/01/17
*Humphrey, Jeffrey J.	Office Support Spec 2	Department Transfer/Promotion	01/01/17

*Department Transfer from Water (Office Support Rep 3, ST6) to HR (Office Support Spec 2, ST8)

INFORMATION TECHNOLOGY SERVICE

Enfinger, Donald R.	Info Systems Div Mgr	New Hire	01/30/17
Rockwell, Michael G.	Info Systems Div Mgr	New Hire	01/09/17
Fussell-Young, Jennifer B.	Information Sys Oper Analyst 3	New Hire	01/16/17
Jassim, Ameer	Information Sys Oper Tech 1	New Hire	01/03/17
MacPhee, Chad S.	Information Sys Oper Tech 1	New Hire	01/03/17

(B) APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>INFORMATION TECHNOLOGY SERVICE</u>			
Parker, Charles A.	Information Sys Oper Tech 1	New Hire	01/16/17
Pedersen, Terry M.	Information Sys Oper Tech 1	New Hire	01/16/17
Rogers, Clarence M.	Information Sys Oper Tech 1	New Hire	01/14/17
Sloan III, Douglas O.	Information Sys Oper Tech 1	New Hire	01/16/17
<u>JUVENILE COURT</u>			
Branch, Lacy M.	Probation Officer 1	New Hire	01/02/17
Wilson Jr, Henry A.	Program Spec 1	New Hire	01/02/17
Brown, James William	Warrant Officer 1	Re-hire	01/02/17
Christian, Michael W.	Warrant Officer 1	New Hire	01/02/17
<u>PARKS</u>			
Hough, Carly M.	Aquatics Coord	Re-hire	01/17/17
Matthews, Robert S.	Custodial Svcs Asst Supv	Promotion	12/30/16
Day, Brian L.	Maintenance & Repair Leader	Promotion	01/13/17
<u>POLICE</u>			
Black, Walker T.	Crime Lab Evid Recv Tech	Promotion	01/01/17
Powers, Justin Ray	Helicopter Pilot	New Hire	01/01/17
Duncan, Jason T.	Police Lieutenant	Promotion	01/01/17
*Abrahamyan, Feliks V.	Police Officer 1	Class Change	12/16/16
Hammond, Ian W.	Police Officer 2	Re-Employment	12/16/16
Shirey, Sara E.	Police Operations Asst 1	Re-hire	01/01/17
Donald, Alexander Derell	Police Security Guard 1	New Hire	01/16/17
Amundson, Will H.	Police Sergeant	Promotion	01/01/17
Boguskie, Matthew D.	Police Sergeant	Promotion	01/01/17
Davidson, Garet M.	Police Sergeant	Promotion	01/01/17
Espinosa, Sergio A.	Police Sergeant	Promotion	01/01/17
Frost, Jonathan R.	Police Sergeant	Promotion	01/01/17
Huber, Zachary A.	Police Sergeant	Promotion	01/01/17
Lachance, Matthew C.	Police Sergeant	Promotion	01/01/17
Wells, Harold A.	Police Sergeant	Promotion	01/01/17
Willis Jr, Michael E.	Police Sergeant	Promotion	01/01/17
Young, Chad C.	Police Sergeant	Promotion	01/01/17
*Class Change from Police Officer Trainee to Police Officer 1			
<u>PUBLIC LIBRARY</u>			
Wallace-Wilson, Mattye S.	Circulation Asst 1	New Hire	01/01/17
*Cain, Libby D.	Human Resources Analyst 2	Department Transfer	01/01/17
Bubert, Lisa K.	Librarian 2	Promotion	01/15/17
Townsend, Montoya S.	Program Coord	Promotion	01/01/17
Darrow, Ryan P.	Program Supv	Promotion	01/01/17

*Department transfer from Human Resources to Library

(B) APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PUBLIC WORKS</u>			
Fitzpatrick, Pamela D.	Admin Svcs Mgr	Re-hire	01/16/17
Cheatham, Charles	Equipment Operator	Promotion	01/02/17
Webb, Daryl M.	Equipment Operator Senior	Promotion	01/02/17
Gallina, Barbara A.	Finance Officer 2	Promotion	01/16/17
Baker, Sharonda R.	Human Resources Analyst 2	Promotion	12/22/16
Fetah, Mikail A.	Maintenance & Repair Worker	New Hire	12/19/16
*Birdsong, Shaquaundra N.	Office Support Spec 1	Department Transfer / Voluntary Reduction in Salary Grade	01/16/17
Eson, Friday O.	Sanitation Worker	Re-hire	01/01/17
Brockman, Kelly M.	Special Asst To The Dir	New Hire	01/01/17

*Department Transfer from Water (Office Support Spec 2, ST8) to Public Works (Office Support Spec 1, ST7)

SHERIFF

Baynham, Timothy W.	Correctional Officer 2	Promotion	01/08/17
Caldwell, Cody R.	Correctional Officer 2	Promotion	01/08/17
Hutchison, Zachary B.	Correctional Officer 2	Promotion	01/08/17
McAvoy, Patrick O.	Correctional Officer 2	Promotion	01/08/17
Thomas, Kenita R.	Correctional Officer 2	Promotion	01/08/17
Roberts Jr, Paul R.	Correctional Officer Lieut	Promotion	01/08/17

SOCIAL SERVICES

*Cullom, Patricia A.	Nutrition Site Coord	Class Change/Lateral	01/02/17
*Webster, Frankie R.	Nutrition Site Coord	Class Change/Lateral	01/02/17
^Newsom, Hattie M.	Office Support Rep 2	Class Change/Lateral	01/02/17
^Odom, Lisa Ann	Office Support Rep 2	Class Change/Lateral	01/02/17
**Sparks, Susan B.	Office Support Rep 2	Class Change/Lateral	01/02/17
**Whitaker, Felicia J.	Office Support Rep 2	Class Change/Lateral	01/02/17

*Class Change from Homemaker (ST5) to Nutrition Site Coordinator (ST5)

^Class Change from Homemaker (ST5) to Office Support Rep 2 (ST5)

**Class Change From Nutrition Site Coord(ST5) To Office Support Rep 2 (ST5)

WATER SERVICES

*Hill, Jennifer Lee	Admin Svcs Division Manager	Class Change/Lateral	01/23/17
Giles, Gregory L.	Info Systems App Analyst 3	New Hire	12/31/16
Gribble, Phillip L.	Stores Manager	New Hire	12/31/16
Barr Jr, Lorenzo	Water Maintenance Technician	New Hire	12/31/16
Kallon, Abdul B.	Water Maintenance Technician	New Hire	12/31/16
Morgan, Brittany L.	Water Quality Analyst 1	New Hire	12/31/16

*Class Change from HR Manager (OR9) to Admin Services Div Mgr (OR9)

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

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Henderson, Ciara J.	Emer Telecommunications Off 1	Dismissed	ECC	12/22/16
Jackson, Diane M.	Emer Telecommunications Off 1	Dismissed	ECC	01/14/17
Thomas, Bryan S.	Emer Telecommunications Off 1	Dismissed	ECC	12/22/16
Davis III, Huey J.	Emer Telecommunications Off 3	Resignation	ECC	01/13/17
Bennett, Danyelle E.	Emer Telecommunications Off 4	Dismissed	ECC	01/10/17
Yates, Cinthia A.	Application Tech 3	Pension	Finance	01/03/17
Wagonfield, Daniel L.	Fire Engineer	Pension	Fire	01/10/17
Sabattus, Mihku	Fire Fighter 2	Resignation	Fire	12/31/16
Davis, Jeffrey E.	Fire Fighter/Paramedic	Pension	Fire	01/04/17
Deering, Billy J.	Fire Marshal-Dpty	Pension	Fire	01/13/17
Kisicki, Kyle R.	Information Sys Oper Analyst 3	Resignation	ITS	01/13/17
Akar, Ozgur	Information Sys Oper Tech 1	Resignation	ITS	01/19/17
Howard, Brandon C.	Information Systems Advisor 1	Deceased	ITS	01/27/17
Summerlin, Katherine D.	Probation Officer 2	Resignation	Juvenile Court	12/27/16
Miller, Jacquelyn R.	Recreation Leader	Resignation	Parks	01/03/17
Richardson, Victoria B.	Recreation Leader	Resignation	Parks	01/04/17
Springer, Tommy D.	Recreation Leader	Dismissed	Parks	12/27/16
Politte, Cynthia A.	Specialized Skills Instr	Resignation	Parks	12/29/16
Humes Jr, John E.	Crime Lab Evid Recv Tech	Pension	Police	01/15/17
Russell, Brenda C.	Crime Lab Forensic Scientist 3	Pension	Police	12/29/16
James, Jasmine P.	Crime Scene Technician 1	Resignation	Police	01/10/17
Baker, Trenton R.	Police Officer 2	Resignation	Police	01/04/17
Bracey, Bradley T.	Police Officer 2	Resignation	Police	01/03/17
Butler, Michael B.	Police Officer 2	Pension	Police	12/21/16
Clark, Christopher	Police Officer 2	Pension	Police	12/28/16
Crowder, Marty J.	Police Officer 2	Pension	Police	01/15/17
Langlois, Joshua N.	Police Officer 2	Resignation	Police	01/04/17
Massey, Daniel C.	Police Officer 2	Pension	Police	01/09/17
Peercy, Christopher J.	Police Officer 2	Resignation	Police	01/13/17
Snyder, Jamie L.	Police Officer 2	Resignation	Police	01/03/17
Tucker, James L.	Police Officer 2	Dismissed	Police	01/04/17
Alexandrow, Kenneth W.	Police Officer 2-Fld Trng Ofcr	Pension	Police	01/03/17
Eby, Michael G.	Police Sergeant	Pension	Police	12/21/16
Duval, Daniel	Technical Specialist 1	Resignation	Police	01/04/17
Lawrence, Elaine	Librarian 1	Pension	Public Library	12/31/16
Pawlak, Patricia A.	Librarian 2	Pension	Public Library	12/18/16
McGriff, Glen O.	Maintenance & Repair Worker Se	Resignation	Public Library	01/24/17
Rachel Jr, Charles E.	Engineer Technician Senior	Pension	Public Works	12/30/16
Cawthon, Charles A.	Equipment Operator Senior	Resignation	Public Works	12/23/16
Drake, Joshua K.	Equipment Operator Senior	Resignation	Public Works	12/30/16
Hudson, Herbert	Maintenance & Repair Worker	Pension	Public Works	12/30/16
Kerr, Cody	Maintenance & Repair Worker	Dismissed	Public Works	01/03/17
Nickens, Jason R.	Maintenance & Repair Worker	Resignation	Public Works	01/27/17
Phillips, Mark E.	Maintenance & Repair Worker	Dismissed	Public Works	01/13/17
Reece, Terry L.	Maintenance & Repair Worker	Pension	Public Works	12/30/16
Dye, Caleb	Sanitation Worker	Resignation	Public Works	01/09/17
Waggoner, Robert T.	Sanitation Worker	Resignation	Public Works	01/18/17
Hill, Blake A.	Correctional Officer 1	Resignation	Sheriff	01/10/17
Hunter, Michael T.	Correctional Officer 1	Pension	Sheriff	01/13/17
Aluoch, Beatrice	Correctional Officer 2	Resignation	Sheriff	01/07/17
Frawley, Lucas J.	Correctional Officer 2	Resignation	Sheriff	01/09/17
Lopez, Jhuliana	Correctional Officer 2	Resignation	Sheriff	12/23/16

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Robledo, Oscar I.	Correctional Officer 2	Resignation	Sheriff	12/29/16
Brown, Cheryl J.	Homemaker	Pension	Social Services	12/30/16
Pinkerton, Cora J.	Homemaker	Pension	Social Services	12/30/16
McClain, Steven P.	Engineering Tech 3	Pension	Water Services	12/31/16
Hockett Jr, Charles L.	Indust Tech Master	Pension	Water Services	01/13/17
Shoemaker, David S.	Office Support Rep 3	Resignation	Water Services	01/06/17
Stewart, William J.	Plumber	Resignation	Water Services	01/04/17
Winston, Yawana L.	Service Rep 2	Resignation	Water Services	12/30/16

MOTION: *After some discussion, Vice-Chairman Corbitt moved to accept the Termination/Pension report for the dates and reasons stated. Seconded by Commissioner North, 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>
Warrant Officer 1	Juvenile Court	962	Cont	01/01/17	E
Sanitation Worker	Public Works	77	Cont	01/03/17	E
Maintenance & Repair Worker	Public Works	44	Cont	01/03/17	E
Human Resources Analyst 1 - Recruitment	Police	4	Dept	01/03/17	A
IS Division Manager - Service Desk	ITS	38	Open	01/04/17	E
Library Services Asst Director	Public Library	14	Open	01/04/17	E
Adm Services Officer 4 - Safety & Security	Public Library	133	Open	01/05/17	A
IS Applications Analyst 3	Water Services	22	Open	01/09/17	E
Stores Manager	Water Services	59	Open	01/09/17	E
Adm Services Officer 3 - Youth Services	Police	262	Open	01/11/17	E
Finance Administrator - Revenue & Payroll	Water Services	6	Dept	01/12/17	E
Administrative Services Manager - Safety & Security	Public Library	1	Dept	01/18/17	E
Water Services Asst Dir - System Services	Water Services	6	Dept	01/18/17	E
Application Tech 3 - Keys & Cores	General Services	3	Dept	01/19/17	E
Police Operations Coord 1 - Records	Police	3	Dept	01/19/17	A
Finance Officer 2 - Public Works	Public Works	1	Dept	01/20/17	E
Administrative Asst - Police HR Recruiting	Police	3	Dept	01/20/17	E
Finance Officer 2 - Treasury	Finance	90	Open	01/23/17	E
Human Resources Manager - Library	Public Library	1	Dept	01/24/17	E
Correctional Officer Trainee	Sheriff's Office	25	Cont	01/30/17	E
IS Advisor 1 - Executive Administration	ITS	34	Open	01/30/17	E
Fire Arson Investigator	Fire	108	Open	01/30/17	A
Equipment Operator Sr - Roads/Waste	Public Works	50	Open	01/30/17	E
Maintenance & Repair Supervisor - Construction	Parks	3	Open	01/31/17	E
Procurement Officer 2 - Training & Support	Finance	110	Open	01/31/17	E
IS Com Analyst 1 - Com Technology	ITS	11	Open	01/31/17	E
Compliance Inspector 3 - Public Works	Public Works	2	Dept	01/31/17	A

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

DEPARTMENTAL ITEMS

FINANCE

- (1: **Director Talia Lomax-O'dneal is requesting Civil Service approval for an open range increase for Katelyn Arnold**

Administrative Services Officer Kimberly Northern and Human Resources Assistant Director Mike Taylor were present before the Commission to discuss the request.

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

LIBRARY

- (2: **Director Kent Oliver is requesting Civil Service approval for revisions to the Circulation Assistant job descriptions**

Human Resources Manager Sherry Adams and Human Resources Assistant Director Mike Taylor were present before the Commission to discuss the revisions.

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

POLICE

- (3: **Chief Steve Anderson requests approval to extend the Police Captain promotional register for six months**

Human Resources Analyst Angela Orsbon and Human Resources Analyst Seth Waltenbaugh were present before the Commission to discuss the request.

MOTION: After some discussion, Commissioner Link moved to approve the request to extend the promotional register for six months. Seconded by Commissioner North, 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, Captain Roy Johnson**

Dewey Branstetter, representing Captain Johnson, Captain Johnson, Human Resources Manager Jamie Summers, and Union Representative Mark Young were present before the Commission to discuss the complaint. They were later joined by Human Resources Manager Steve Cain, and Vickie Hampton from ASC.

Captain Johnson had submitted a complaint to the Fire Department, requesting to convert vacation/sick time to IOD time.

1st MOTION: *After some discussion, Commissioner Corbitt moved to determine that the complaint is grievable. Seconded by Commissioner North, and the Commission approved without objection.*

All parties waived the formal process for addressing a grievance and agreed for the Commission to decide the merits of this grievance at the meeting.

The Fire Department maintained their position that Captain Johnson had not been adversely affected by the department's practice and should not be granted his request to have 16 vacation and 3 personal days restored to his leave balances.

The Human Resources Department supported granting Captain Johnson's request to have 16 vacation and 3 personal days restored to his leave balances.

2nd MOTION: *After some discussion, Commissioner Link moved to restore 16 vacation and 3 personal days to Captain Roy Johnson's leave balances. Seconded by Commissioner Sanders, and the Commission approved without objection.*

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

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

MOTION: *After some discussion, Vice-Chairman Corbitt moved to approve the request to extend Mr. Ackerman's IOD time through May 1, 2017. Seconded by Commissioner North, and the Commission approved without objection.*

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

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

MOTION: *After some discussion, Vice-Chairman Corbitt moved to approve the request to extend Mr. Jackson's time through April 24, 2017. Seconded by Commissioner North, and the Commission approved without objection.*

(7: Metro Fire Department employee, Michael Sisk II, is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation

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

MOTION: *After some discussion, Vice-Chairman Corbitt moved to approve the request to extend Mr. Sisk's IOD time until additional information could be reviewed at the April 11, 2017 Civil Service Commission Meeting. Seconded by Commissioner North, and the Commission approved without objection.*

- (8: Davidson County Sheriff's Office employee, Enoch Gunter Jr, is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation**

Human Resources Manager Byron Grizzle and Human Resources Analyst Brian Ward were present before the Commission to discuss the request.

MOTION: After some discussion, Vice-Chairman Corbitt moved to approve the request to extend Mr. Sisk's IOD IOD time through June 7, 2017. Seconded by Commissioner North, and the Commission approved without objection.

- (9: Request for Leave from Civil Service Status for Monica Anderson, Human Resources Department**

Human Resources Assistant Director Mike Taylor was present before the Commission to discuss the request.

MOTION: After some discussion, Vice-Chairman Corbitt moved to approve the leave from Civil Service status. Seconded by Commissioner Sanders, and the Commission approved without objection.

- (10: Update on the Selection Process for the Appointment of a Permanent Human Resources Director**

Water Services Assistant Director Sonny Lyons and Randstad Recruiter Aryn Smith were present before the Commission. Human Resources is working with Randstad to review the applications and narrow them down to the top candidates who will be interviewed by the panel.

The Commission requested the opportunity to individually meet with the top candidates during the interview process.

ACTION: This was for a report only.

- (11: 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.

- (12: Human Resources Updates**

On January 18, the Veterans Service Officer assisted the TN National Guard in welcoming home soldiers returning from deployment. She spoke to them about the benefits they were eligible for, what was required for eligibility, as well as her availability and willingness to guide them through the process.

Internal Audit has contracted with a firm to review Human Resources recruiting practices. Human Resources anticipates giving the Commission an update at the March meeting and will share the results of the audit once available.

Human Resources is continuing to work with departments on requests to research issues related to the pay plan. Traditionally, the pay plan is presented at the May Civil Service Commission Meeting and then reviewed at a public hearing.

Human Resources has received a proposal from a Council Member to eliminate collecting salary history from a candidate. Human Resources is carefully reviewing the proposal as it relates to the Civil Service Rules and Policies on promotions.

ACTION: This was for a report only.

(13: Communiqués from the public on pending hearings

There were none.

A member of the public addressed the Commission, but it was not related to Commission business.

With nothing further, the regular meeting adjourned at 9:45 a.m.

ATTEST:

APPROVED:

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

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