



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

May 8, 2018

8:30 a.m.

MNPS Board of Education
Board Room

2601 Bransford Ave
Nashville, Tennessee 37204

MEMBERS PRESENT: William H. Farmer, R. Steve Corbitt, D. Billye Sanders, Jo Ann North, and Ethan Link.

MEMBERS ABSENT: None

OTHER MEMBERS PRESENT: Shannon B. Hall, Metro Human Resources 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 April 10, 2018.** 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.

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APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>CODES ADMINISTRATION</u>			
Murray, John Bradley	Plumbing Inspector 1	New Hire	04/01/18

EMERGENCY COMMUNICATIONS

*Boyce, Ronald M.	Info Systems App Analyst 1	Class Change/Lateral	04/18/18
*Nielsen, Timothy J.	Info Systems App Analyst 1	Class Change/Lateral	04/18/18

*Class Change from IS Operations Analyst 1 (OR3) to IS Application Analyst 1 (OR3)

FINANCE

Watkins, Christian J.	Procurement Officer 2	New Hire	04/16/18
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FIRE

Hayes, Thomas A.	Fire Inspector 1	New Hire	04/01/18
Sutherland, Edward C.	Research Analyst 1	New Hire	04/16/18

GENERAL SERVICES

*Elsaghir, Ava M.	Admin Svcs Officer 2	Department Transfer/ Voluntary Reduction in Grade	04/09/18
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*Department Transfer from Finance (Procurement Officer 2, OR3) to General Services (ASO 2, OR1)

HUMAN RESOURCES

*Carroll, William E.	Human Resources Analyst 2	Department Transfer/Promotion	04/23/18
^Hampton, Shawna N.	Human Resources Analyst 2	Department Transfer/Promotion	04/23/18
Posten, Russell J.	Human Resources Analyst 2	New Hire	04/01/18
Patterson, Wyntress G.	Human Resources Analyst 3	New Hire	04/01/18

*Department Transfer from Water (HR Analyst 1) to Human Resources (HR Analyst 2)

^Department Transfer from Water (Office Support Spec 2) to Human Resources (HR Analyst 2)

INFORMATION TECHNOLOGY SERVICES

*Perry, Eric D.	Information Sys Oper Analyst 1	Class Change/Lateral	04/02/18
Anderson, Ryan A.	Information Sys Advisor 1	Promotion	04/21/18

*Class Change from IS Media Analyst 1 (OR3) to IS Operations Analyst 1 (OR3)

JUVENILE COURT

Hardiman, Kathy	Admin Svcs Officer 2	New Hire	04/01/18
Maclin, Durann R.	Warrant Officer 1	Re-hire	04/01/18

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PARKS</u>			
Cantor, Bryan J.	Bldg & Grnds Electrician	Re-hire	04/09/18
Antrikin, Noah M.	Maintenance & Repair Worker	New Hire	04/27/18

PLANNING COMMISSION

Rust, Jason R.	Planning Tech 3	Promotion	03/16/18
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POLICE

Kent, Ryan P.	Crime Lab Forensic Supv	Promotion	04/16/18
*Asbell, Joshua Michael	Police Officer 1	Class Change	04/11/18
*Bradley, Gardiner M.	Police Officer 1	Class Change	04/11/18
*Carter, Zachary Chase	Police Officer 1	Class Change	04/11/18
*Carver, Wesley D Ariez	Police Officer 1	Class Change	04/11/18
*Centeno, Gabriel	Police Officer 1	Class Change	04/11/18
*Cummings, Ty David	Police Officer 1	Class Change	04/11/18
*Donald, Alexander Derell	Police Officer 1	Class Change	04/11/18
*Erickson, William D.	Police Officer 1	Class Change	04/11/18
*Ethridge, Corey T.	Police Officer 1	Class Change	04/11/18
*Harbaugh, Brandon P.	Police Officer 1	Class Change	04/11/18
*Hatten, Bryce Gregory	Police Officer 1	Class Change	04/11/18
*Hill, James E.	Police Officer 1	Class Change	04/11/18
*Johnston, Stephen Francis	Police Officer 1	Class Change	04/11/18
*Jones, Trevor Norman	Police Officer 1	Class Change	04/11/18
*Krispin, Jacob Lee	Police Officer 1	Class Change	04/11/18
*Lemons, Jared N.	Police Officer 1	Class Change	04/11/18
*Ludvigson, Ryan D.	Police Officer 1	Class Change	04/11/18
*McCoy, Eric Michael	Police Officer 1	Class Change	04/11/18
*Morris, Brent Drew	Police Officer 1	Class Change	04/11/18
*Nicholson, Jonathan William	Police Officer 1	Class Change	04/11/18
*Pierre-Paul, Reginald M.	Police Officer 1	Class Change	04/11/18
*Plese, Zachary Martin	Police Officer 1	Class Change	04/11/18
*Richey, Andrew Kyneth	Police Officer 1	Class Change	04/11/18
*Samuels Jr., Bobby Roland	Police Officer 1	Class Change	04/11/18
*Sibley, Derek Anthone	Police Officer 1	Class Change	04/11/18
*Skopek, Timothy	Police Officer 1	Class Change	04/11/18
*Vasquez, Gabriel Rafael	Police Officer 1	Class Change	04/11/18
*Warstadt, Brian Michael	Police Officer 1	Class Change	04/11/18
*Zunic, Destiny Kayla	Police Officer 1	Class Change	04/11/18
Maeser, Joseph T.	Police Officer 2	Re-Employment	04/16/18
Smolik, Amanda Margaret	Police Operations Asst 1	New Hire	04/16/18
^Duncan, Stacey Ann	Police Operations Asst 3	Voluntary Reduction in Salary Grade	04/16/18
Angulo, Lauren Nicole	Police Operations Coord 1	New Hire	04/01/18
Laue, Rebecca J.	Police Operations Coord 1	New Hire	04/16/18
**Vinson II, Barry T.	Police Operations Coord 1	Department Transfer/Class Change	04/16/18

*Class Change from Police Officer Trainee to Police Officer 1

^Voluntary Reduction from Admin Asst (ST9) to Police Operations Asst 3 (ST6)

**Department Transfer from General Services (Service Writer, ST7) to Police (Police Operations Coord 1, ST7)

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PUBLIC LIBRARY</u>			
*Jones, Bryan N	Application Tech 3	Class Change/Lateral	04/16/18
Searcy, Katelyn E	Librarian 1	New Hire	04/23/18
McFarland, John M	Library Assoc 1	Promotion	04/09/18

*Class Change from Librarian 1 (ST9) to Application Tech 3 (ST9)

WATER SERVICES

McElhiney, Kyle S	Equipment Operator Spec	Re-hire	04/07/18
Phillips, Bobby	Equipment Operator Spec	Promotion	04/07/18
Smith, Jhametria D	Office Support Rep 3	New Hire	04/21/18
Lockhart, Doren R	Security Officer Coord	New Hire	04/21/18
Payne, Ashley N	Service Rep 2	New Hire	04/07/18
Prime, Edwin L	Service Rep 2	New Hire	04/21/18
Myers, Marc A	Treatment Plant Tech 1	Re-hire	04/07/18
Jordon Jr, Marcus B	Water Maintenance Technician	New Hire	04/21/18

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>
Cobb, Terry L.	Codes Admin Dir	Pension	Codes	04/06/18
Fouad, Matthew M.	Finance Officer 2	Resignation	Finance	03/27/18
Poff, Justin W.	Emerg Medical Tech 2	Dismissal	Fire	03/27/18
Holmes Jr, James E.	Fire Asst Chief	Pension	Fire	03/30/18
Wall, Earl F.	Fire Engineer	Pension	Fire	04/13/18
Reed, Jesse C.	Fire Fighter 2	Deceased	Fire	03/17/18
Jones, Shelby M.	Office Support Rep 2	Resignation	Fire	04/13/18
Robbin, Jason A.	Paramedic 2	Pension	Fire	03/30/18
Douglas Jr, Robert W.	Application Tech 3	Pension	General Services	04/20/18
Barlow, Robert E.	Information Systems Advisor 2	Resignation	General Services	04/06/18
Meals, Jeremy T.	Radio Tech 1	Resignation	General Services	04/20/18
Jackson, Oliver D.	Information Sys Oper Tech 1	Resignation	ITS	04/11/18
Keaton, Matthew B.	Information Systems Advisor 1	Resignation	ITS	04/19/18
Rivers, Kenneth B.	Information Systems Advisor 1	Resignation	ITS	03/30/18
Kelley, Howard D.	Office Support Spec 1	Resignation	Metropolitan Clerk	04/20/18
Boshers, Aaron M.	Maintenance & Repair Worker	Dismissal	Parks	04/02/18
Hargrove, Michael E.	Maintenance & Repair Worker Se	Dismissal	Parks	04/10/18
Foxx, Marquez T.	Recreation Leader	Resignation	Parks	03/29/18
Perkins, Morgan A.	Recreation Leader	Resignation	Parks	04/13/18
Pritchard, Kiley S.	Recreation Leader	Resignation	Parks	04/19/18
Wilson, Makyla D.	Recreation Leader	Resignation	Parks	03/30/18
Wilson, Linda B.	Crime Lab Forensic Scientist 3	Pension	Police	04/14/18
Davenport, Rex A.	Police Officer 2	Pension	Police	03/30/18
De Los Santos, Luis G.	Police Officer 2	Resignation	Police	03/30/18
Michon, David W.	Police Officer 2	Pension	Police	03/31/18
Suleyman, Jiyayi A.	Police Officer 2	Resignation	Police	03/21/18

TERMINATIONS/ PENSIONS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DEPT</u>	<u>DATE</u>
Talavera, Sandra J.	Police Officer 2	Resignation	Police	03/30/18
Templin, Christopher D.	Police Officer 2	Dismissal	Police	04/02/18
Warren, Danny B.	Police Officer 2	Pension	Police	03/23/18
Whitworth Jr, William A.	Police Officer 2	Pension	Police	03/16/18
Medley, Sheryl Darlene	Police Operations Asst 1	Resignation	Police	04/05/18
Lucas, Valentina T.	Circulation Asst 1	Resignation	Public Library	03/29/18
Pionke, Wayne T.	Equipment Operator Senior	Resignation	Public Works	04/13/18
Fox, Donald L.	Maintenance & Repair Leader	Pension	Public Works	04/01/18
Cervantes, Andres	Maintenance & Repair Worker	Resignation	Public Works	04/13/18
Sheffield, Christopher D.	Maintenance & Repair Worker	Dismissal	Public Works	04/17/18
Springer Jr, James L.	Maintenance & Repair Worker	Pension	Public Works	04/20/18
Troup, Troy E.	Maintenance & Repair Worker	Resignation	Public Works	04/20/18
Bell, Jerry W.	Correctional Officer 1	Resignation	Sheriff	04/11/18
Edwards, Brooke C.	Correctional Officer 1	Resignation	Sheriff	04/11/18
Fannin Jr., Monroe W.	Correctional Officer 1	Pension	Sheriff	03/31/18
Garcia, Gabriel	Correctional Officer 1	Resignation	Sheriff	04/15/18
Hazelwood, Pintauro R.	Correctional Officer 1	Resignation	Sheriff	03/26/18
Thomas, Jason L.	Correctional Officer 1	Resignation	Sheriff	04/02/18
Fisher, Latavia H.	Correctional Officer 2	Resignation	Sheriff	03/29/18
Gregory, Dinah L.	Special Projects Mgr	Deceased	Social Services	04/06/18
Ragland, Gary R.	Cust Svc Asst Mgr	Pension	Water Services	04/01/18
Moore, Jalen C.	Customer Service Field Rep	Resignation	Water Services	04/03/18
Bowers, Michael E.	Engineer Technician Senior	Pension	Water Services	03/30/18
Loftis, David N.	Engineer Technician Senior	Pension	Water Services	03/30/18
Keaton, Michael W.	Finance Officer 2	Pension	Water Services	04/13/18
White, Tomeka D.	Office Support Rep 3	Resignation	Water Services	04/20/18
King, Gene A.	Technical Specialist 2	Pension	Water Services	04/20/18
Baines, Sylvester E.	Treatment Plant Tech 2	Pension	Water Services	04/18/18
Calloway, Micheal W.	Treatment Plant Tech 2	Dismissal	Water Services	04/09/18
Wilson, Willie James	Water Maintenance Technician	Resignation	Water Services	04/03/18
Kennedy, John P.	Water Svcs Asst Dir	Pension	Water Services	04/02/18

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>ESTABLISH/ DATE</u>	<u>ABOLISH</u>
Police Officer Trainee	Police	65	Cont	04/01/18	E
Maintenance & Repair Worker	Public Works	43	Cont	04/03/18	E
Sanitation Worker	Public Works	54	Cont	04/03/18	E
Applications Technician 3	Public Library	29	Open	04/06/18	E
Maintenance & Repair Worker	Parks	16	Cont	04/10/18	E
Office Support Specialist 1	Police	234	Open	04/13/18	E
Safety Inspector 1	Public Works	160	Open	04/16/18	E
Crime Lab Forensic Scientist Supervisor - Firearm & Tool Mark	Police	2	Dept	04/17/18	E
IS Division Manager - Service Desk	ITS	37	Open	04/17/18	A
IS Advisor 1 - Identity & Access	ITS	1	Dept	04/17/18	E
Program Specialist 1 - Special Collections	Public Library	72	Open	04/19/18	A
Correctional Officer Lieutenant	DCSO	3	Dept	04/19/18	A
Maintenance & Repair Leader–Construction/Maintenance	Public Works	20	Open	04/20/18	A

Maintenance & Repair Leader- Brush Collection	Public Works	7	Open	04/20/18	A
Assistant to the Director (ASO3)	Public Works	99	Open	04/23/18	E
Engineer In Training - Transportation	Public Works	21	Open	04/23/18	E
Program Coordinator - Parks	Parks	93	Cont	04/25/18	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 ITEM

HUMAN RESOURCES

(1: Director Shannon B. Hall is requesting Leave from Civil Service Status for Christiana Mayo

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

MOTION: After some discussion, Commissioner North moved to approve the request for Leave from Civil Service. Seconded by Vice-Chairman Corbitt, and the Commission approved without objection.

HUMAN RESOURCES

Human Resources Director, Shannon B. Hall, submits the following for the Commission's consideration and appropriate action:

(2: Review of Final Order – James Green, Water - Dismissal

Mr. Green, his representation Russell Freeman, and Tara Ladd, representing Water Department, were present before the Commission to discuss the Initial Order.

Commissioner Sanders disclosed she received a letter from Mr. Green's mother. Commissioner Sanders stated it was not part of her decision on the matter and it came after the hearing last month. Chairman Farmer stated the matter is still pending. The letter will be retained with the record.

1st MOTION: After some discussion, Commissioner North made a Motion to Reconsider the Commission's previous decision. Seconded by Vice-Chairman Corbitt, and the Commission approved with objections as follows: Vice-Chairman Corbitt – Aye; Commissioner Link – Nay; Commissioner North – Aye; Commissioner Sanders – Nay; Chairman Farmer – Aye.

2nd MOTION: After some discussion, Chairman Farmer asked for a Motion on whether or not the conduct as presented in the record constitutes discrimination or violation of Civil Service Rule 6.7 #30. Commissioner Sanders moved that it was discrimination. Seconded by Commissioner Link, and the Commission approved with objection as follows: Vice-Chairman Corbitt – Nay; Commissioner Link – Aye; Commissioner North – Aye; Commissioner Sanders – Aye.

3rd MOTION: After some discussion and for clarification, Commissioner Sanders moved that the conduct addressed in the second motion constitutes discrimination as defined by Civil Service Rule 6.7 #30. Seconded by Commissioner Link, and the Commission approved with objection as follows: Vice-Chairman Corbitt – Nay; Commissioner Link – Aye; Commissioner North – Aye; Commissioner Sanders – Aye.

4th MOTION: *After some discussion, Commissioner Sanders moved to maintain the discipline determined by the Commission at the April 10, 2018 meeting as follows: (i) to impose a ten day suspension for violation of Civil Service Rule 6.7 #24; (ii) to impose a ten day suspension for violation of Civil Service Rule 6.7 #33; and (iii) to impose a suspension commencing on the date of Mr. Green's termination and ending on the date of the Commission's April 10, 2018 review of the Initial Order for violation of Civil Service Rule 6.7 #30 and to return Mr. Green to work without backpay. Seconded by Commissioner Link, and the Commission approved with objection as follows: Vice-Chairman Corbitt – Nay; Commissioner Link – Aye; Commissioner North – Aye; Commissioner Sanders – Aye.*

- (3): Davidson County Sheriff's Office employee, Christopher Hughes, is requesting to extend his IOD time in accordance with Civil Service Rule 4.8 D Period of Compensation**

Christopher Hughes, Human Resources Manager Byron Grizzle, 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 Mr. Hughes' IOD time through August 22, 2018. Seconded by Commissioner North, and the Commission approved without objection.*

- (4): Appeal of Medical Disqualification: BA, Applicant for Police Officer Trainee**

Civil Service Medical Examiner Gill Wright was present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

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

- (5): Appeal of Medical Disqualification: GH, Applicant for Police Officer Trainee**

Applicant GH and Civil Service Medical Examiner Gill Wright were present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

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

- (6): Appeal of Medical Disqualification: PK, Applicant for Police Officer Trainee**

Applicant PK and Civil Service Medical Examiner Gill Wright were present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

MOTION: *After some discussion, Commissioner Link moved to approve the request for a waiver. Seconded by Commissioner Sanders, and the Commission approved without objection.*

- (7): Appeal of Medical Disqualification: EM, Applicant for Police Officer Trainee**

Applicant EM and Civil Service Medical Examiner Gill Wright were present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

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

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

Civil Service Medical Examiner Gill Wright was present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

MOTION: After some discussion, Commissioner North moved to approve the request for a waiver. Seconded by Commissioner Sanders, and the Commission approved without objection.

(9: Pay Plan Review for Fiscal Year 2019

Finance Assistant Director Gene Nolan and Finance Assistant Director Kim McDoniel were present before the Commission to discuss the financial aspects of the proposed pay plan.

IAFF Representative Mark Young, FOP President James Smallwood, SEIU President Brad Rayson, and SEIU Representative Mark Naccarato came before the Commission to represent employees impacted by the proposed pay plan.

Later, Legal Deputy Director Mike Safley came before the Commission to advise the Commission on the timeline for and their role as related to the proposed pay plan.

Finance Assistant Director Gene Nolan and Finance Assistant Director Kim McDoniel returned before the Commission to further discuss the financial aspects of the proposed pay plan.

MOTION: After some discussion and by consent, the Commission moved to hold a Special-Called Meeting to vote on the proposed Pay Plan for Fiscal Year 2019 on May 30, 2018.

(10: Administrative Law Judge Hearing Calendar

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.

(11: Human Resources Updates

The Mayor's Office nominated Chairman Farmer for reappointment to the Civil Service Commission. The Metropolitan Council acted on his reappointment at its meeting on Tuesday, May 1, 2018.

Benefits reports there will be no employee insurance premium increase for calendar year 2019.

Human Resources launched a nationwide Executive Director recruitment for the Arts Commission and anticipates a selection is forthcoming in the Executive Director recruitments for Planning and Codes.

The Training Rooms at Metro Southeast were remodeled to include installation of a new sound system and monitors, in place of a ceiling projector showing training presentations on a painted wall.

Human Resources welcomes two new HR Analysts, Shawna Hampton for Benefits and Eric Carroll for System Support.

ACTION: This was for a report only.

(12: Communiqués from the public on pending hearings

There were none.

With nothing further, the regular meeting adjourned at 10:52 a.m.

ATTEST:

APPROVED:

**Shannon B. Hall, Director
Secretary to the Commission**

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