



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

Date: November 10, 2020

Time: 8:30 a.m.

Place: This meeting took place via teleconference and was broadcast through the Metro Nashville Network, (MNN), on the MNN2 live stream at (stream.nashville.gov)

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

OTHER MEMBERS: Shannon B. Hall, Human Resources Director; Nicki Eke, Metro Legal Department Attorney

Announcement of Appeals Process: Metropolitan Code of Laws 2.68.030

Chairman Farmer called the meeting to order and informed everyone that if they could not be seen that they would have to introduce themselves before they speak. Chairman Farmer then notified the Commissioners that there will need to be a vote to deem the electronic meeting necessary to conduct essential business in light of the COVID-19 outbreak. Roll was called and Commissioners Corbitt, Sanders, and North each voted to conduct the meeting electronically.

Commissioner Corbitt made a motion to approve the October 13, 2020 Civil Service Commission meeting minutes. Commissioner North seconded, and the Commission approved without objection. Chairman Farmer acknowledged the following union representatives in attendance: Mark Young (IAFF Local140), James Smallwood (FOP), and Maura Lee Albert (SEIU).

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(B) APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
Codes Administration			
Smotherman, Christopher J.	Electrical Inspector 1	New Hire	10/05/2020
*Barlows, Nathan C.	Property Stan Insp 1	Department transfer/Class change	10/05/2020
^Penick, Mark B.	Property Stan Insp 1	Department transfer/Promotion	10/05/2020
*Department transfer from Public Works (Maintenance and Repair Wkr, TG5) to Codes (Property Stan Insp, ST9)			
^Department transfer from Public Works (Equipment Operator, TG7) to Codes (Property Stan Insp, ST9)			
Emergency Communications			
Dukes, Exzabia L.	Admin Spec	Promotion	10/13/2020
Vance, Dwayne D.	Admin Svcs Division Manager	Promotion	10/07/2020
Wade, Freda A.	Admin Svcs Officer 3	Promotion	10/07/2020
Reynolds, John Mark	Information Systems Advisor 1	Promotion	10/07/2020
Weese, Harold P. II	Information Systems Advisor 1	Promotion	10/07/2020
Bateman, Michael B.	Information Systems Advisor 2	Promotion	10/07/2020
Finance			
Brown, Kevin C.	Special Projects Mgr	Promotion	10/12/2020
Fire			
Craig, Mario Lavar	Equipment & Supply Clk Sr	Re-hire	10/16/2020
Newson, Antwaun Jerrod	Equipment & Supply Clk Sr	New Hire	10/16/2020
Nolen, William T.	Equipment & Supply Clk Sr	New Hire	10/16/2020
Baker, Brian Ray	Fire Captain	Promotion	10/16/2020
Best, William W. Jr	Fire Captain	Promotion	10/16/2020
Garrison, Jason W.	Fire Captain	Promotion	10/16/2020
Henry, Patrick F.	Fire Captain	Promotion	10/16/2020
Judd, Matthew Scott	Fire Captain	Promotion	10/16/2020
Koster, Steven W.	Fire Captain	Promotion	10/16/2020
Pinkerton, Douglas D.	Fire Captain	Promotion	10/16/2020
West, William Kevin	Fire Captain	Promotion	10/16/2020
Williams, Lawrence Dale Jr	Fire Captain	Promotion	10/16/2020
Jordan, Jonathan D.	Fire District Chief	Promotion	10/16/2020
Bruce, Jeremy W.	Fire Engineer	Promotion	10/16/2020
Castleman, Gary Alan	Fire Engineer	Promotion	10/16/2020
Curran, William J. Jr	Fire Engineer	Promotion	10/16/2020
Dashiell, Margarette Ann	Fire Engineer	Promotion	10/16/2020
Ghee, Richard M.	Fire Engineer	Promotion	10/16/2020
Goddard, William B.	Fire Engineer	Promotion	10/16/2020
Hood, Christopher L.	Fire Engineer	Promotion	10/16/2020
Knotts, Brett	Fire Engineer	Promotion	10/16/2020
Long, Joseph E.	Fire Engineer	Promotion	10/16/2020
Milliken, Steven Wayne	Fire Engineer	Promotion	10/16/2020
Moore, Joshua J.	Fire Engineer	Promotion	10/16/2020
Piatt, Nathan	Fire Engineer	Promotion	10/16/2020
Taylor, Jeremy L.	Fire Engineer	Promotion	10/16/2020
Zimmerman, Heather M.	Fire Engineer	Promotion	10/16/2020
*Bailey, Daniel	Fire Fighter 1	Class Change	10/01/2020

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*Colgan, Ryan Steven	Fire Fighter 1	Class Change	10/01/2020
*Conrad, Luke Thomas	Fire Fighter 1	Class Change	10/01/2020
*Cook, Milicia Leigh Ann	Fire Fighter 1	Class Change	10/01/2020
*Courtard, Rodney Telusca	Fire Fighter 1	Class Change	10/01/2020
*Davis, Le'Quinn Darzell	Fire Fighter 1	Class Change	10/01/2020
*Doss, Clinton Reumont Jr	Fire Fighter 1	Class Change	10/01/2020
*Freeman, Robert Cody	Fire Fighter 1	Class Change	10/01/2020
*Gonzalez, Mario A. Jr	Fire Fighter 1	Class Change	10/01/2020
*Haddix, Aaron Duane	Fire Fighter 1	Class Change	10/01/2020
*Perry, John L. IV	Fire Fighter 1	Class Change	10/01/2020
*Roland, Ryan L.	Fire Fighter 1	Class Change	10/01/2020
*Sanders, Chad Marcus	Fire Fighter 1	Class Change	10/01/2020
*Smith, Grayson Fielding	Fire Fighter 1	Class Change	10/01/2020
*Stanley, Nathan S.	Fire Fighter 1	Class Change	10/01/2020
*Yeager, Brett	Fire Fighter 1	Class Change	10/01/2020
^Lively, Carter D.	Fire Fighter 2	Class Change	09/16/2020
^Montgomery, Shareese B.	Fire Fighter 2	Class Change	09/16/2020
^Porter, Zillon T.	Fire Fighter 2	Class Change	09/16/2020
^Wall, Nicholas H.	Fire Fighter 2	Class Change	09/16/2020

*Class change from Fire Recruit to Fire Fighter 1

^Class change from Fire Fighter 1 to Fire Fighter 2

Juvenile Court

*Harris, Dominique M.	Warrant Officer 1	Transition to Civil Service	10/05/2020
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*Department transfer from Sheriff's office (Security Officer 2, ST7) to Juvenile Court (Warrant Officer, ST8)

Municipal Auditorium

Williams, Jonathan T.	Bldg Maint Lead Mechanic	Promotion	09/21/2020
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Parks

Dorn, Cody A.	Aquatics Coord	New Hire	10/09/2020
*Moreland, Ricky E.	Maintenance & Repair Worker	Transition to Civil Service	10/01/2020

*Transition to CS from Seasonal status

Police

Davenport, Tracey	Admin Svcs Officer 3	New Hire	10/16/2020
Darling, Julie Renee	Police Operations Assistant	New Hire	10/16/2020
Schoch, Amy	Police Operations Assistant	New Hire	10/01/2020

Public Library

English, Ben L.	Librarian 2	Promotion	10/19/2020
Thomas, Lillian E.	Library Assoc 1	Promotion	10/05/2020
Hall, Gregory M.	Library Mgr 1	Promotion	10/19/2020

Public Works

*Gaddes, Lopez	Compliance Inspector 1	Voluntary Reduction in Salary Grade	10/05/2020
Baucom, Jack R.	Equipment Operator	Re-hire	10/05/2020
Downs, Jesse T.	Equipment Operator	Promotion	10/05/2020
^Woody, Brian L.	Equipment Operator	Voluntary Reduction in Salary Grade	10/05/2020
Hyde, Garnett C. Sr	Equipment Operator Senior	Promotion	10/05/2020
Sneed, Kash D.	Equipment Operator Senior	Promotion	10/05/2020
De Biase, Michael D.	Maintenance & Repair Worker	New Hire	10/19/2020
Jones, Jason D.	Maintenance & Repair Worker	New Hire	10/19/2020
McKinnie-Harvey, Markevous T.	Maintenance & Repair Worker	New Hire	10/19/2020
Norris, Mark B.	Maintenance & Repair Worker	New Hire	10/19/2020
Odeneal, Ramsdale	Maintenance & Repair Worker	Re-hire	10/19/2020
Pena, Antonio	Maintenance & Repair Worker	New Hire	10/19/2020
Powell, Jonah	Maintenance & Repair Worker	New Hire	10/05/2020
**Stephens, Jerry W.	Maintenance & Repair Worker	Voluntary Reduction in Salary Grade	10/05/2020
Tubman, Cody A.	Maintenance & Repair Worker	New Hire	10/19/2020
Walker, Dillon	Maintenance & Repair Worker	New Hire	10/05/2020
Walker, Jeffrey M.	Maintenance & Repair Worker	New Hire	10/19/2020
Ostein, Trevecca R.	Parking Patrol Officer 1	New Hire	10/19/2020
Holihan, Thomas R. Jr	Sanitation Worker	New Hire	10/05/2020
Morton, Derick L.	Sanitation Worker	New Hire	10/05/2020

*Voluntary Reduction in grade from Maintenance & Repair Supv (TS8) to Compliance Inspector 1 (ST8)

^Voluntary Reduction in grade from Equipment Operator Sr (TG9) to Equipment Operator (TG7)

**Voluntary Reduction in grade from Maintenance & Repair Sr (TG7) to Maintenance & Repair Wkr (TG5)

Sheriff

Blazek, Kevin A.	Correctional Officer 2	Promotion	10/04/2020
Cobb, Sequinn M.	Correctional Officer 2	Promotion	10/04/2020
Davis, Adam H.	Correctional Officer 2	Promotion	10/04/2020
Dorvil, Jean Hudson	Correctional Officer 2	Promotion	10/04/2020
Hill, Stacy Sheena	Correctional Officer 2	Promotion	10/04/2020
Horn, Deangela Romeka	Correctional Officer 2	Promotion	10/04/2020
Leigh, Damarrius Markeice	Correctional Officer 2	Promotion	10/04/2020
Lester, Latanya Michelle	Correctional Officer 2	Promotion	10/04/2020
Beach, Sean H.	Correctional Officer Lieut	Promotion	10/04/2020
Hibbs, Nathan R.	Correctional Officer Sergeant	Promotion	10/04/2020
Jines, Samuel Z.	Correctional Officer Sergeant	Promotion	10/04/2020
Robertson, Telina A.	Correctional Officer Sergeant	Promotion	10/04/2020

CIVIL SERVICE COMMISSION**11/10/2020-5****Water Services**

*Wilson, Michael A.	Admin Svcs Mgr	Department transfer/Promotion	10/03/2020
^Mcginis, Dustin S.	Finance Officer 1	Class Change/Lateral	10/17/2020
Dieckhaus, Laura A.	Office Support Spec 2	New Hire	10/17/2020
Igharo, Akugbe	Treatment Plant Tech 1	Promotion	10/03/2020
Stefko, Michael J.	Treatment Plant Tech 1	New Hire	10/03/2020
Watkins, Justin K.	Treatment Plant Tech 1	Re-Employment	10/03/2020
Mcclanahan, Larry C. II	Utility Field Specialist	Promotion	10/03/2020
Goins, Darryl D.	Utility Maintenance Tech	New Hire	10/17/2020
Jones, Nava W.	Utility Maintenance Tech	New Hire	10/17/2020
Miller, Allen C. III	Utility Maintenance Tech	Re-hire	10/17/2020
Owen, Nicholas B.	Utility Maintenance Tech	New Hire	10/17/2020

*Department transfer from Human Resources (HR Analyst 3, OR5) to Water (Admin Svcs Mgr, OR7)

^Class change from Application Tech 2 (ST8) to Finance Officer 1 (OR1)

MOTION: After some discussion, Commissioner Corbitt 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>Department</u>	<u>Date</u>
Smith, Jamaica S.	Emer Telecom Off 1	Resignation	DEC	10/11/2020
Borum, Jada G.	Emerg Medical Tech 2	Resignation	Fire	10/10/2020
Glenn, John E.	Fire Arson Investigator	Retirement	Fire	10/15/2020
Sapp, Melissa A.	Fire Captain	Retirement	Fire	10/14/2020
McClure, Steven A.	Fire Fighter 2	Retirement	Fire	10/29/2020
Davis, Louis E.	Paramedic 2	Resignation	Fire	10/18/2020
Bianco, Austin A.	Maint & Repair Worker	Resignation	Parks	10/17/2020
Brown, Ashley R.	Maint & Repair Worker	Retirement	Parks	09/01/2020
Gibson, David Lee II	Maint & Repair Worker	Resignation	Parks	10/15/2020
Otazu, Richard L.	Maint & Repair Worker	Retirement	Parks	10/16/2020
Harbison, Thomas S.	Park Police 2	Retirement	Parks	10/15/2020
Beach, Johnetha D.	Recreation Leader	Resignation	Parks	10/14/2020
Rogers, Katie R.	Recreation Leader	Resignation	Parks	10/16/2020
Vega, Leslie A.	Recreation Leader	Resignation	Parks	10/02/2020
Abrahamyan, Feliks V.	Police Officer 2	Resignation	Police	10/01/2020
Combs, Joshua L.	Police Officer 2	Resignation	Police	10/02/2020
Downen, Christian Allen	Police Officer 2	Resignation	Police	10/15/2020
Gault, Ralph Alexander III	Police Officer 2	Resignation	Police	10/30/2020
Johnson, Matthew P.	Police Officer 2	Resignation	Police	10/26/2020
Llukaj, Fabjan	Police Officer 2	Resignation	Police	10/16/2020
Spears, Jeremy M.	Police Officer 2	Resignation	Police	10/21/2020
Wadham, Daniel	Police Officer 2	Resignation	Police	10/20/2020
Green, Joshua L.	Police Officer 2-Fld Trng Ofcr	Resignation	Police	10/15/2020
Allman, Timothy John	Library Assoc 1	Resignation	Public Library	10/30/2020
Martin, Jessica L.	Library Assoc 1	Resignation	Public Library	10/20/2020
Matens, Morgan	Library Performing Artist	Resignation	Public Library	10/28/2020
Afis, Ali T.	Engineer 3	Retirement	Public Works	10/16/2020
Davis, Kevin P. II	Equipment Operator	Resignation	Public Works	10/12/2020
Gunter, Enoch E.	Equipment Operator	Retirement	Public Works	10/2/2020
Willeby, James D.	Equipment Operator	Resignation	Public Works	10/2/2020
Stephens, Randall K.	Equipment Operator Senior	Resignation	Public Works	10/20/2020

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Jesmain, Barbara A.	Finance Officer 2	Resignation	Public Works	10/02/2020
Davis, James D.	Main & Repair Worker	Resignation	Public Works	10/12/2020
Plummer, Anthony L.	Sanitation Worker	Resignation	Public Works	10/06/2020
Stratton, Mario D.	Sanitation Worker	Resignation	Public Works	10/16/2020
Beaulieu, Maria Margaret	Correctional Officer 1	Resignation	Sheriff	10/1/2020
Bullock, Alexander E.	Correctional Officer 1	Resignation	Sheriff	10/13/2020
Marcum, Jacob R.	Correctional Officer 1	Resignation	Sheriff	10/06/2020
Stancil, Marcia N.	Correctional Officer 1	Resignation	Sheriff	10/06/2020
Woodland, Erica M.	Program Coord	Dismissal	Social Services	10/05/2020
Diehl, Chad A.	Office Support Spec 2	Resignation	Water	10/02/2020

MOTION: After some discussion, Commissioner Corbitt moved for approval of the Terminations/Pensions as listed. Commissioner Link seconded, and the Commission approved without objection.

(D)ELIGIBILITY REGISTER REPORT

CLASSIFICATION	DEPT	ON LIST	TYPE	DATE	EST/ABOLISH
Correctional Officer Trainee	Sheriff's Office	19	Cont	10/01/2020	Establish
Utility Maintenance Technician	Water Services	44	Cont	10/02/2020	Establish
Special Projects Manager-OFA	Finance	17	Open	10/06/2020	Establish
Administrative Services Division Manager	DEC	1	Dept	10/07/2020	Establish
Administrative Services Officer 3 - Payroll Specialist	DEC	1	Dept	10/07/2020	Establish
IS Advisor 1	DEC	2	Dept	10/07/2020	Establish
IS Advisor 2	DEC	1	Dept	10/07/2020	Establish
IS Advisor 1 - Police/Mobile Device Administrator	Police	88	Open	10/08/2020	Establish
IS Advisor 1 - Police/Video Evidence	Police	79	Open	10/08/2020	Establish
IS Applications Analyst 3 - Police/Mobile Device Technician	Police	67	Open	10/08/2020	Establish
Administrative Services Manager- Education and Wellness	Water Services	29	Open	10/14/2020	Establish
Administrative Specialist	DEC	1	Dept	10/14/2020	Establish
Equipment Operator Senior- Roads & Waste	Public Works	15	Cont	10/14/2020	Establish
Police Officer Trainee	Police	21	Cont	10/14/2020	Establish
Safety Inspector 2	Parks	88	Open	10/15/2020	Establish
Emergency Telecommunications Officer 1	DEC	19	Cont	10/19/2020	Establish
Maintenance & Repair Leader - Operations	Public Works	17	Dept	10/19/2020	Establish
Library Manager 1	Library	15	Open	10/20/2020	Establish
Industrial Maintenance Supervisor 1 - Operations	Water Services	16	Dept	10/23/2020	Establish
Sanitation Worker	Public Works	36	Open	10/28/2020	Establish

MOTION: After some discussion, Commissioner Corbitt moved for approval of the Eligibility Register as listed. Commissioner Link seconded, and the Commission approved without objection.

HUMAN RESOURCE ITEMS**Item #1: Review of Agreed Order- Dereck Smith, Parks – Suspension**

Dereck Smith was not present. Josh Thomas, Metro Legal Attorney, was present before the Commission to discuss the Agreed Order.

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

Item #2: Review Initial Order/Appeal- Phillip Popovitch, Sheriff- Suspension

Phylinda Ramsey, Metro Legal Attorney and Phillip Popovitch, were both present before the Commission to discuss the Initial Order/Appeal.

MOTION: After some discussion, Commissioner Corbitt moved to uphold the ALJs Initial Order . Seconded by Commissioner North and the Commission approved without objection.

Item #3: 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.

Item #4: Human Resource Updates

HR Director Hall advised the Commission about the latest 3rd quarter report of the Department of Justice. The report tracks the disciplinary actions taken by each department for their employees. She also let them know that the report for quarters 1&2 will be provided when they become available.

ACTION: This was for a report only.

Item #5: Communiques from the public on pending hearings

NONE

Item #6: Appeal of Medical Disqualification, DG, Applicant for Police Officer Trainee

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

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

Item #7: Appeal of Medical Disqualification, ML, Applicant for Police Officer Trainee

Applicant ML and Civil Service Medical Examiner Gill Wright were both 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 waiver. Seconded by Commissioner North and the Commission approved without objection.

Item #8: Appeal of Medical Disqualification, SW, Applicant for Police Officer Trainee

Applicant SW and Civil Service Medical Examiner Gill Wright were both 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 waiver. Seconded by Commissioner Link and the Commission approved without objection.

With nothing further, the regular meeting adjourned at 09:58 a.m.

ATTEST:

APPROVED:

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

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