



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

Date: April 9, 2024

Time: 8:30 a.m.

Place: Howard Office Building
Sonny West Room
700 2nd Avenue South
Nashville, Tennessee 37210

MEMBERS: William H. Farmer, D. Billye Sanders, Jo Ann North, Alysia Jones, and Ethan Link

OTHER MEMBERS: Shannon B. Hall, Human Resources Director; Nicki Eke and Courtney Mohan, Metro Legal Department Attorneys

Chairman Farmer called the meeting to order. He asked if there were any corrections or additions to the minutes of the last Regular meeting on **March 12, 2024**. Commissioner North moved to accept the minutes for the **March 12, 2024**, meeting. Seconded by Vice-Chair Sanders, and the Commissioners approved without objection. Chairman Farmer asked if there were any union representatives in attendance. IAFF and SEIU representatives were present. An FOP representative arrived later and made comments during the presentation of Item 8 on the agenda. Courtney Mohan read the Announcement of Appeals Process. Chairman Farmer asked the Commissioners if they had received any Communiques from the public.

- (A) Approval of Appointments
- (B) Approval of Terminations/Pensions
- (C) Approval of Eligibility Register Report

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CIVIL SERVICE COMMISSION

04/09/2024-2

(A) APPOINTMENTS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Date</u>
<u>Codes Administration</u> Turner, Pamela Betrice	Admin Svcs Officer 2	New Hire	03/18/2024

Emergency Communications

Matthews, James R.	Public Info Coordinator	New Hire	03/04/2024
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Finance

Rodgers, Latisha Rochelle	Accounts Payable Specialist 1	New Hire	03/11/2024
Bryant, Brittany Nicole	Compliance Monitor Senior	Promotion	03/04/2024
Mullins, Amanda D.	Finance Admin	Promotion	03/04/2024

Fire

Smith, Gerri Lynn	Admin Svcs Officer 2	New Hire	03/16/2024
DeZwarte, Aidan James	Advanced Emergency Med Tech	New Hire	03/16/2024
Everton, Zina Rebecca	Advanced Emergency Med Tech	New Hire	03/16/2024
Ince, Ian William	Advanced Emergency Med Tech	New Hire	02/16/2024
Justice, Hailey Anne	Advanced Emergency Med Tech	New Hire	03/16/2024
Ontiveros, Daniel Bennett	Advanced Emergency Med Tech	New Hire	03/16/2024
Santana, Charles Joseph	Advanced Emergency Med Tech	New Hire	03/16/2024
Trevathan, Lance Edward	Advanced Emergency Med Tech	New Hire	03/16/2024
*Dumond, Caitlin Amber	Advanced Emergency Med Tech	Class Change/Lateral	03/16/2024
Edwards, Blake Harrison	Advanced Emergency Med Tech	Re-hire	03/16/2024
Sullivan, Rachael Elizabeth	Equipment & Supply Clk Sr	New Hire	03/16/2024
**Greer, Haydon M.	Equipment & Supply Clk Sr	Department Transfer	03/16/2024
Cecil, Weston Thomas	Paramedic	New Hire	03/16/2024
Chapman, Caitlyn Marie	Paramedic	New Hire	03/16/2024
Davidson, Marshall Larry IV	Paramedic	New Hire	03/16/2024
Farley, Joseph Ford	Paramedic	New Hire	03/16/2024
Hinman, Blake Dawson	Paramedic	New Hire	03/16/2024
Knox, McKayla A.	Paramedic	New Hire	03/16/2024
Peppers, Robert Zane	Paramedic	New Hire	03/16/2024
Rodriguez, Joan Marie	Paramedic	Re-hire	03/16/2024

Class change from Fire Fighter 2 FD03 to Advanced Emergency Med Tech FD03***Department Transfer from DEC, Emer Tele Off 2, ET02 to Fire, Equip & Supp Clk Sr ST07****General Services**

Crow, Dadria L.	Application Tech 3	Re-Employment	03/18/2024
Dunlap, Cayden T.	Equip Servicer	New Hire	03/04/2024
Gilbert, Joseph G.	Equip Servicer	New Hire	03/18/2024

Homeless Services

*Holland, Michelle	Admin Services Officer 2	Transfer to CS	01/22/2024
*Moore, Miranda	Program Specialist 2	Transfer to CS	01/22/2024
*Moore, Philip	Program Specialist 2	Transfer to CS	01/22/2024
*Walter, Adrian	Program Specialist 2	Transfer to CS	01/22/2024

***Transfer to CS from Non-CS status**

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Dalenberg, David J.	Human Resources Analyst Senior	Promotion	03/04/2024
Gordon, Tamera R.	Human Resources Analyst Senior	Promotion	03/04/2024
Strayhorn, Lauren	Human Resources Analyst Senior	Promotion	03/04/2024
Stubbs, Hilary E.	Human Resources Analyst Senior	Promotion	03/04/2024

Information Technology Services

Paul, Stephanie L.	Info Systems App Analyst 3	New Hire	03/16/2024
Holloway, Joshua R.	Info Systems App Analyst 3	Promotion	03/16/2024
Caum, Jeremy P.	Information Systems Advisor 1	New Hire	03/16/2024
*Rhodes, Jason G.	Information Systems Advisor 1	Voluntary Reduction in Grade	02/23/2024

Voluntary Reduction in Salary Grade from Info Syst Mgr, OR10 to Information System Advisor 1, OR08*Nashville Department of Transportation (NDOT)**

Little, Drake C.	Admin Svcs Mgr	New Hire	03/04/2024
Cowan, Stacey R.	Compliance Inspector 2	New Hire	03/04/2024
*Gooden, Charles .E Jr	Compliance Inspector 2	Class Change	03/04/2024
Hathaway, Terika L.	Compliance Inspector 2	Re-hire	03/04/2024
Balmes, Richard J. Jr	Equipment Operator	New Hire	03/04/2024
Hollingsworth, Ryan	Equipment Operator	New Hire	03/04/2024
Melton, Christopher S.	Equipment Operator	New Hire	03/18/2024
**Cobb, Michael W.	Equipment Operator	Class Change	02/19/2024
^Hewitt, Jeremy D.	Equipment Operator	Demotion	03/06/2024
Willis, Jeffery	Equipment Operator	Re-hire	03/04/2024
Crehan, Pierre G.	Maintenance & Repair Worker	New Hire	03/18/2024
Luders, Wilbert T. W.	Maintenance & Repair Worker	New Hire	03/04/2024
Phillips, Quincy L.	Maintenance & Repair Worker	New Hire	03/04/2024
Zamudio Flores, Jose J.	Maintenance & Repair Worker	New Hire	03/04/2024
Lockett, Roberta C.	Special Asst To The Dir	Promotion	03/04/2024

Class change from M&R Worker, TG07 to Compliance Inspector 2, ST09***Class change from M&R Worker, TG07 to Equipment Operator, TG10****^Demoted from Signal Tech 1, TG13 to Equipment Operator, TG10****Parks**

Griffin, Nicole D.	Custodian	Re-hire	03/16/2024
*Gutierrez Pierce, Daniel J.	Equipment Operator Senior	Class Change	03/16/2024
*Hoover, Mark J. Jr	Equipment Operator Senior	Class Change	03/02/2024
*Vadner, Steven D.	Equipment Operator Senior	Class Change	03/16/2024
Lowe, James L. III	Equipment Operator Senior	Re-hire	03/18/2024
Crawley, William	Maintenance & Repair Worker	New Hire	03/18/2024
Tanner, Jackson	Maintenance & Repair Worker	New Hire	03/16/2024
Blado, Jonathan A.	Maintenance & Repair Worker Se	New Hire	03/25/2024
Cope, Seth A.	Maintenance & Repair Worker Se	New Hire	03/11/2024
Harlan, Jason P. Jr	Maintenance & Repair Worker Se	New Hire	03/11/2024
Medina, Tomas E.	Maintenance & Repair Worker Se	New Hire	03/11/2024
Owen, Justin M.	Maintenance & Repair Worker Se	New Hire	03/25/2024
Zavala, Robert J.	Maintenance & Repair Worker Se	New Hire	03/18/2024
Adams, Brandon D.	Maintenance & Repair Worker Se	Re-hire	03/11/2024
**Young, Lydia R.	Office Support Rep	Transfer To Civil Service	03/18/2024
Doyle, Victoria E.	Office Support Spec 2	New Hire	03/04/2024

Beard, Kenneth Bernard Jr.	Program Coord	Promotion	03/02/2024
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***Class change from M&R Worker Senior TG09 to Equipment Operator Senior, TG12**

****Transfer to CS from seasonal position**

Police

Gray, Ashley Elizabeth	Admin Spec	New Hire	03/16/2024
Mears, Crystal Dawn	Admin Svcs Officer 3	Promotion	03/01/2024
Rinehart, Ashley N.	Admin Svcs Officer 4	Promotion	02/16/2024
Kessler, Kurt A.	Info Sys Comm Analyst 3	Promotion	03/01/2024
*Jones, Raymond Jr.	Information Sys Media Analys 3	Transfer To Civil Service	03/01/2024
Cooper, Christopher Leroy	Police Officer 2	New Hire	03/01/2024
Dowd, Colin Zachary	Police Officer 2	New Hire	03/16/2024
Evans, Christopher Obrian	Police Officer 2	New Hire	03/16/2024
Jay, Bradley T.	Police Officer 2	New Hire	03/16/2024
King, Claude Jr.	Police Officer 2	New Hire	03/16/2024
Smith, Matthew Michah	Police Officer 2	New Hire	03/01/2024
Martin, Connor Anthony			
Michael	Police Operations Coord 1	New Hire	03/16/2024
Rhodes, Hadleigh McFadden	Police Operations Coord 1	New Hire	03/16/2024
Waters, Lela Amerisa	Police Operations Coord 1	New Hire	03/01/2024
Millwood, Katelyn Christine	Police Operations Coord 1	Promotion	03/16/2024

***Transfer to Civil Service from a PT position**

Public Library

Chandler, Nathan A.	Bldg Maint Mechanic	New Hire	03/18/2024
Caruthers, LeAnthony M.	Custodian	New Hire	03/18/2024
*Clay, Jerry Dontaine	Custodian	Dept Transfer/Transfer To CS	03/18/2024
Dunlap, Gloria D.	Human Resources Analyst Senior	Promotion	03/04/2024
Wolfensohn, Miriam L.	Librarian 1	Promotion	03/04/2024
Riekeman, Morgan M.	Librarian 1	Re-hire	03/04/2024
Battilla, Bailey T.	Librarian 2	Promotion	03/18/2024
Humphries, Sonja D.	Librarian 2	Promotion	03/18/2024
Lewis, Emily L.	Librarian 2	Promotion	03/04/2024
Melvin, Chelsy H.	Librarian 2	Promotion	03/18/2024
Pasley, Gracie A.	Library Associate	New Hire	03/18/2024
Rice, Jamal N.	Library Associate	New Hire	03/18/2024
Bottei, Michael P.	Library Associate	Promotion	03/04/2024
Graciano, Dalya E.	Library Associate	Re-hire	03/04/2024
Darrow, Ryan P.	Library Mgr 3	Promotion	03/18/2024
Garrison, Destinee D.	Program Spec 2	New Hire	03/04/2024
Irving, Kianarose C.	Program Spec 2	New Hire	03/18/2024
Tharpe, Ember V.	Program Spec 2	New Hire	03/18/2024
Bronner, Wolfgang Giovanni	Program Spec 2	Re-hire	03/18/2024

***Department Transfer from MAC, Custodian, MAC02 to Library, Custodian TG07**

Social Services

Henderson, Derrick S.	Van Driver	New Hire	03/04/2024
*Donelson, Samantha Jo	Van Driver	Voluntary Reduction in Salary Grade	03/04/2024

***Voluntary Reduction in Salary Grade from Program Specialist 2, OR01 to Van Driver, TG07**

CIVIL SERVICE COMMISSION**04/09/2024-5****Water**

Thomason, Mindy R.	Cust Svc Supv	Promotion	03/04/2024
Vogt, Sally A.	Cust Svc Supv	Promotion	03/04/2024
Parks, Pierria Aquanetta	Customer Service Field Rep	New Hire	03/04/2024
Long, Tanner Alan	Indust Mechanic 1	New Hire	03/04/2024
Neely, John D.	Treatment Plant Shift Operator	Promotion	02/17/2024
McKnight, Dylan Christopher	Treatment Plant Tech 1	New Hire	03/18/2024
Payne, Joseph Barnabas	Treatment Plant Tech 1	New Hire	03/18/2024
Williamson, Michael H.	Treatment Plant Tech 1	New Hire	03/18/2024
Harrison, Hiram Ray III	Utility Engineer Technician	New Hire	03/18/2024
Kelly, Delfonta M.	Utility Field Tech 1	New Hire	03/04/2024
Greer, J'Son Myles	Utility Maintenance Tech	New Hire	03/18/2024
Eldridge, Hakeem A.	Water Services Maint Supv 1	Promotion	03/04/2024

MOTION: After some discussion, Commissioner North moved for approval of the Appointments as listed. Commissioner Jones seconded, and the Commissioners approved without objection.

(B) TERMINATIONS/PENSIONS

Name	Classification	Type	Department	Date
Whiteaker, Johnny W.	Electrical Inspector 1	Resignation	Codes Administration	03/15/2024
Waites, Elizabeth A.	Special Asst To The Dir	Resignation	Codes Administration	03/15/2024
Sweat, Kiedra S.	Emer Telecomm Off 1	Resignation	DEC	03/03/2024
Dix, Emily A.	Emer Telecomm Off 2	Resignation	DEC	02/22/2024
Christophel, Graham Q.	Emer Telecomm Off 2	Resignation	DEC	03/27/2024
Kruse, Keith C.	Fire Captain	Retirement	Fire	03/29/2024
Hamilton, Stephen Santee	Fire Fighter 2	Resignation	Fire	03/27/2024
House, Roger N.	Fire Fighter/Paramedic	Retirement	Fire	03/31/2024
Ybarra, Jacob Miles	Fire Inspector 1	Resignation	Fire	03/15/2024
Thomas, Adam Reed	Paramedic	Resignation	Fire	03/01/2024
Melton, Eugene	Paramedic	Retirement	Fire	03/27/2024
Primlane, Ritu	Admin Svcs Mgr	Resignation	General Services	03/08/2024
Muench, Douglas J.	Equip Mechanic	Resignation	General Services	03/29/2024
Spencer, William A.	Equip Mechanic-Certified	Resignation	General Services	03/29/2024
Sanders, Larry L.	Equip Servicer	Resignation	General Services	03/21/2024
Tayip, Halmat	Admin Svcs Officer 3	Dismissal	Human Resources	03/04/2024
Emigh, Mary Alice	Human Resources Admin	Retirement	Human Resources	03/29/2024
Anderson, Ashley Nicole	Admin Svcs Officer 2	Resignation	Juvenile Court	03/15/2024
Perry, Kentavious Dewayne	Probation Officer 1	Resignation	Juvenile Court	03/08/2024
		Disability		
Russ, Allataye A.	Probation Officer 2	Pension Termed	Juvenile Court	03/12/2024
Kostrub, William M.	Warrant Officer 2	Retirement	Juvenile Court	03/01/2024
Cowan, Stacey R.	Compliance Inspector 2	Resignation	NDOT	03/08/2024
Foxx, Perry K.	Compliance Inspector 2	Resignation	NDOT	03/08/2024
Lawandy, Roumani	Compliance Inspector 2	Resignation	NDOT	03/12/2024
Jones, Dejuan M.	Compliance Inspector 2	Resignation	NDOT	03/13/2024
Oldham, Michael J.	Engineer 3	Resignation	NDOT	03/08/2024
Willis, Jeffery	Equipment Operator	Resignation	NDOT	03/11/2024
Baker, Justin T.	Maintenance & Repair	Resignation	NDOT	02/28/2024
Otis, Cornelius D.	Maintenance & Repair	Resignation	NDOT	02/29/2024
Phillips, Nathaniel I. Jr.	Maintenance & Repair	Resignation	NDOT	03/12/2024
Wiggins, Quaneisheia L.	Maintenance & Repair	Resignation	NDOT	03/12/2024

Zachary, Keith R.	Maintenance & Repair	Resignation	NDOT	03/01/2024
Buford, Nickolandrick D.	Maintenance & Repair	Resignation	NDOT	03/20/2024
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McGee, Jamarion C. I.	Maintenance & Repair	Resignation	NDOT	03/21/2024
Carroll, William A.	Maintenance & Repair	Resignation	NDOT	03/23/2024
Burke, Marquale L. Jr.	Maintenance & Repair	Resignation	NDOT	03/27/2024
Lewis, Luke P.	Aquatics Coord	Resignation	Parks	03/16/2024
Crosby, Ellen E.	Aquatics Coord	Resignation	Parks	03/23/2024
Hanserd, Jed	Custodian	Retirement	Parks	03/15/2024
Jones, Carlette Yvette	Finance Admin	Resignation	Parks	03/26/2024
Williams, Kendra S.	Human Resources Analyst	Resignation	Parks	03/05/2024
Hollis, Robert M. Jr.	Maintenance & Repair Sr	Dismissal	Parks	03/14/2024
Cope, Seth A.	Maintenance & Repair Sr	Resignation	Parks	03/13/2024
Mahrenholz, Luke E.	Naturalist 2	Resignation	Parks	03/16/2024
Yokley, Jennifer R.	Recreation Leader	Resignation	Parks	03/08/2024
Hanna, Merna M.	Recreation Leader	Resignation	Parks	03/12/2024
Jones, Christopher J.	Recreation Leader	Resignation	Parks	03/16/2024
Jamison, Teresa A.	Admin Svcs Officer 4	Resignation	Police	02/21/2024
Bianchi, Kelli Marie	Crime Scene Investigator 3	Resignation	Police	03/19/2024
Oliphant, Cody Michael	Police Officer 2	Dismissal	Police	03/06/2024
Arnold, Jeremy S.	Police Officer 2	Resignation	Police	02/29/2024
Levan, Hunter Cole	Police Officer 2	Resignation	Police	03/01/2024
Cummings, Ty David	Police Officer 2	Resignation	Police	03/10/2024
Huff, Lucas Mark	Police Officer 2	Resignation	Police	03/14/2024
Tidwell, Dustin A.	Police Officer 2	Resignation	Police	03/15/2024
Wilson, Ernie R. II	Police Officer 2	Retirement	Police	03/05/2024
Harris, Paul M.	Police Officer 2	Retirement	Police	03/18/2024
Ivy, Juan Armando	Police Operations Coord 1	Resignation	Police	03/19/2024
Gann, Brandon Shane	Police Security Guard 1	Resignation	Police	03/08/2024
Swoner, Ernest M.	Police Sergeant	Retirement	Police	02/29/2024
Darling, Julie Renee	Professional Spec	Resignation	Police	03/13/2024
Thomas, Dominique L.	Circulation Assistant	Resignation	Public Library	03/06/2024
Warrick, Maria F.	Circulation Assistant	Retirement	Public Library	03/29/2024
Ruffin, Lawayne Darnell	Correctional Officer 1	Dismissal	Sheriff	03/14/2024
Cichon, Dominik	Correctional Officer 1	Resignation	Sheriff	02/23/2024
Hossink, Chance Alexander	Correctional Officer 1	Resignation	Sheriff	02/23/2024
Wilson, Clint M.	Correctional Officer 1	Resignation	Sheriff	02/25/2024
Burns, Brian Michael	Correctional Officer 2	Resignation	Sheriff	02/20/2024
Saunders, Stefan Everitt	Correctional Officer 2	Resignation	Sheriff	02/22/2024
Branch, Rodena LaJuan	Correctional Officer 2	Resignation	Sheriff	03/09/2024
Jones, Breanna Morgan	Correctional Officer 2	Resignation	Sheriff	02/28/2024
Shelton, Lenious Fadarryl II	Correctional Officer 2	Resignation	Sheriff	03/25/2024
Sanders, Sherunda	Social Work Assoc	Resignation	Social Services	03/08/2024
Parks, Pierria Aquanetta	Customer Service Field Rep	Dismissal	Water Services	03/08/2024
Gilley, Frances Valorie	Finance Mgr	Retirement	Water Services	03/15/2024
Bruce, Kenneth Guy Jr.	Industrial Maintenance Mgr	Resignation	Water Services	02/23/2024
Cox, Bill W.	Utility Equip Operator Sr	Retirement	Water Services	03/07/2024
Jeters, Ramon D. Jr.	Utility Field Tech 1	Dismissal	Water Services	03/21/2024
McClellan, Victoria E.	Utility Water Qual Analyst 2	Resignation	Water Services	03/01/2024
Luck, Harold B. Jr.	Water Services Superintendent	Deceased	Water Services	03/13/2024

MOTION: After some discussion, Commissioner North moved for approval of the Terminations/Pensions as listed. Commissioner Jones seconded, and the Commissioners approved without objection.

**CIVIL SERVICE COMMISSION
(C) ELIGIBILITY REGISTER REPORT**

04/09/2024-7

<u>CLASSIFICATION</u>	<u>DEPT</u>	<u>On List</u>	<u>Type</u>	<u>Date</u>	<u>Establish/Abolish</u>
Library Manager 3	Library	31	Open	03/01/2024	Establish
Librarian 2	Library	19	Open	03/01/2024	Establish
Special Assistant to the Director	NDOT	3	Dept	03/01/2024	Establish
Custodian	Parks	34	Open	03/01/2024	Establish
Custodian	Public Library	7	Cont	03/01/2024	Establish
Customer Service Supervisor-Billing & Collections	Water	2	Dept	03/04/2024	Establish
Water Services Maintenance Supervisor 1- Mason	Metro Water			03/04/2024	
	Services	1	Dept		Establish
Correctional Officer Sergeant	Sheriff	41	Dept	03/04/2024	Establish
Emergency Telecommunications Officer 1	DEC	15	Cont	03/04/2024	Establish
Industrial Electronics Technician 1-Operations	Water	3	Cont	03/04/2024	Establish
Van Driver	Social Services	44	Cont	03/05/2024	Establish
Maintenance & Repair Worker	NDOT	36	Cont	03/05/2024	Establish
Equipment Operator Senior-Roads and Waste	NDOT	31	Cont	03/05/2024	Establish
Maintenance & Repair Worker Sr. - Grounds & Landscaping				03/05/2024	
	Parks	23	Open		Establish
Police Officer Trainee	Police	56	Cont	03/05/2024	Establish
Police Officer 2 - Lateral	Police	3	Cont	03/05/2024	Establish
Park Police 2-Lateral	Parks	1	Cont	03/05/2024	Establish
Police Officer 2-Lateral SRO	Police	6	Cont	03/05/2024	Establish
Prof Spec- Compliance and Training Manager Human Relations Commission	Human Relations Commission	10	Open	03/06/2024	Abolish
Finance Manager	Juvenile Court	25	Open	03/06/2024	Establish
Administrative Services Officer 2 - Property Standards	Codes	40	Open	03/06/2024	Establish
Customer Service Supervisor- Call Center	Water	4	Dept	03/06/2024	Establish
Engineer In Training	Water	32	Cont	03/06/2024	Establish
Industrial Electrician 1	Water	5	Cont	03/06/2024	Establish
Industrial Mechanic 1- Operations	Water	6	Cont	03/06/2024	Establish
Program Manager 2- Library Services for the Deaf and Hard of Hearing	Library	11	Open	03/07/2024	Establish
IS Application Analyst 3 - Web Services	ITS	1	Dept	03/07/2024	Establish
IS Application Analyst 3 - Primavera Business Analyst	ITS	15	Open	03/07/2024	Establish
IS Advisor 1 - Network Security	ITS	4	Open	03/07/2024	Establish
Park Police Trainee	Parks	5	Cont	03/07/2024	Establish
Correctional Officer Trainee	Sheriff	28	Cont	03/11/2024	Establish
Finance Officer Senior-Parks & Recreation	Parks	23	Open	03/12/2024	Abolish
Electrical Inspector 1	Codes	5	Cont	03/12/2024	Establish
Compliance Inspector 2 - Enforcement	NDOT	26	Cont	03/12/2024	Establish
Equipment Operator Sr. - Grounds & Landscaping	Parks	1	Cont	03/12/2024	Establish
Administrative Service Division Manager - Assistant Director	Community Review Board	22	Open	03/13/2024	Establish
	Planning				
Administrative Services Officer 2 - Human Resources	Commission	1	Dept	03/14/2024	Establish

Special Programs Coordinator - Nutrition Program	Parks	26	Open	03/15/2024	Establish
Program Coordinator	Social Services	19	Open	03/20/2024	Abolish
Program Specialist 3	Social Services	15	Open	03/20/2024	Abolish

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04/09/2024-8

Administrative Services Officer 2 - Conference Center					
Event Planner Public Library	Library	25	Open	03/20/2024	Establish
Golf Course Assistant Manager	Parks	37	Open	03/20/2024	Establish
Administrative Services Officer 3 - Safety	NDOT	1	Dept	03/20/2024	Establish
Administrative Services Officer 4 - Policy Specialist	Finance	64	Open	03/21/2024	Establish
Administrative Services Officer 3 - Equitable Community Dev. Specialist	Finance	49	Open	03/21/2024	Establish
Water Services Maintenance Supervisor 1- Ditching	Water	1	Dept	03/21/2024	Establish
Signal Technician 1 - Traffic Operations	NDOT	51	Cont	03/21/2024	Establish
Police Captain	Police	11	Dept	03/25/2024	Abolish
Police Captain	Police	6	Dept	03/25/2024	Establish
Property Standards Inspection Chief	Codes	2	Dept	03/25/2024	Establish
Engineer 1	Water	5	Open	03/26/2024	Establish
Engineer 3 -Development Services Plans Review Manager	Water	6	Open	03/26/2024	Establish
Public Information Coordinator	NDOT	2	Dept	03/26/2024	Establish
Administrative Services Manager - Public Information Officer	Fire	9	Open	03/27/2024	Abolish
Aquatics Coordinator	Parks	4	Open	03/27/2024	Establish
Property Standards Inspector 1 - Noise Inspection	Codes	16	Open	03/27/2024	Establish
Apprentice	Water	50	Open	03/27/2024	Establish
Maintenance & Repair Supervisor	NDOT	31	Dept	03/27/2024	Establish

MOTION: After some discussion, Commissioner North moved for approval of the Eligibility Register as listed. Commissioner Jones seconded, and the Commissioners approved without objection.

HUMAN RESOURCE ITEMS**Item #1: Public Comment Period**

A maximum of 10 persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the agenda. Comments are limited to a maximum of two (2) minutes per person. To provide comment, you must sign up prior to the end of Item C on the Agenda. The Public Comment period does not apply to disciplinary matters on the agenda.

ACTION: No one appeared before the Commission to provide comment.

Item #2: Information Technology Systems (ITS) Department request approval for out of class pay extension for Keenya Gilchrist.

Theodric Brackett, HR Rep, and Cindy Person, ITS Rep, were both present before the Commission request approval for out of class pay extension for Keenya Gilchrist.

MOTION: After some discussion, Commissioner Link moved to accept the out of class pay extension for Keenya Gilchrist. Seconded by Commissioner Jones and the Commissioners approved without objection.

Item #3: Metro Nashville Fire Department employee Ryan Clancy is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep, Jamie Summers, Fire Rep, were both present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Jones moved to extend the IOD leave until September 22, 2024. Seconded by Vice-Chair Sanders and the Commissioners approved without objection.

Item #4: Metro Nashville Fire Department employee James "Nick" Franklin is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep, Jamie Summers, Fire Rep, were both present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Vice-Chair Sanders moved to extend the IOD leave until May 22, 2024. Seconded by Commissioner North and the Commissioners approved without objection.

Item #5: Metro Nashville Fire Department employee Kimberly Watts is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, HR Rep, Jamie Summers, Fire Rep, were both present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Jones moved to extend the IOD leave until July 22, 2024. Seconded by Commissioner North and the Commissioners approved without objection.

Item #6: Metro Parks and Recreation employee Austin Franklin is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Joy Cooper, HR Rep, Aaron Shelton and Larry Ritchie, Parks Reps, were present before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Jones moved to extend the IOD leave until June 6, 2024. Seconded by Commissioner North and the Commissioners approved without objection.

Item #7: Public hearing to add Election Day Poll Worker Volunteer Program

Stephen Cain, and Olivia Coode, HR Reps, , were both present before the Commission to request a public hearing for the consideration of a Civil Service Rule for the Election Day Poll Worker Volunteer Program.

MOTION: After some discussion, Commissioner North moved approve the public hearing on May 14, 2024. Seconded by Commissioner Jones and the Commissioners approved without objection.

Item #8: Recommended pay plans for General Government and Police & Fire for Fiscal Year 2025

Mike Taylor, HR Asst Director, Leslie Schuster, HR Rep, Leah Santos and Ally Bailine, Mercer Reps, James Smallwood, FOP President, and Jessica Stewart, SEIU President, were all present before the Commission to discuss the recommended pay plans for General Government and Police & Fire for Fiscal Year 2025

Leslie Schuster led the presentation before the Commission. She gave a brief recap of FY 2024 pay plan adjustments and then introduced Leah Santos and Ally Bailine, Mercer Reps who are helping with a Comprehensive Study of Compensation and Benefits for FY 2026 pay plan. Mercer reps went over the project timeline and phase summary and answered questions presented by the Commissioners.

Afterwards, Ms. Schuster advised the Commission on what Metro was proposing for the pay plan, which included the following:

- 3.5% COLA – **Commissioner Link asked if the ECI metric was factored into the equation since it was introduced in last year's meeting. He raised questions about the 3.5% COLA when the CPI was 4.1% and requested that the ECI be included in the next meeting presentation.**
- 3% Merit

Ms. Schuster recommended adjustments for the following positions based on the market:

- Infrastructure: Codes & Compliance, Planning/Engineering/ CAD-GIS Tech, Assistant Directors
- Parks: Museums & Nature Centers, Facility Coordinators, Managers
- IT: Advisors, Managers, Div. Managers
- Others: Entry Level Police, Library, Deputy Directors
- Living Wage: Entry-level Clerical/trades

She proposed to set the minimum hourly rate at \$20. Chairman Farmer asked about how many employees would this affect, and she replied about 60. Commissioner Link asked how they were able to come up with this number and Ms. Bailine, Mercer Rep, advised that the housing, transportation, and overall tax costs were taken into consideration.

Ms. Schuster also proposed the addition of new job classifications and title changes to add to the pay plan. She also proposed to add new job titles to the Police and Fire pay plan as well. These changes will be presented at the Special Called Meeting scheduled for April 22 @ 8:30am.

Chairman Farmer asked the Union Reps if they had any comments on the presentation. Jessica Stewart, SEIU President addressed the commission with the following concerns: Open Range- while she believes that Steps are more stable and equitable, there are some positions in the library where the employees are willing to go to Open Range. She advised that the proposed 3.5% COLA was not enough and doesn't reflect living costs and requests 5% COLA.

Danny Yates, IAFF President, advised that he would hold his comments for the next meeting.

James Smallwood, FOP president, requested that union reps get a copy of the presentation before the Commission meeting and agreed with Ms. Stewart about the COLA not being enough to maintain.

**Item #9: MNPD Officer Daniel Newbern request a Right of Appeal to Civil Service Rule 3.1 (B)(3)
Deferred to the May meeting****Item #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: Report Only

Item #11: Human Resource Updates

Director Hall advised the Commissioners of the March Career Fair at Lentz and the upcoming Career Fair that will be held in May. She also reminded the Commissioners of the Special Called meeting scheduled for 4/22 2 8:30 am.

ACTION: Report Only

Item #12: Appeal of Medical Disqualifications: NG, Applicant for Police Officer Trainee
The applicant withdrew his appeal request.

With nothing further, the meeting adjourned at 10:12 am.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Secretary to the Commission

William H. Farmer, Chairman
Civil Service Commission