

**MINUTES  
METROPOLITAN CIVIL SERVICE COMMISSION**

**JANUARY 11, 2005**

The Metropolitan Civil Service Commission met for their regularly scheduled meeting on January 11, 2005 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 8:30.m.

**Commission Members present:** Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, Mr. C. Michael Allen, Greg Rodriguez and Ms. Ervina S. Jarrett.

**Other Members present:** Ms. Dorothy S. Berry Interim Director of Human Resources, and Mr. Michael Safley, Metro Legal Department - Attorney.

**DECEMBER 14, 2004 MINUTES:** Chairman Farmer called the meeting to order and said the first order of business was to determine if there were any amendments, corrections or questions of the minutes from the last regular meeting.

***NOTE: As to the matter of Terry Pate's appeal of a Medical Disqualification, the Commission discussed and clarified its' Motion of December 14, 2004, by a 3 to 2 affirmative vote to allow Mr. Pate's name be placed on a Disability Re-employment Eligible list for entrance into the Police Training Academy.***

***With nothing further, Commissioner Allen moved for approval. Commissioner Jarrett seconded the motion and the Commission approved without objection.***

**APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>CARING FOR CHILDREN</u></b>			
Bryant, Samuel L	Program Spec 3	Promotion	12/01/04
<b><u>FINANCE</u></b>			
Nicholson, Gregg C.	Finance Administrator	Promotion	12/16/04
Thompson, Bradley K.	Finance Officer 2	New Hire	12/16/04
Carr Jr., Majel L.	Technical Specialist 1	New Hire	12/01/04
Vance, Joseph R.	Technical Specialist 1	New Hire	12/01/04
Lazo-Bell, Lori	Technical Specialist 2	Promotion	12/01/04
Lee Jr., James L.	Technical Specialist 2	Promotion	12/01/04
<b><u>FIRE</u></b>			
*Joines, Randall D.	Emergency Medical Tech 2	Class Change	12/16/04
^Brown, William L.	Fire Fighter 1	Class Change	12/16/04
^Castleman, Benjamin R.	Fire Fighter 1	Class Change	12/16/04
^Coats, Deborah S.	Fire Fighter 1	Class Change	12/16/04
^Corbitt, Quincy J.	Fire Fighter 1	Class Change	12/16/04
^Cortner, R Blake	Fire Fighter 1	Class Change	12/16/04
^Davis, Jason B.	Fire Fighter 1	Class Change	12/16/04
^Dawson, Justin B.	Fire Fighter 1	Class Change	12/16/04
^Dorley Jr., Momolu S B.	Fire Fighter 1	Class Change	12/16/04
^Ellen, Joseph H.	Fire Fighter 1	Class Change	12/16/04
^Evans, Madeline A.	Fire Fighter 1	Class Change	12/16/04
^Gingerich, Jason A.	Fire Fighter 1	Class Change	12/16/04
^Hall, Kenneth J.	Fire Fighter 1	Class Change	12/16/04

**APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>FIRE</u></b>			
^Higgins, Brian J.	Fire Fighter 1	Class Change	12/16/04
^Kerr, Steven B.	Fire Fighter 1	Class Change	12/16/04
^Lockhart, Christina R.	Fire Fighter 1	Class Change	12/16/04
^Malone, Mark E.	Fire Fighter 1	Class Change	12/16/04
^Petri, Barbara J.	Fire Fighter 1	Class Change	12/16/04
^Purvis, Robert Y.	Fire Fighter 1	Class Change	12/16/04
^Rigsby Jr., Robert B.	Fire Fighter 1	Class Change	12/16/04
^Satterfield, Evan N.	Fire Fighter 1	Class Change	12/16/04
^Taylor, Michael W.	Fire Fighter 1	Class Change	12/16/04
^Thomas, Carrie L.	Fire Fighter 1	Class Change	12/16/04
^White Jr., William D.	Fire Fighter 1	Class Change	12/16/04

\*Class change from EMT1 (PS 3) to EMT 2 (PS 4)

^ Class change from Fire Recruit (PS 2) to Fire Fighter 1 (PS 3)

**GENERAL SERVICES**

Holland, Richard K.	Application Tech 1	New Hire	12/13/04
*Neville, Larry G	Automotive Service Writer	Voluntary Reduction In Salary Grade	12/16/04

\*Voluntary reduction in salary grade from Automotive Mechanic Leader (TL 11) to Automotive Service Writer (SR 7)

**PARKS**

Pulley, Garrell L.	Building Maintenance Lead Mechanic	Re-Employment	12/17/04
Floyd, Glenn	Maintenance & Repair Worker 2	Promotion	12/10/04
Fulton, Anthony M	Maintenance & Repair Worker 3	Promotion	12/10/04
Karponai, John P	Maintenance & Repair Worker 3	Promotion	12/10/04

**PLANNING COMMISSION**

Winston, L J.	Office Support Rep 3	New Hire	12/01/04
Lampert, Kyle E.	Planning Technician 1	New Hire	12/20/04

**POLICE**

*Barker, Jeffrey N.	Police Officer 2	Class Change	12/01/04
*Bracey, Bradley T.	Police Officer 2	Class Change	12/01/04
*Brown Jr., John E.	Police Officer 2	Class Change	12/01/04
*Coates, Vincent E.	Police Officer 2	Class Change	12/01/04
*Cumberland, John W.	Police Officer 2	Class Change	12/01/04
*Davis II, Earl G.	Police Officer 2	Class Change	12/01/04
*Gray II, Walter E	Police Officer 2	Class Change	12/01/04
*Guldeman, Bruce W.	Police Officer 2	Class Change	12/01/04
*Hacker Jr., David M.	Police Officer 2	Class Change	12/01/04
*Hickman, James A.	Police Officer 2	Class Change	12/01/04
*Humphrey III, Jasper R.	Police Officer 2	Class Change	12/01/04
*Jackson, Percell L.	Police Officer 2	Class Change	12/01/04
*Jones, Broderick E.	Police Officer 2	Class Change	12/01/04
*Jones, Christopher J.	Police Officer 2	Class Change	12/01/04
*Nave, Bradley A.	Police Officer 2	Class Change	12/01/04

**APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>POLICE</u></b>			
*Pierceall, James D.	Police Officer 2	Class Change	12/01/04
*Pollard, Michael K.	Police Officer 2	Class Change	12/01/04
*Smith, Gregory L.	Police Officer 2	Class Change	12/01/04
*West, Cory A	Police Officer 2	Class Change	12/01/04
*Wilson II, Ernie R.	Police Officer 2	Class Change	12/01/04
*Wright, Sterlin C.	Police Officer 2	Class Change	12/01/04
^Suever, Jill M	Police Operations Assistant 3	Department Transfer/ Voluntary Reduction	12/16/04
Gary, David G	Police Operations Coordinator 1	Promotion	12/01/04

\*Class Change from Police Officer 1 (PS 3) to Police Officer 2 (PS 4)

^Department Transfer from Emergency Communications Center (Emergency Telecommunicator, SR9) to Police (Police Operations Assistant 3, SR6)

**PUBLIC LIBRARY**

Emerson, Linda C.	Library Manager 1	Promotion	12/01/04
Gore, Thomas W.	Library Manager 1	Promotion	12/01/04

**PUBLIC WORKS**

Honeycutt, Jonathan A.	Engineer 1	New Hire	12/01/04
Suber, Timothy D.	Engineer 1	New Hire	12/01/04
Clendenin, Terry F.	Engineer In Training	New Hire	12/01/04
Couch Jr., Wallace B.	Engineer In Training	New Hire	12/01/04
*Horton, Samuel D.	Equip Operator 2	Return from Medical Pension	12/20/04
Grossman, Frank	Maintenance & Repair Worker 1	New Hire	12/16/04
Rucker, Terry D.	Maintenance & Repair Worker 1	New Hire	12/16/04
Osterhoudt, Jon S.	Signal Tech 1	New Hire	12/16/04

\*Return from pension to same classification, Equipment Operator 2

**SHERIFF**

*Holliman Jr., John A	Correctional Officer 1	Demotion	12/01/04
Reed, Larnell K.	Correctional Officer 1	Re-Hire	12/01/04
Lawman, Donald E	Correctional Officer Lieutenant	Promotion	12/01/04
Lovell, Kimberly D.	Correctional Officer Lieutenant	Promotion	12/01/04
Mayhew, Tanya D	Correctional Officer Lieutenant	Promotion	12/01/04
Porter, Randy T.	Correctional Officer Lieutenant	Promotion	12/01/04

\*Demoted from Correctional Officer Sergeant (CO 3) to Correctional Officer 1 (CO 1)

**WATER AND SEWER**

Clark, Christopher D.	Customer Service Field Rep 1	New Hire	12/16/04
Young, Jennifer A.	Customer Service Field Rep 1	New Hire	12/01/04
^Pinkerton-Holt, Bonnye L	Office Support Rep 3	Transition to Civil Service	11/16/04
Braden, Vanessa N.	Office Support Spec 2	Promotion	12/01/04
Cornwell, Bonita W	Office Support Spec 2	Promotion	12/01/04

^Transition to Civil Service from Emergency Status

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

**TERMINATIONS/ PENSIONS**

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Duffy, Thomas J.	Emerg Telecommunicator 1	Resignation	Emergency Comm Center	12/01/04
Garside, Renee S.	Emerg Telecommunicator 1	Resignation	Emergency Comm Center	12/01/04
Goode, John M.	Emerg Telecommunicator 1	Resignation	Emergency Comm Center	12/01/04
Hodge, Lovely M.	Emerg Telecommunicator 1	Dismissal	Emergency Comm Center	12/01/04
Serrano, Luis I.	Emerg Telecommunicator 1	Dismissal	Emergency Comm Center	12/01/04
Wilson, Sherry L	Emerg Medical Tech 2	Dismissal	Fire	12/01/04
Hancock, Paul W	Master Tech	Resignation	General Services	12/01/04
Hudgens, Anglea M	Custodian 1	Dismissal	Parks	12/01/04
Sanders, Adam T.	Planning Tech 1	Resignation	Planning Commission	11/30/04
Birdine, Carey S.	Police Officer 2	Resignation	Police	12/01/04
Hartbarger, Raymond	Police Sergeant	Pensioned	Police	12/01/04
Harvill, Melody D	Police Operations Asst 3	Resignation	Police	12/08/04
Kelton, Jonathan C.	Police Officer 2	Pensioned	Police	12/03/04
White, John T.	Police Officer 2	Resignation	Police	12/20/04
Williams, Shawna M.	Police Operations Asst 2	Resignation	Police	12/06/04
Hodges, Barbara J.	Office Support Rep 3	Pensioned	Public Library	12/01/04
Hughes, Ovid T.	Office Support Rep 1	Resignation	Public Library	12/06/04
Bessire, Michael S.	Sanitation Worker	Resignation	Public Works	12/01/04
Cockrill, Doyel	Compliance Inspector 3	Pensioned	Public Works	12/03/04
Bennett, Richard Z	Correctional Officer 1	Dismissal	Sheriff	12/04/04
Green Jr., Moses E	Correctional Officer 1	Dismissal	Sheriff	12/01/04
Haile, Ginger P.	Correctional Officer 1	Resignation	Sheriff	12/01/04
Houser, Jase	Correctional Officer 1	Dismissal	Sheriff	12/06/04
King, Tamara R.	Correctional Officer 1	Resignation	Sheriff	12/01/04
Lubak Jr., William E.	Correctional Officer 1	Resignation	Sheriff	11/29/04
Patton III, James M.	Correctional Officer 1	Resignation	Sheriff	12/10/04
Perdue, Michael A.	Correctional Officer 1	Resignation	Sheriff	12/01/04
Robinson, Denise E.	Correctional Officer 1	Dismissal	Sheriff	12/01/04
Turley, Scott C.	Correctional Officer 1	Resignation	Sheriff	11/29/04
Washington, Linda F	Correctional Officer 2	Dismissal	Sheriff	12/08/04
Milstein, Ella Marie	Customer Service Supv	Resignation	Social Services	12/15/04
Ashby, Matthew L.	Engineer 1	Resignation	Water Services	12/03/04
Bennett, Marvin C.	Water Maintenance Tech 1	Dismissal	Water Services	11/18/04
Brown, Carl T.	Water Maintenance Tech 1	Dismissal	Water Services	11/18/04
House, Howard E.	Equipment Operator 2	Dismissal	Water Services	12/20/04
Langley, Roger L.	Industrial Electrician 1	Resignation	Water Services	12/01/04
Turner, Richard F.	Engineering Tech 2	Pensioned	Water Services	12/20/04

**MOTION:** *After some discussion, Commissioner Corbitt moved to accept the Termination/ Pension report for the dates and reasons stated. Seconded by Vice-Chairman Rodriguez and the Commission approved without objection.*

**ELIGIBILITY REGISTERS ESTABLISHED**

<u>Classification</u>	<u>Type</u>	<u>Requesting Department</u>
Office Support Rep 3	Dept	Codes
Administrative Services Officer 4 - Payroll	Dept	Finance
Applications Tech 1 - Call Center	Open	Finance
Finance Administrator - SBO	Dept	General Services
Administrative Services Officer 2 - Library	Dept	Library
Maintenance & Repair Leader 1 - Grounds	Dept	Parks
Maintenance & Repair Leader 1 - Golf	Dept	Parks
Planning Tech 1 - Bonds	Open	Planning
Planning Tech 1 - Land Dev	Open	Planning
Police Operations Coordinator 2 - Fleet	Dept	Police
Police Operations Coordinator 1 - Fiscal	Dept	Police
Signal Tech Supervisor	Dept	Public Works
Correctional Officer 2	Dept	Sheriff's Office
Correctional Officer Sergeant	Dept	Sheriff's Office
Administrative Services Officer 4 - H R	Open	Social Services
Engineering Tech 3 - Cross Connections	Dept	Water Service
Tech Spec 1 - Master Planning	Dept	Water Service
Tech Spec 1 - Water	Dept	Water Service

**REGISTERS ABOLISHED**

<u>Date Established</u>	<u>Classification</u>	<u>Number On Register</u>	<u>Register</u>
1/6/2004	Equipment Operator 1 - Library	Open	47

***MOTION: After some discussion, Commissioner Corbitt moved to accept the Register Report as submitted. Seconded by Vice-Chairman Rodriguez and the Commission approved without objection.***

**DEPARTMENTAL ITEMS**

**CODES**

**REQUEST:** Mr. Terry Cobb, Director, requests approval to Re-Hire Above Base Ms. Theresa Hayes, Office Support Representative II at step 5 (SR05), effective January 16, 2005.

Ms. Hayes was previously employed with Metro Codes as an Office Support Representative 3. Terry Cobb requested to rehire her as an Office Support Representative II at step 5, in order to more closely match her previous salary. He said that Ms. Hayes is an outstanding employee and brings valuable experience to the department.

***MOTION: After some discussion, Vice-Chairman Rodriguez moved for approval of the request as listed. Seconded by Commissioner Allen and the Commission approved without objection.***

**POLICE**

REQUEST: Chief Ronal Serpas requests approval to hire Above Midpoint - John Eslick, Jr., System Advisor I, effective January 16, 2005.

Mr. Eslick has considerable experience in IT Project management, systems development, and Record Management Systems, as the Director of IT for Gaylord Entertainment. He has a Bachelors Degree in Business Administration, with over 24 years of experience in business systems and project management.

***MOTION: After some discussion, Vice-Chairman Rodriguez moved for approval of the request as listed. Seconded by Commissioner Jarrett and the Commission approved without objection.***

**HUMAN RESOURCES**

Dorothy S. Berry, Interim Director, submits the following for the Commission's consideration and appropriate action:

( 1: Petition for Reconsideration of Final Order regarding George Conway, Police/Dismissal

Police Officer George Conway, was dismissed from the Metropolitan Police Department for alleged violation of provisions in Departmental General Order 95-19 Article IV- Sections B, E, I, and K and Civil Service Rule 6.7, dealing with Behavior /Conduct, threats, lack of self control, Assault and Domestic Assault. Mr. Conway appealed his dismissal to the Commission, and the case was assigned to Administrative Law Judge Phillip Barber. Jennifer Surber, Metro Legal Department, initially represented the Police Department, however Ms. Shelli Neal was reassigned to finish the case. Petitioner George Conway was represented by Attorney Ana Escobar, of the Nashville Bar. Judge Barber entered an Initial Order to uphold the dismissal, which was also upheld by the Civil Service Commission.

***MOTION: After some discussion, Commissioner Corbitt moved to Deny the Petition for Reconsideration of the Final Order by George Conway and Uphold termination. Seconded by Vice-Chairman Rodriguez and the Commission approved without objection.***

( 2: JOB DESCRIPTIONS

Maintenance & Repair Worker 3,  
Maintenance & Repair Leader 1 & 2  
Buildings and Grounds Electrician

Jenna Smith said the Parks Department requested minor changes and clean up for the job descriptions listed below:

*Maintenance and Repair Worker 3 - deleting Parks Only – ability to operate various equipment with a gross combined vehicle weight over 26, 000 lbs. And/or towing a vehicle over 10,000 lbs gross vehicle weight. The Parks Only description under Licenses Required section of the description for this classification states "Some positions in this classification may require a valid Commercial Driver's License." Also, Delete Golf Courses Only – Commercial pesticide Applicator Certification, Category 3 (issued by TN Dept. of Agriculture). This classification reports to and is supervised by Persons that have the license required by TN Dept. of Agriculture, which the Greens keepers hold at Parks.*

*Maintenance Repair Leader 1 & 2 – Delete Parks Only – Valid "Class A" Driver's license. Some positions within this classification may be required to obtain the appropriate endorsement. Not all Maintenance & Repair Leader 1's and 2's at Parks are required to obtain a Commercial Driver's License. In the existing language "Some positions within these classifications may be required to obtain the appropriate commercial driver's license" is sufficient for Parks needs.*

In the Building & Grounds Electricians position, adding under the license requirements “*Some positions in this classification may require a valid Commercial Driver’s License*”. Parks requires their elections have a Commercial Driver’s License in order to operate the Cherry picker trucks. The addition of this language will be appropriate for Parks needs.

**MOTION:** *After some discussion, Vice-Chairman Rodriguez moved for approval of the request as listed. Seconded by Commissioner Jarrett and the Commission approved without objection.*

( 3: Chairman Farmer asked the Commission members if there were any communiqués.

No report was made.

With nothing further, the regular meeting adjourned at 9:03 a.m.

**ATTEST:**

**APPROVED:**

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Ms. Dorothy S. Berry, Interim Director  
Civil Service Commission

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William H. Farmer, Chairman  
Civil Service Commission