

**MINUTES
METROPOLITAN CIVIL SERVICE COMMISSION**

APRIL 12, 2005

The Metropolitan Civil Service Commission met for their regularly scheduled meeting on April 12, 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 Greg Rodriguez, R. Steve Corbitt, C. Michael Allen, and Ervina S. Jarrett.

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

MARCH 8, 2005 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.

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

NOTE: Chairman Farmer recognized Commissioner Jarrett, who was re-appointed to serve a five year term with the Civil Service Commission.

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>EMERGENCY COMMUNICATIONS CENTER</u>			
Beech, Lashonda S.	Emer Telecommunications Officer 1	New Hire	03/21/05
Dalton, Danny L.	Emer Telecommunications Officer 1	New Hire	03/21/05
Gower, Jennifer M.	Emer Telecommunications Officer 1	New Hire	03/21/05
Jefferson, Angela L.	Emer Telecommunications Officer 1	New Hire	03/21/05
Lopez, Tabitha D.	Emer Telecommunications Officer 1	New Hire	03/21/05
McGuire, Leandra D.	Emer Telecommunications Officer 1	New Hire	03/21/05
Riggs, Zane W.	Emer Telecommunications Officer 1	New Hire	03/21/05
Savage III, Earl M.	Emer Telecommunications Officer 1	New Hire	03/21/05
Stagnitto, Kimberly D.	Emer Telecommunications Officer 1	New Hire	03/21/05
Stem, Kelsey L.	Emer Telecommunications Officer 1	New Hire	03/21/05
Whitesell, Stephanie N.	Emer Telecommunications Officer 1	New Hire	03/21/05

FINANCE

*Marable, Kimberly Elizabeth	Finance Officer 2	Department Transfer/ Transition to CS	03/07/05
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*Department Transfer from NCAC (Non-CS) to Finance

FIRE

*Baird, Adam B.	Fire Fighter 1	Class Change	03/01/05
*Beiszer, Stephen	Fire Fighter 1	Class Change	03/01/05
*Boatman, Michael S.	Fire Fighter 1	Class Change	03/01/05
*Breedlove, Joseph K.	Fire Fighter 1	Class Change	03/01/05
*Cannon, Cassandra L.	Fire Fighter 1	Class Change	03/01/05
*Cisneros Jr., Herman L.	Fire Fighter 1	Class Change	03/01/05
*Copeland, Jason A.	Fire Fighter 1	Class Change	03/01/05
*Cosgrove, Sean E.	Fire Fighter 1	Class Change	03/01/05
*Dashiell, Margarette Ann	Fire Fighter 1	Class Change	03/01/05

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>FIRE</u>			
*Diehl, Brian S.	Fire Fighter 1	Class Change	03/01/05
*Dragan, Jeffrey S	Fire Fighter 1	Class Change	03/01/05
*Fink, Lisa M.	Fire Fighter 1	Class Change	03/01/05
*Gardner, Gregory A.	Fire Fighter 1	Class Change	03/01/05
*Granberry, Donald N.	Fire Fighter 1	Class Change	03/01/05
*Holt, Jermaine L	Fire Fighter 1	Class Change	03/01/05
*Hooks, John A.	Fire Fighter 1	Class Change	03/01/05
*Irvin, Rahsaan A.	Fire Fighter 1	Class Change	03/01/05
*Jackson, Brian A.	Fire Fighter 1	Class Change	03/01/05
*Jefferies IV, Moses	Fire Fighter 1	Class Change	03/01/05
*Jones, David B.	Fire Fighter 1	Class Change	03/01/05
*Lawson, Ronald S.	Fire Fighter 1	Class Change	03/01/05
*Malone, Michael B.	Fire Fighter 1	Class Change	03/01/05
*Mathes, Timothy	Fire Fighter 1	Class Change	03/01/05
*Murrell, Florez A.	Fire Fighter 1	Class Change	03/01/05
*Neal, Robert A.	Fire Fighter 1	Class Change	03/01/05
*Palmer, Wallace B.	Fire Fighter 1	Class Change	03/01/05
*Phillips, Derek A.	Fire Fighter 1	Class Change	03/01/05
*Reeder, Daniel E.	Fire Fighter 1	Class Change	03/01/05
*Rhodes Sr., Clevelt	Fire Fighter 1	Class Change	03/01/05
*Roque, Antonio	Fire Fighter 1	Class Change	03/01/05
*Saucedo, Ed C.	Fire Fighter 1	Class Change	03/01/05
*Scraggins III, Abraham	Fire Fighter 1	Class Change	03/01/05
*Smith, Timothy G	Fire Fighter 1	Class Change	03/01/05
*Srilouangkhol, Somsack	Fire Fighter 1	Class Change	03/01/05
*Steele, Rasheem R.	Fire Fighter 1	Class Change	03/01/05
*Stuart, Sherman A.	Fire Fighter 1	Class Change	03/01/05
*Swett, Constance J	Fire Fighter 1	Class Change	03/01/05
*Tant, Jason L.	Fire Fighter 1	Class Change	03/01/05
*Vallejo, Robert Z	Fire Fighter 1	Class Change	03/01/05
*Williams, Prescious L.	Fire Fighter 1	Class Change	03/01/05
*Williams, Simeon E.	Fire Fighter 1	Class Change	03/01/05
*Zarate, Carlos P.	Fire Fighter 1	Class Change	03/01/05
^Taylor, Ricky C.	Fire Fighter 2	Class Change	03/16/05
Barber, Phillip D	Fire Marshal-Assistant	Promotion	03/16/05
Hunter, Robert M.	Fire Marshal-Assistant	Promotion	03/16/05
Holt, Ronald D	Fire Marshal-Deputy	Promotion	03/16/05
**Bratcher, John A.	Paramedic 1	Class Change	03/01/05

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

^Class change from Fire Fighter 1 (PS 3) to Fire Fighter 2 (PS 4)

**Class change from EMT 1 (PS 3) to Paramedic (PS 4), Received License

GENERAL SERVICES

*Haines, Stephen D.	Equipment Operator 1	Class Change/Lateral	03/01/05
*Hodges, Dwayne A	Equipment Operator 1	Class Change/Lateral	03/01/05
*Mendez, Cesar A.	Equipment Operator 1	Class Change/Lateral	03/01/05
*Thompson, George W.	Equipment Operator 1	Class Change/Lateral	03/01/05
Schnakenberg, Donald	Equipment Shop Supervisor	Promotion	03/14/05

*Class change from Equipment Servicer (TG 5) to Equipment Operator 1 (TG 5)

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>HUMAN RESOURCES</u>			
*Holland, Lannie B.	Human Resources Asst Director	Department Transfer/ Promotion	03/21/05

*Department Transfer from Finance (Finance Manager, SR14) to Human Resources (HR Assistant Director, SR 15)

INFORMATION TECHNOLOGY

Searcy, Roger M.	Computer Operator 3	Promotion	03/14/05
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PARKS

Thompson Jr., Michael W	Maintenance & Repair Worker 3	Promotion	02/18/05
Ochoa Jr., Jose O.	Parks & Recreation Supt	New Hire	03/11/05
*Reid, Kevin E	Recreation Leader	Transition to Civil Service	02/25/05

*Transition to CS from Part-Time Status

POLICE

Davenport, David L.	Communications Tech 2	Re-Hire	03/16/05
*Bossing, Janice K.	Finance Manager	Transition to Civil Service	03/16/05
Cater, Clarissa A.	Police Operations Coordinator 1	Promotion	03/16/05
Osterhoudt, Shelly F.	Police Operations Coordinator 1	Promotion	03/16/05

*Transition to CS from Emergency Status

PUBLIC LIBRARY

Bain, Sherri Lynne	Librarian 2	Promotion	03/14/05
Piper, Karen K.	Librarian 2	Promotion	03/14/05
*Lanier, Marsha A.	Library Associate 1	Transition to Civil Service	02/28/05
Jones, David M.	Office Support Rep 3	Promotion	02/28/05

*Transition to CS from Part-Time Status

PUBLIC WORKS

Thompson, Steve F.	Equipment Operator 3	Re-Hire	03/14/05
Armstrong, Joshua S.	Maintenance & Repair Worker 1	New Hire	03/14/05
Bizwell, John E.	Maintenance & Repair Worker 1	New Hire	02/28/05
Rector, Mikal T.	Maintenance & Repair Worker 1	New Hire	02/28/05

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>SHERIFF</u>			
Allgood, Christopher D.	Correctional Officer 1	New Hire	03/21/05
Barnett, Marcus J.	Correctional Officer 1	New Hire	03/21/05
Bryant, Wayne C.	Correctional Officer 1	New Hire	03/21/05
Chesser, Tanya Y.	Correctional Officer 1	New Hire	03/21/05
Cornish Jr., Jerome	Correctional Officer 1	New Hire	03/21/05
Davey, Christopher L.	Correctional Officer 1	New Hire	03/21/05
Duncan, Allison A.	Correctional Officer 1	Re-Hire	03/21/05
Evans, Rhonda J.	Correctional Officer 1	New Hire	03/21/05
Ford, Warren J.	Correctional Officer 1	New Hire	03/21/05
Franklin III, Thomas D.	Correctional Officer 1	New Hire	03/21/05
Freeman, Joseph P.	Correctional Officer 1	New Hire	03/21/05
Harris, Ira O.	Correctional Officer 1	New Hire	03/21/05
Jackson, Fredilia J.	Correctional Officer 1	New Hire	03/21/05
Laird, Sylvia D	Correctional Officer 1	Promotion	03/20/05
Leon, Noel P.	Correctional Officer 1	Re-Hire	03/21/05
Long, Amos T.	Correctional Officer 1	New Hire	03/21/05
Martin, Robert W.	Correctional Officer 1	New Hire	03/21/05
Murphy, Michael F.	Correctional Officer 1	New Hire	03/21/05
Robinson, Walton H.	Correctional Officer 1	Re-Hire	03/21/05
Sarmiento, Daniel S.	Correctional Officer 1	New Hire	03/21/05
Savarino, Joseph	Correctional Officer 1	New Hire	03/21/05
Searcy II, James T.	Office Support Rep 2	Re-Hire	03/07/05
Searcy II, James T.	Correctional Officer 1	Promotion	03/21/05
Short, Justin R.	Correctional Officer 1	New Hire	03/21/05
Stagg, Joshua J.	Correctional Officer 1	New Hire	03/21/05
Stauffenberg, Michael A.	Correctional Officer 1	New Hire	03/21/05
Valenzuela, Sergio O.	Correctional Officer 1	New Hire	03/21/05
Whitehead, Alicia M	Correctional Officer 1	Re-Hire	03/22/05

WATER SERVICES

McCullough, Kevin L.	Engineer In Training	New Hire	03/28/05
Ferrell, Nathan S.	Industrial Electrician 1	New Hire	03/28/05
McKissack, Barbara F	Office Support Spec 2	Promotion	03/14/05
Thomas, Fred E	Technical Services Coordinator	Promotion	02/28/05
Dunn, David O.	Water Maintenance Tech 1	New Hire	03/14/05
Pipkin, Jamieo T.	Water Maintenance Tech 1	New Hire	03/14/05

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

TERMINATIONS/ PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Purser, Cortney S.	Office Support Rep 3	Dismissal	Beer Board	03/10/05
Beach, Ruth M.	Office Support Rep 3	Resignation	Caring For Children	02/25/05
Baldwin, Lakesha L.	Program Spec 3	Resignation	Caring For Children	03/18/05

TERMINATIONS/ PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Brownlee, Allysen A	Program Specialist 3	Resignation	Caring For Children	03/16/05
Cathey, Mylica Y.	Program Specialist 3	Resignation	Caring For Children	02/18/05
Williams, Christopher N	Program Specialist 3	Resignation	Caring For Children	02/17/05
Jones, Sharon M	Program Supervisor	Resignation	Caring For Children	03/25/05
Pendleton, Tyra D.	Emer Telecommunications Off 1	Resignation	Emergency Comm.	03/22/05
Stipe, David L.	Emer Telecommunications Off 1	Resignation	Emergency Comm.	03/16/05
Trotter, Mark A.	Emer Telecommunications Off 1	Resignation	Emergency Comm.	02/17/05
McNally, Michael W	Emerge Medical Tech 2	Deceased	Fire	03/24/05
Reason over, Lewis R.	Firefighter 3	Pensioned	Fire	03/22/05
Wright, Lynn	Office Support Spec 2	Resignation	General Services	03/04/05
Rachel, Janet C.	Administrative Services Mgr	Resignation	Human Relations Comm	03/07/05
Pierce, Roxanna S.	Human Resources Analyst 1	Resignation	Human Resources	03/22/05
Tapscott, John W.	Info Systems Manager	Resignation	Information Technology	03/11/05
Harbsmeier, David M.	Program Spec 2	Resignation	Information Technology	03/25/05
Allen, Gary E	Maintenance & Repair Wkr 2	Dismissal	Parks	03/04/05
Dixon, Shauna	Police Officer 2	Resignation	Police	02/18/05
Hill, Brenda D.	Police Officer 2	Pensioned	Police	03/07/05
Vivrette, Kristina C.	Police Officer 2	Resignation	Police	03/23/05
Roberts, Lewis S.	Police Officer 2-Fld Trng Ofcr	Pensioned	Police	03/07/05
Pace, Richard W.	Police Officer 3	Pensioned	Police	03/10/05
McDaniels, Kennetha D.	Police Security Guard 1	Resignation	Police	02/19/05
Gilleland, Kim Christine	Police Sergeant	Resignation	Police	03/18/05
Veile, David H.	Police Sergeant	Resignation	Police	02/18/05
Shelton, Darlene M.	Circulation Assistant 1	Resignation	Public Library	03/04/05
Flick, Jerry D.	Custodian 1	Resignation	Public Library	02/18/05
Defelice, Jaclin D.	Library Associate 1	Resignation	Public Library	02/23/05
Dickson, Andrew J.	Library Associate 1	Resignation	Public Library	02/28/05
Head, Carolyn S	Library Manager 3	Resignation	Public Library	02/26/05
Lakin, Danielle P.	Office Support Rep 2	Resignation	Public Library	02/23/05
Moore, Christopher J.	CAD/GIS Analyst 2	Resignation	Public Works	03/25/05
Lockwood, Amy M.	Engineer In Training	Resignation	Public Works	03/17/05
Buice, Tommy L	Equipment Operator 3	Resignation	Public Works	02/18/05
Williamson, Jeremiah J.	Sanitation Worker	Resignation	Public Works	02/16/05
Anderson, Walter C.	Correctional Officer 1	Resignation	Sheriff	03/24/05
Ashmead, Robert B.	Correctional Officer 1	Dismissal	Sheriff	03/16/05
Cawthon, Fredrick D.	Correctional Officer 1	Resignation	Sheriff	02/16/05
Ewing, James C.	Correctional Officer 1	Resignation	Sheriff	03/07/05
Hiatt, Robby W.	Correctional Officer 1	Resignation	Sheriff	03/19/05
McWilliams, Barbara A.	Correctional Officer 1	Resignation	Sheriff	03/15/05
Walker, Kent L.	Correctional Officer 1	Resignation	Sheriff	03/24/05
Turner, Kelley D	Finance Officer 3	Resignation	Water Services	03/18/05
Davis, Larry G	System Services Asst Mgr	Pensioned	Water Services	02/17/05
Ballentine, James E	Water Maintenance Tech 1	Resignation	Water Services	03/16/05

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

ELIGIBILITY REGISTER REPORT

<u>Classification</u>	<u>Type</u>	<u>Requesting Department</u>
Zoning Examiner	Open	Codes
Finance Officer 2	Open	Finance
Administrative Services Officer 4 - Vehicle	Dept	General Services
Equipment Shop Supervisor	Metro	General Services
Equipment Shop Supervisor - Nights	Open	General Services
Special Projects Manager - General Services	Dept	General Services
Computer Operator 3	Dept	ITS
Info Systems Spec - San/Server	Dept	ITS
Equipment Operator 1 - Delivery	Open	Library
Administrative Services Officer 4 - Green Ways	Open	Parks
Carpenter 2	Dept	Parks
Sports Supervisor	Dept	Parks
Administrative Services Officer 3 - Helicopter Pilot	Open	Police
Communications Tech 2 - Police	Open	Police
Police Ops Coordinator 1 - Chief's Office	Dept	Police
Equipment Operator 2 - PW	Dept	Public Works
Office Sup Spec 2 - Waste Management	Dept	Public Works
Environmental Comp Officer 1 - Lab	Dept	Water Service
Industrial Electrician 1	Open	Water Service
Office Support Spec 2 - System Services	Dept	Water Service
Water Main Tech 2 - System Services	Dept	Water Service
Water Main Tech 3 - System Services	Dept	Water Service

REGISTERS ABOLISHED

<u>Date Established</u>	<u>Classification</u>	<u>Number On Register</u>	<u>Register</u>
11/19/2003	Electrical Inspector 1	16	Open
07/25/2003	Office Support Rep 2 - System Services	86	Open

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

DEPARTMENTAL ITEMS

EMERGENCY COMMUNICATIONS CENTER

REQUEST: Ms. RoxAnn Brown, Director, represented by Jeannie Mallory, requested approval for the following:

- a. Bonus Plan for Metro Emergency Communications Center.

Ms. Mallory said the bonus program would allow the department to periodically grant lump sum bonuses to employees. The plan objective is to recognize and reward employees for outstanding accomplishments in the normal course of employment and would be limited to provisions as stated in the bonus policy.

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

b. Employee Increment Advances

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>FROM STEP/AMOUNT</u>	<u>TO STEP/AMOUNT</u>
<u>Effective December 1, 2004</u>			
Jennifer Rocchetti	Emerg. Telecommunicator 1	SR06/Step01 \$25,407	Step03 \$27,101
<u>Effective December 17, 2004</u>			
Denise Grant	Emerg. Telecommunicator 1	SR06/Step01 \$25,407	Step03 \$27,101
Nichelle Hendkling	Emerg. Telecommunicator 1	SR06/Step01 \$25,407	Step03 \$27,101
William Alexander	Emerg. Telecommunicator 1	SR06/Step01 \$25,407	Step03 \$27,101
<u>Effective February 17, 2005</u>			
Erica Lamm	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Kristin Mullen	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
James Stricklin	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Alisha Summers	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Kathryn Titus	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
<u>Effective April 1, 2005</u>			
George Allen	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Linda Binkley	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Bonnie Bloss	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Lorenzo Clark	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Brian Crabtree	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Tabitha Snider	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
LaToya Taylor	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101
Joy Williams	Emerg. Telecomm. Officer 1	SR06/Step01 \$25,407	Step03 \$27,101

Ms. Mallory said ECC would like to award the equivalent of a two step increment advance to the individuals who have successfully completed the training and testing requirements for the Emergency Medical Dispatcher certification.

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

JUVENILE COURT

REQUEST: Judge Betty Adams-Green, represented by Tim Adgent, requested approval of an Increment Advance for Amanda Rolle, Program Manager 1, Step 2 to Step 4, effective April 16, 2005.

Mr. Adgent said Ms. Rolle is serving as Juvenile Court’s Director of Safety and Security. In this position, Ms. Rolle is striving to provide safety for the process servers, court officers and security officers. She has made considerable improvements to help staff which includes auditing, revising arrest order procedures, developing ways to monitor activities of warrant officers and improving documentation, performance and accountability of the warrant officer staff. Ms. Rolle will also assume the role of ADA coordinator.

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

METRO SPORTS AUTHORITY

REQUEST: Mr. Walter Overton, Executive Director, requested approval to Hire / Transition Above Base Monica Clayton, Administrative Services Officer 3, at Step 3, effective April 15, 2005.

Mr. Overton said that Ms. Clayton previously worked for the Sports Authority and the Mayor’s Office of Neighborhoods. She has demonstrated that her professional and management skills exceed required standards. Her experience and knowledge of Metro Government is an asset to the Sports Authority.

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

HUMAN RESOURCES

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

- (1: Proposed Civil Service policy 3.13 B – Disability Re-employment, Calculation of pay rate

Veronica Frazier said the proposed policy supports a practice that Human Resources has used to calculate and establish a rate of pay for employees returning to work from a disability. The policy states when an employee returns from disability, they shall retain the same rate of pay as when they were placed on disability pension, plus any pay plan adjustments that occurred with the position over the period of disability pension. This amount is determined by identifying the step/grade of the class held by the employee at the time of disability, then pay plan adjustments are calculated and added to the dollar amount.

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

- (2: Request to approve Open Range pay for all Professional and Technical Classes within General Services Department that are SR8 and higher:

- Current Classes:
 - Administrative Services Officer 2 & 3
 - Communication Analyst 1 & 2
 - Compliance Inspector 2 & 3
 - Customer Service Supervisor
 - Finance Officer 1 & 2
 - Parts Supervisor
 - Photographer
 - Professional Specialist
 - Technical Specialist 1

Erin Hampton said the Department of General Services requested that all technical and professional classifications as listed (from SR8 to SR11) be added to the list of eligible classifications for open range, effective April 15, 2005. The proposal will create an opportunity to recognize employees based on performance.

Don Driscoll, President of SEIU, was present and raised a procedural objection saying he had not heard of the proposed classifications until this morning. He noted a number of the positions were covered under the memorandum of understanding and should have been reviewed with SEIU. He asked for an opportunity to review the information before the Commission acts on this matter.

MOTION: *Commissioner Corbitt moved to Defer this item until the next regular meeting on May 10, 2005. Seconded by Commissioner Allen and approved by the Commission without objection.*

- (3: Review of Order to Dismiss Appeal – Jovan Firoul, Public Works/Dismissal, Pursuant to Settlement Agreement between all parties

Jovan Firoul was dismissed from employment with the Metropolitan Department of Public Works, having tested positive and in violation of provisions in the Metro Substance Abuse Policy. Mr. Firoul appealed this decision to the Civil Service Commission. Doug Sloan, Metro Legal Department, represented the Public Works Department and Mr. Firoul represented himself.

On February 24, 2005, Administrative Law Judge Mattielyn Williams entered an order providing that the request for a hearing had been withdrawn by the grievant with all issues being settled between the parties, and further ordered that the contested case be dismissed.

Metro Legal Attorney Doug Sloan was not able to attend the meeting. However, Metro Attorney, Jennifer Bozeman acted on his behalf. Mr. Firoul was duly notified of the meeting but did not attend.

MOTION: *After some discussion, Commissioner Allen moved to uphold the Order to Dismiss the appeal pursuant to the Settlement Agreement between all parties. Seconded by Commissioner Jarrett and the Commission approved without objection.*

- (4: Review of Order to Dismiss Appeal - Jeffrey Emmons, Sheriff/Dismissal

Jeffery Emmons was dismissed from employment with the Davidson County Sheriff's Office for violation of provisions in Metro Civil Service rule 6.7 dealing with Employee Conduct and Unnecessary or Excessive use of force. Mr. Emmons appealed this decision to the Civil Service Commission. Doug Sloan, Metro Legal Department, represented the Sheriff's Office. Mr. Emmons represented himself.

On March 4, 2005, Administrative Law Judge Robert Fellman entered an order providing that the request for a hearing had been withdrawn by the grievant and further ordered the contested case be dismissed. Metro Attorney Doug Sloan was not able to attend the meeting, however, Attorney, Jennifer Bozeman acted on his behalf. Mr. Emmons was duly notified of the meeting, but did not attend.

MOTION: *After some discussion, Commissioner Jarrett moved to uphold the Order to Dismiss the appeal as entered by Administrative Law Judge Fellman. Seconded by Vice-Chairman Rodriguez and the Commission approved without objection.*

- (5: Review of Order to Dismiss Appeal - Mitchell Ferguson, Police/Dismissal

Police Officer Mitchell Ferguson was suspended for twenty nine days and then dismissed from employment with the Metropolitan Police Department for violation of provisions in General Order 95-19 – Personal Behavior, provisions B-Adherence to Law, C-Courtesy, D-Truthfulness, I-Intimidation and J-Abusive Treatment. Officer Ferguson appealed this decision to the Civil Service Commission. Doug Sloan, Metro Legal Department, represented the Police Department and Officer Ferguson was represented by Attorney Jeff Cherry.

On March 21, 2005, Administrative Law Judge James Hornsby entered an order providing that the request for a hearing had been withdrawn by the grievant with all issues resolved and further ordered the matter be dismissed. Metro Attorney Doug Sloan was not able to attend the meeting, however, Attorney Jennifer Bozeman acted on his behalf. Attorney Jeff Cherry was duly notified of the meeting. The Petitioner stated he would not attend the meeting or contest the Order.

MOTION: *After some discussion, Commissioner Jarrett moved to uphold the Order to Dismiss the appeal by Administrative Law Judge Hornsby. Seconded by Vice-Chairman Rodriguez and the Commission approved without objection.*

(6: Petition for Reconsideration of Final Order - William Reed, Police/1 Day Suspension

On March 8, 2005, the Commission reviewed the Initial Order entered by Commissioner Greg Rodriguez. After considerable discussion, the Commission overturned the Initial Order and reinstated the one day suspension by the Appointing Authority. On March 18th, Attorney Worrick Robinson filed a Petition to Reconsider the Final Order.

Mr. Robinson was unable to attend the meeting and had requested the review be deferred. Ms. Neal was present before the Commission and stated she had no objection deferring the review.

ACTION: *This matter was deferred until the next regular meeting on May 10, 2005.*

(7: JOB DESCRIPTIONS

- Equipment Inventory Assistant 1 & 2
- Emergency Telecommunication Officer 4
- Emergency Telecommunication Manager
- Emergency Medical Technician 1, 2 & 3
- Paramedic 1, 2 & 3

It was noted that the Equipment Inventory Assistant 1 & 2 proposed revisions were being withdrawn. Jenna Smith addressed other proposed changes before the Commission.

Don Driscoll, President of SEIU, said he had received an email at the end of last week and another yesterday, but said that he would like an opportunity to review proposed revisions before the Commission acts on this matter.

ACTION: *This matter was Deferred until the next regular meeting on May 10, 2005.*

LATE ITEM

(8: **Revision to Policy 8.2 B-1 – Promotional Policy for Fire Department Classifications**

ACTION: *This item was withdrawn*

(9: Communiqués from the public on pending hearings

No report was made.

With nothing further, the regular meeting adjourned at 8:53 a.m.

ATTEST:

APPROVED:

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

William H. Farmer, Chairman
Civil Service Commission