

# **MINUTES**

## **METROPOLITAN CIVIL SERVICE COMMISSION**

**JULY 12, 2005**

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

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

**JUNE 14, 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.***

### **APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>CODES ADMINISTRATION</u></b>			
Davidson, Mark C.	Property Stan Inspector 1	New Hire	06/06/05
Jones, Mattie M.	Property Stan Inspector 1	New Hire	06/06/05

### **EMERGENCY COMMUNICATIONS CENTER**

Coleman, Robin L.	Emergency Telecom Officer 1	New Hire	06/06/05
Gooch-McClain, Patrice A.	Emergency Telecom Officer 1	New Hire	06/06/05
Hogan, Kathy M.	Emergency Telecom Officer 1	New Hire	06/06/05
Lee, Kelly A.	Emergency Telecom Officer 1	New Hire	06/06/05
Long, Debra J.	Emergency Telecom Officer 1	New Hire	06/06/05
Sluski, George P.	Emergency Telecom Officer 1	New Hire	06/06/05
Smith, Barbara L.	Emergency Telecom Officer 1	New Hire	06/06/05
Vickers, Jackie R.	Emergency Telecom Officer 1	Re-Hire	06/06/05
Westerman, Teresa F.	Emergency Telecom Officer 1	New Hire	06/06/05
*Paone, Jan G.	Emergency Telecom Officer 2	Reinstate/ Disciplinary Action	06/06/05

\*Employee reinstated after a dismissal.

### **FINANCE**

Gleason, Bryan C.	Finance Officer 2	New Hire	06/27/05
Hackett, Kenneth N	Finance Officer 3	Promotion	05/27/05

### **FIRE**

*Brown, William L.	Fire Fighter 2	Class Change	06/16/05
*Castleman, Benjamin R.	Fire Fighter 2	Class Change	06/16/05
*Coats, Deborah S.	Fire Fighter 2	Class Change	06/16/05

**APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>FIRE</u></b>			
*Corbitt, Quincy J.	Fire Fighter 2	Class Change	06/16/05
*Cortner, R Blake	Fire Fighter 2	Class Change	06/16/05
*Davis, Jason B.	Fire Fighter 2	Class Change	06/16/05
*Dawson, Justin B.	Fire Fighter 2	Class Change	06/16/05
*Dorley Jr., Momolu S. B.	Fire Fighter 2	Class Change	06/16/05
*Ellen, Joseph H.	Fire Fighter 2	Class Change	06/16/05
*Evans, Madeline A.	Fire Fighter 2	Class Change	06/16/05
*Gingerich, Jason A.	Fire Fighter 2	Class Change	06/16/05
*Hall, Kenneth J.	Fire Fighter 2	Class Change	06/16/05
*Higgins, Brian J.	Fire Fighter 2	Class Change	06/16/05
*Hutcherson, Barbara J.	Fire Fighter 2	Class Change	06/16/05
*Kerr, Steven B.	Fire Fighter 2	Class Change	06/16/05
*Lockhart, Christina R.	Fire Fighter 2	Class Change	06/16/05
*Malone, Mark E.	Fire Fighter 2	Class Change	06/16/05
*Purvis, Robert Y.	Fire Fighter 2	Class Change	06/16/05
*Rigsby Jr., Robert B.	Fire Fighter 2	Class Change	06/16/05
*Satterfield, Evan N.	Fire Fighter 2	Class Change	06/16/05
*Taylor, Michael W.	Fire Fighter 2	Class Change	06/16/05
*Thomas, Carrie L.	Fire Fighter 2	Class Change	06/16/05
*White Jr., William D.	Fire Fighter 2	Class Change	06/16/05

\*Class change from Fire Fighter 1 to Fire Fighter 2

**INFORMATION TECHNOLOGY SERVICES**

Austin, James A.	Info Systems Analyst 2	New Hire	06/06/05
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**JUVENILE COURT**

*Griffiths, Robert E.	Warrant Officer	Transition - Civil Service	07/16/04
*Transition to Civil Service from Non-CS			

**PARKS**

*Karnes, Eric D.	Maintenance & Repair Worker 1	Transition - Civil Service	05/27/05
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\*Transition to Civil Service from seasonal status

**POLICE**

*Agee, Michael S.	Police Officer 1	Class Change	06/22/05
*Black, Joshua Z.	Police Officer 1	Class Change	06/22/05
*Blake, Monica S.	Police Officer 1	Class Change	06/22/05
*Blue, Bonita M.	Police Officer 1	Class Change	06/22/05
*Boelter, Byron A.	Police Officer 1	Class Change	06/22/05
*Dandy, Eric A.	Police Officer 1	Class Change	06/22/05
*Davies, Emily R.	Police Officer 1	Class Change	06/22/05
*Davis, Doreisha T.	Police Officer 1	Class Change	06/22/05
*Ford, Morgan L.	Police Officer 1	Class Change	06/22/05
*Hammond, Michelle D.	Police Officer 1	Class Change	06/22/05
*Hardin, Shaun A.	Police Officer 1	Class Change	06/22/05

**APPOINTMENTS**

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<b><u>POLICE</u></b>			
*Harris, Spencer R.	Police Officer 1	Class Change	06/22/05
*Hoadley, Brent E.	Police Officer 1	Class Change	06/22/05
*Hobbs, Misty D.	Police Officer 1	Class Change	06/22/05
*Iezzi, Angelo	Police Officer 1	Class Change	06/22/05
*Ismailovic, Deniz	Police Officer 1	Class Change	06/22/05
*Johnson, Charles E.	Police Officer 1	Class Change	06/22/05
*King, Matthew Charles	Police Officer 1	Class Change	06/22/05
*Knight, Clifton L.	Police Officer 1	Class Change	06/22/05
*Mahadeo, Sheba M.	Police Officer 1	Class Change	06/22/05
*Miller, Rachael R.	Police Officer 1	Class Change	06/22/05
*Mills, Elizabeth J.	Police Officer 1	Class Change	06/22/05
*Nash, Erik C.	Police Officer 1	Class Change	06/22/05
*Phasavath, Xay S.	Police Officer 1	Class Change	06/22/05
*Pike, Dennis J.	Police Officer 1	Class Change	06/22/05
*Reed, Marty	Police Officer 1	Class Change	06/22/05
*Rhea, Tiffany B.	Police Officer 1	Class Change	06/22/05
*Rucker, Edward J.	Police Officer 1	Class Change	06/22/05
*Shaw, Charles E.	Police Officer 1	Class Change	06/22/05
*Shoates, Alisha M.	Police Officer 1	Class Change	06/22/05
*Snow, Erika D.	Police Officer 1	Class Change	06/22/05
*Spence, Thomas A.	Police Officer 1	Class Change	06/22/05
*Stogdill, Lauren Z.	Police Officer 1	Class Change	06/22/05
*Stone, Kristopher J.	Police Officer 1	Class Change	06/22/05
*Taylor, Christopher T.	Police Officer 1	Class Change	06/22/05
*Teamer, Joseph A.	Police Officer 1	Class Change	06/22/05
*Thames, Latonya P.	Police Officer 1	Class Change	06/22/05
*Thomas, Laura	Police Officer 1	Class Change	06/22/05
*Washington, David A.	Police Officer 1	Class Change	06/22/05
*Waters, William Z.	Police Officer 1	Class Change	06/22/05
*White, Samuel D.	Police Officer 1	Class Change	06/22/05
*Williams, Sean D.	Police Officer 1	Class Change	06/22/05
*Williams, William B.	Police Officer 1	Class Change	06/22/05
*Wilson, Richard M.	Police Officer 1	Class Change	06/22/05
^Holliday, Edward S.	Police Officer 2	Class Change	06/22/05
Davis, Jeremy M.	Police Security Guard 1	Re-Hire	06/01/05
Fosbinder, Laura L.	Police Security Guard 1	New Hire	06/01/05

\*Class change from Police Officer Trainee to Police Officer 1

^Class change from Police Officer 1 to Police Officer 2

**PUBLIC LIBRARY**

*Daniel, Gary E	Custodian 1	Dept Transfer/ Vol. Reduction in Grade	06/20/05
^Okpara, Ibiba M.	Librarian 1	Transition - Civil Service	05/23/05
^Nunn, Aja M.	Library Assoc 1	Transition - Civil Service	06/20/05
Smith, Alexandra	Library Assoc 1	New Hire	06/20/05
**Drye, Gregory A.	Office Support Rep 2	Re-Classification	06/20/05
**Radford, Bridget M.	Office Support Rep 2	Re-Classification	06/20/05

\*Department transfer from Social Service (Van Driver-TG 5) to Library (Custodian-TG3)

^Transition to civil service from part-time status

\*\*Re-Classification from Office Support Rep 1 (SR4) to Office Support Rep 2 (SR5) due to a position audit

### **APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>TYPE</u></b>	<b><u>DATE</u></b>
<b><u>PUBLIC WORKS</u></b>			
Hirtzer, Michael J.	Engineering Tech 3	Promotion	06/06/05
Maclin, Byron O.	Equipment Operator 1	Promotion	06/20/05
Miller, Samuel L.	Equipment Operator 1	Promotion	06/20/05
Mills, James L.	Equipment Operator 1	Promotion	06/20/05
Moore, Titus E.	Equipment Operator 1	Promotion	06/20/05
Borgman, David W.	Equipment Operator 3	New Hire	06/20/05
Shoemaker, Michael W.	Equipment Operator 3	New Hire	06/20/05
Lamborn Jr., Dickie R.	Maintenance & Repair Worker 2	Promotion	06/20/05
*Moore, Rhonda J.	Office Support Rep 2	Return From Medical Pension	06/20/05

\*Return from medical pension to same classification

### **WATER SERVICES**

McDonald, Johnny L.	Treatment Plant Manager	New Hire	06/20/05
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***MOTION:*** ***After some discussion, Commissioner Jarrett moved for approval of the appointments as listed above. Seconded by Commissioner Allen and the Commission approved without objection.***

### **TERMINATIONS/ PENSIONS**

<b><u>Name</u></b>	<b><u>Classification</u></b>	<b><u>Type</u></b>	<b><u>Department</u></b>	<b><u>Date</u></b>
Cathey, Mylica Y.	Program Spec 3	Resignation	Caring For Children	05/20/05
Chatman, Patricia H	Program Manager 2	Resignation	Caring For Children	05/31/05
Clark, Wilometto W	Program Manager 1	Pensioned	Caring For Children	06/03/05
Gray, Virginia G.	Office Support Rep 3	Resignation	Caring For Children	06/01/05
Hackworth, Janice K.	Emer Telecommunications Off 1	Resignation	Emergency Comm.	06/10/05
Hill, Audra B.	Emer Telecommunications Off 3	Resignation	Emergency Comm.	05/23/05
Baranuk, Kelley J	Info Systems Spec	Resignation	Finance	06/01/05
Milliken, Jimmie R	Fire Engineer	Pensioned	Fire	05/30/05
Doyle, Jessica	Probation Officer 1	Resignation	Juvenile Court	06/13/05
Lockwood, Robert S.	Police Officer 2	Resignation	Police	05/31/05
Heun, Rachel D.	Circulation Assistant 2	Resignation	Public Library	05/31/05
Batson, Jennifer L	Office Support Rep 2	Resignation	Public Works	06/20/05
Key, Rachel R.	Office Support Rep 2	Resignation	Public Works	06/01/05
Knight, Keith A.	Maintenance & Repair Worker 1	Dismissal	Public Works	06/02/05
Spencer, Kevin D.	Maintenance & Repair Worker 2	Resignation	Public Works	05/27/05
Tidwell, Randy L.	Equipment Operator 3	Pensioned	Public Works	05/26/05
Weddell, James W.	Maintenance & Repair Worker 1	Resignation	Public Works	06/10/05
Bryan, Jeremy E.	Correctional Officer 1	Dismissal	Sheriff	05/24/05
Cain II, William R.	Correctional Officer 1	Resignation	Sheriff	05/30/05
Cantrell, Jr., Edward M.	Correctional Officer 1	Resignation	Sheriff	06/07/05
King, Phillip A	Correctional Officer 2	Deceased	Sheriff	06/03/05
Robbins, Joanna E.	Correctional Officer 1	Dismissal	Sheriff	06/03/05

**TERMINATIONS/ PENSIONS**

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Valenzuela, Sergio O.	Correctional Officer 1	Dismissal	Sheriff	06/09/05
Wells, Berry H.	Correctional Officer 1	Resignation	Sheriff	05/21/05
Alcorn, Amie E.	Treatment Plant Tech 1	Resignation	Water	05/31/05
Bradshaw, Timothy W.	Customer Service Field Rep 1	Resignation	Water Services	05/31/05
Butler, Darrell E.	Customer Service Field Rep 1	Dismissal	Water Services	06/15/05
Harris, Calvin P	Engineering Tech 3	Pensioned	Water Services	06/20/05
Hobby, William O	Industrial Mechanic 2	Pensioned	Water Services	05/31/05
Wall, Steven K.	Engineering Tech 3	Resignation	Water Services	06/02/05
Waller, Jerry D	Maintenance & Repair Leader 1	Pensioned	Water Services	06/20/05

**MOTION:** *After some discussion, Commissioner Jarrett 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- ESTABLISHED**

<u>Classification</u>	<u>Type</u>	<u>Requesting Department</u>
Electrical Inspector 1	Open	Codes
Finance Officer 2 - Purchasing	Dept	Finance
Administrative Specialist	Dept	General Services
Tech Specialist 1 - Photo	Dept	General Services
Systems Advisor 1 - Network	Open	ITS
Program Spec 2 - Video	Open	ITS/Ch 3
Library Manager 3 - Spec Collections	Open	Library
Engineering Tech 3	Open	Public Works
Equipment Operator 1 - PW	Dept	Public Works
Administrative Services Officer 1 - Soc Services	Dept	Social Services
Social Worker 2	Dept	Social Services
Treat Plant Manager	Open	Water Services

**REGISTERS ABOLISHED**

<u>Date Established</u>	<u>Classification</u>	<u>Number On Register</u>	<u>Register</u>
12/20/02	IS Manager - Business Solutions	34	Open
02/25/04	IS Specialist - Business Solutions	46	Open
02/06/04	Program Manager 1	32	Open
04/19/04	Social Worker 2	03	Dept
05/12/04	Equipment Operator 2	02	Dept
05/30/03	Industrial Maintenance Supervisor 2	02	Dept
10/08/03	Engineer 2 - Remedial Maintenance	02	Dept

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

## **DEPARTMENTAL ITEMS**

### **WATER SERVICES**

**REQUEST:** Mr. Scott Potter, Director, requested approval of a proposed Awards and Bonus Plan - WS

**ACTION:** *By request of the department, this item was withdrawn until the August 9<sup>th</sup> meeting.*

### **EMERGENCY COMMUNICATION CENTER**

**REQUEST:** Ms. RoxAnn Brown, Director, represented by Jeannie Mallory, requested approval for Employee Increment Advances for completion of their EMD certification:

Joshua Aronson	Emergency Telecommunications Officer 1	Step 1 to Step 3
Nikki Brock	Emergency Telecommunications Officer 1	Step 1 to Step 3
Gloria Coble,	Emergency Telecommunications Officer 1	Step 1 to Step 3
Amanda Felts	Emergency Telecommunications Officer 1	Step 1 to Step 3
Dolores Fujino	Emergency Telecommunications Officer 1	Step 1 to Step 3

Ms. Mallory said the bonus awards are for those individuals who have successfully completed their training and testing requirements for the EMD certification. All of the employees have met their compliance level.

**MOTION:** *After some discussion, Commissioner Corbitt moved for approval of the request as listed. Seconded by Commissioner Allen 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: Report of Layoff Plan - Caring for Children Program

Terri Griffith, Director CFC, said the Tennessee Dept. of Children's Services made a decision to transition the Community Service Agency functions (Caring for Children Program) back into their department, absorb all related funding by July 1, 2005, and agreed to offer all CFC employees continued employment with the State. Ms. Griffith discussed the approved Layoff Plan with Commission members.

**ACTION:** *None was required. This was for a report only.*

( 2: Review Appeal of Disqualification for Promotional Exam - Claude Grant, Water Services

Mr. Claude Grant, a Water Services employee, was disqualified for the promotional position for System Services Manager/Stormwater-NPDES due to lack of required experience with NPDES Phase I Stormwater Permits.

**ACTION:** *Upon request of Mr. Grant, this item was deferred until the August 9<sup>th</sup> meeting.*

( 3: Review - Order Granting Motion to Withdraw – Marc Hicks, Fire/Dismissal

**ACTION:** *Upon request of the Legal Department, this item was deferred until the August 9<sup>th</sup> meeting.*

( 4: Review of Initial Order - Clifford Mann, Police/2 Days Suspension

Detective Clifford Mann was suspended for two days without pay from the Metropolitan Police Department for violation of General Order 04-05 dealing with Department, Section VIII-Official Obligations, Instructions from an Authoritative Source and Respect for Supervisors. Detective Mann appealed his suspension to the Commission and the case was assigned to Hearing Officer Michael Allen. Detective Mann was represented by Attorney Rich McGee and Doug Sloan, Metro Attorney, represented the Police Department.

The case was heard on April 14, 2005 and on June 2, 2005, Hearing Officer Allen entered an Initial Order to Uphold the two (2) days suspension without pay.

Rich McGee, Attorney for Detective Mann and Doug Sloan, Metro Attorney were present before the Commission.

**MOTION:** *After some discussion, Commissioner Corbitt moved to uphold the Initial Order as submitted by Hearing Officer Allen. Seconded by Commissioner Jarrett and the Commission approved without objection.*

( 5: Review - Order of Dismissal – Royce Bailey, Sheriff/Dismissal

Royce Bailey, Davidson County Sheriff's Office, was dismissed from employment for violation of Civil Service rule 6.7 and Sheriff's policy provisions #23, and 24 dealing with Abuse of Leave and Dishonest Behavior. Mr. Bailey appealed the decision to the Civil Service Commission. Rita Roberts Turner, Metro Attorney, represented the Sheriff's Office and Mr. Bailey was represented by Attorney Susan Bailey.

On June 2, 2005, Administrative Law Judge John Hicks entered an Order of Dismissal due to the appellant's notice that the grievance would no longer be pursued.

Rita Roberts-Turner, Metro Attorney was present before the Commission. Susan Bailey, Attorney listed for Royce Bailey was duly notified, however, she was not present for the review.

**MOTION:** *After some discussion, Commissioner Allen moved to uphold the Order of Dismissal as submitted by Administrative Law Judge John Hicks. Seconded by Commissioner Jarrett and the Commission approved without objection.*

( 6: Review of Agreed Order – Mark Morris, Fire Grievance

Mark Morris, Metro Fire Department, filed a grievance regarding the bid system within the department. This grievance was held in abeyance pending the outcome of a separate grievance involving the bid system. Attorney Dewey Branstetter represented Mr. Morris, and Metro Attorney Andrew McClanahan represented the Fire Department. The outcome of another grievance rendered the Morris grievance a moot issue. All parties being in agreement, Commissioner Corbitt entered an order to dismiss the appeal.

Having been duly notified, Attorney Mark Mayhew was not present for the review, however, Andrew McClanahan, Metro Attorney, was present.

**MOTION:** *After some discussion, Commissioner Jarrett moved to Uphold the Agreed Order to Dismiss the Grievance. Seconded by Commissioner Allen and the Commission approved without objection.*

( 7: Review Initial Order of Withdrawal – Justin Diehr, Fire/Dismissal

Justin Diehr, Fire Department, was dismissed from employment with the Metropolitan Fire Department for violation of Civil Service rule 6.7 provisions #1, 2, and 11 dealing with Operational Procedures and Guidelines – Section 1.10 – Patient’s Bill of Rights. Mr. Diehr appealed this decision to the Civil Service Commission. Andrew McClanahan, Metro Attorney, represented the Fire Department and Mr. Diehr represented himself.

On June 24, 2005, Administrative Law Judge Mattielyn Williams entered an Order of Withdrawal in response to correspondence requesting a Motion to Withdraw his appeal. Judge Williams granted this motion, cancelled the hearing and closed the file.

**MOTION:** ***After some discussion, Commissioner Allen moved to Uphold the Order of Withdrawal as submitted by Administrative Law Judge Mattielyn Williams. Seconded by Commissioner Jarrett and the Commission approved without objection.***

( 8: Review of Initial Order – Michael Bond, Parks/Dismissal

Mr. Michael Bond, Parks Department, filed an appeal of the Appointing Authority’s decision to terminate his employment effective February 2, 2004. Mr. Bond was charged with violation of Civil Service rule 6.7 provision #9, which deals with possession of Illegal Drugs or Controlled Substances while on duty as well as violation of the Civil Service Substance Abuse policy. His case was assigned to Administrative Law Judge Anthony Adgent. Mr. Bond was represented in the proceeding by Attorney Stephen Grace and Tom Cross, Metro Attorney, represented the Parks Department.

On June 14, 2005, Judge Adgent entered an Initial Order to Overturn the Appointing Authority’s decision to terminate Mr. Bond’s employment with the Parks Department. He further ordered that Mr. Bond be suspended without pay from February 2, 2004 until July 1, 2005 and reinstated to his position at the end of the suspension period.

Stephen Grace, Attorney for Mr. Bond and Tom Cross, Metro Attorney were present before the Commission.

**MOTION:** ***After much discussion, Commissioner Allen moved to Amend the Initial Order and award Mr. Bond back pay and benefits for the period of February 2, 2004 through July 1, 2005. This back pay is to be reduced by an amount agreed to by the parties after meeting to consider how much of Mr. Bond’s previous earnings is an appropriate setoff to this back pay award. Seconded by Commissioner Jarrett and the Commission approved with one objection from Commission Corbitt who voted against.***

( 9: Request Approval of Proposed Policy Revisions - CS Policy 2.6-1 and 7.2A-1  
Removal of Names from Registers / Selection Procedure for Police Trainee  
(This item was continued from the June 14, 2005 meeting)

Brocklin Parks, Attorney for the FOP and Doug Sloan, Metro Attorney, were present and argued their positions before the Commission. Also present was Captain David Hughes, Executive Director of the National Institute for Truth Verification located in West Palm Beach, Florida. Mr. Hughes gave a detailed demonstration of the CVSA and addressed questions from the Commission.

**MOTION:** ***After much discussion, Commissioner Corbitt moved for approval to appropriately revise Civil Service policy 2.6-1, 7.2A-1, to include use of the Computer Voice Stress Analysis (CVSA). Seconded by Commissioner Jarrett and the Commission approved without objection.***

( 10: Request Approval of Proposed Policy Revisions - CS policy 5.6 B-III Transition to Professional or Certification Classifications

Jamie Summers, Human Resources, said a performance audit was completed for the Codes Administration Department that recommended efficiencies could be gained in the trades (electrical, plumbing, building and mechanical gas) inspection areas by capturing and analyzing work activity in more detail and phasing in cross-trained, multi-disciplinary inspectors to conduct final inspections. The request is to add the classification "Combination Codes Inspector". Employees will transition to this classification once they have obtained the required license or certification as stated in the job description.

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

( 11: Report of Metro Employees Service Awards for April, May and June 2005

Chairman Farmer congratulated and recognized employees who have dedicated their working careers to Metropolitan Government.

**ACTION:** *None required. This was a report only.*

( 12: Communiqués from the public on pending hearings

*No report was made.*

With nothing further, the regular meeting adjourned at 10:45 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