

MINUTES

METROPOLITAN CIVIL SERVICE COMMISSION

SEPTEMBER 12, 2006

The Metropolitan Civil Service Commission met for their regularly scheduled meeting on September 12, 2006 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 8:30 a.m.

Commission Members present: Chairman William H. Farmer, Vice-Chairman R. Steve Corbitt, C. Michael Allen, Ervina Jarrett and D. Billye Sanders.

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

AUGUST 8, 2006 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 no corrections, Commissioner Jarrett moved for approval. Commissioner Allen seconded the motion and the Commission approved without objection.

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
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CODES ADMINISTRATION

Knipfer, Joseph R.	Plumbing Inspector 1	New Hire	08/28/06
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FINANCE

Vogel, Markell Carl	Administrative Services Manager	New Hire	08/28/06
Lannom Jr., David P.	Finance Officer 2	Re-Hire	08/07/06
Kassae, Lili S.	Information Systems Analyst 1	New Hire	08/14/06
Staggs, Amy L.	Information Systems Spec	Promotion	08/22/06

FIRE

Lankford, Gail C.	Office Support Rep 3	Promotion	08/01/06
Washington, Kela M.	Office Support Rep 3	Promotion	08/01/06
Waters, Sharon D.	Office Support Rep 3	Promotion	08/01/06

GENERAL SERVICES

*Mefford, Traci L.	Application Tech 1	Dept Transfer/Promotion	07/29/06
Culberson II, Roy E	Equipment Mechanic	New Hire	07/31/06

*Department Transfer from Water (Office Support Rep 2, SR5) to General Services (Application Tech 1, SR7)

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>HISTORICAL COMMISSION</u>			
Morin, Michael L.	Historic Preservationist 1	New Hire	07/31/06
<u>HUMAN RESOURCES</u>			
Barrett, Robert R	Human Resources Analyst 3	Promotion	07/21/06
Garrett, Kimberly D.	Human Resources Analyst 3	Promotion	07/21/06
Jackson, Russana A.	Human Resources Assistant 2	Promotion	08/05/06
<u>INFORMATION TECHNOLOGY SERVICE</u>			
*William, Mary E	Information System Operator Anal 3	Dept Transfer/Lateral	08/07/06
Jamison, Undradge C	Information System Operator Tech 1	New Hire	08/07/06
Martin, Evans L.	Systems Advisor 1	Promotion	08/07/06
*Department Transfer from Finance to ITS, same classification			
<u>JUVENILE COURT</u>			
Benavides Jr., Isaura	Administrative Services Officer 3	Promotion	08/14/06
Kemper, Teresa R	Office Support Rep 3	Promotion	08/14/06
<u>PARKS</u>			
*Diehl, Chad A.	Custodian 1	Class Change/ Vol Reduction In Grade	08/11/06
*Ingram Jr., Edgar D	Custodian 1	Class Change/ Vol Reduction In Grade	08/11/06
*Shepherd, Faye C	Custodian 1	Class Change/ Vol Reduction In Grade	08/11/06
Lewis, Kevin J	Maintenance & Repair Leader 1	New Hire	07/31/06
^Baker Jr., Donald W.	Maintenance & Repair Worker 1	Transfer - Civil Service	07/21/06
^Bledsoe, Kevin B.	Maintenance & Repair Worker 1	Transfer - Civil Service	07/28/06
Bradley, David	Maintenance & Repair Worker 2	New Hire	07/24/06
Ratliff, Jason S.	Maintenance & Repair Worker 3	Promotion	07/28/06
*Class Change from Concessions Clerk 1, SR4 to Custodian 1, SR3			
^Transition to Civil Service from a Seasonal Worker position			
<u>POLICE</u>			
McCanless, Patricia D.	Human Resources Analyst 1	Promotion	08/01/06
Coleman, Lawanna R	Human Resources Analyst 2	Promotion	08/01/06

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>PUBLIC LIBRARY</u>			
*Shaver, Rachel E.	Archives Assistant 1	Transition To Civil Service	07/31/06
*Binkley, Melissa J.	Circulation Assistant 1	Transition To Civil Service	07/31/06
Holt, Michael L	Circulation Assistant 1	New Hire	08/14/06
*Miller, Kerry M.	Circulation Assistant 1	Transition To Civil Service	07/31/06
Tekulve, Nicole R	Circulation Asst 1	New Hire	08/14/06
^Johnson, Elizabeth A	Human Resources Analyst 3	Dept Transfer/Promotion	08/21/06
Heffington, Elizabeth C	Librarian 1	New Hire	07/31/06
**Hargrove, Stephen F	Property Guard 2	Class Change/Lateral	07/31/06

*Transition to Civil Service from a Part Time status

^Department Transfer from General Services (Finance Officer 2, SR10) to Library (HR Analyst 3, SR12)

**Class Change from Equipment Operator 1, SR5 to Property Guard 2, SR5

PUBLIC WORKS

League, Barbara A.	Administrative Assistant	Promotion	07/31/06
*Allen, George T.	Compliance Inspector 1	Class Change	07/31/06
Cosby, Frederick D.	Compliance Inspector 1	Promotion	07/31/06
Elliott, Joshua R.	Compliance Inspector 1	Promotion	07/31/06
Escue, Monty R.	Compliance Inspector 2	Promotion	07/31/06
Robinson, William H.	Compliance Inspector 2	Promotion	07/31/06
Runyon, Christopher T.	Compliance Inspector 2	Promotion	07/31/06
Fleckenstein III, David F.	Equipment Operator 1	Promotion	07/17/06
Grempler, Kristofer K	Equipment Operator 1	Promotion	07/31/06
Hatcher, Kortland N.	Equipment Operator 1	Promotion	07/31/06
Dougherty, John A	Equipment Operator 3	New Hire	08/28/06
Cason, Bobby L Jr.	Maintenance & Repair Worker 1	New Hire	08/28/06
Davis, Joshua A	Maintenance & Repair Worker 1	New Hire	07/31/06
Maclin Byron O Jr.	Maintenance & Repair Worker 1	New Hire	08/28/06
McKay, Jonathan D	Maintenance & Repair Worker 1	New Hire	08/14/06
Medley, Randy E	Maintenance & Repair Worker 1	New Hire	08/14/06
Gann, Brandon G	Maintenance & Repair Worker 3	New Hire	08/14/06
^Hayes, Anthony L.	Parking Patrol Officer 1	Dept Transfer/ Transition - Civil Service	7/31/06

*Class Change from Equipment Operator 3 (TG8) to Compliance Inspector 1 (SR7)

^Department Transfer from General Hospital (Security Officer) to Public Works (Parking Patrol Officer 1)

SHERIFF

Dean, Angela D.	Correctional Officer 1	Re-Hire	08/26/06
Shaw Jr., William F.	Correctional Officer 1	Promotion	08/14/06

APPOINTMENTS

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>TYPE</u>	<u>DATE</u>
<u>WATER SERVICES</u>			
Charlton Jr., Robert L	Customer Svc Field Rep 3	Promotion	07/29/06
Breakfield, William D	Engineer 2	Promotion	08/12/06
*Denham, Bob D.	Engineering Tech 2	Class Change/Lateral	08/12/06
^Ferrell II, Charles R	Engineering Tech 2	Class Change/Lateral	08/12/06
^Taylor, Robert L	Engineering Tech 2	Class Change/Lateral	08/12/06
**Saad III, John Phil	Engineering Tech 3	Dept Transfer/ Vol Reduction in Grade	08/12/06
Boyd Jr., James O	Indust Maintenance Supervisor 1	Promotion	07/29/06
Dillard, John E	Indust Maintenance Supervisor 1	Promotion	07/29/06
Ervin, David O	Indust Maintenance Supervisor 1	Promotion	07/29/06
Gupton, Carl R.	Indust Maintenance Supervisor 1	Promotion	07/29/06
Hillis, Ricky W	Indust Maintenance Supervisor 1	Promotion	07/29/06
Huckaby, Randy H	Indust Maintenance Supervisor 1	Promotion	07/29/06
Hudgens Jr., Charles D.	Indust Maintenance Supervisor 1	Promotion	07/29/06
McKee, Jeffrey S	Indust Maintenance Supervisor 1	Promotion	07/29/06
Potts, Jeffery A	Indust Maintenance Supervisor 1	Promotion	07/29/06
Thomas, Albert L	Indust Maintenance Supervisor 1	Promotion	07/29/06
#Elliott, James	Indust Maintenance Supervisor 2	Return From Pension	02/01/06
^^McKnight, Debra F	Office Support Spec 2	Class Change/Lateral	08/12/06
Bass, Philip C	Service Rep 2	Promotion	08/12/06
Frazierlv, John W.	Service Rep 2	Promotion	08/12/06
***Lamb, Michael W	Service Rep 2	Class Change/Lateral	08/12/06
Fedun, Joseph P.	Skilled Craft Worker 1	Promotion	08/12/06
^^Gilbert, Peninsula	Service Rep 1	Class Change/Lateral	08/12/06
^^Johnson, Karen J	Service Rep 1	Class Change/Lateral	08/12/06
****Carter, James E.	Technical Specialist 2	Class Change/Lateral	08/12/06

*Class change from Industrial Mechanic 1 (TG11) to Engineering Tech 1 (SR8)

^Class change from Maintenance and Repair Leader 2 (TI9) to Engineering Tech 2 (SR8)

**Department Transfer from General Services (Technical Specialist 2, SR12) to Water (Engineering Tech 3, SR10)

^^Class Change from Treatment Plant Tech 2 (TG11) to Office Support Spec 2 (SR8)

***Class Change from Customer Services Field Rep 3 (SR7) to Service Rep 2 (SR7)

^^^Class Change from Office Support Rep 3 (SR6) to Service Rep 1 (SR6)

****Class Change from Is Application Analyst 3 (SR12) to Technical Specialist (SR12)

Return from Medical Pension to the same classification

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

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Gruita, Benjamin	Emer Telecommunications Off 1	Dismissal	ECC	07/28/06
Pugh, Brittney D	Emer Telecommunications Off 1	Dismissal	ECC	08/10/06
Ransom, Billy G.	Emer Telecommunications Off 3	Pension	ECC	07/28/06
Treadway Jr., William A.	Administrative Services Manager	Resignation	Finance	08/25/06
Davenport, Mel	Fire Engineer	Pension	Fire	07/30/06
Northern, William H	Fire Engineer	Pension	Fire	07/28/06
Wilson, Angela L	Paramedic 2	Resignation	Fire	08/11/06
Wilson, Rosie A.	Application Tech 2	Resignation	General Services	08/25/06

TERMINATIONS/ PENSIONS

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Hayes, Antonia C	Human Resources Analyst 2	Resignation	Human Resources	08/02/06
Green, Wesley W	Communications Analyst 2	Dismissal	ITS	07/17/06
Streeter, David	Warrant Officer	Resignation	Juvenile Court	07/17/06
Son, Tai T	Police Operations Assistant 1	Resignation	Police	08/07/06
Whitley, Morgan	Police Operations Assistant 1	Dismissal	Police	07/24/06
Westley, Barbara Ruth	Human Resources Analyst 3	Resignation	Public Library	07/28/06
Council, Floyd G	Library Associate 1	Resignation	Public Library	08/25/06
McClelland, Shelley R.	Library Associate 1	Resignation	Public Library	08/04/06
Perkins, Geraldine S.	Library Associate 2	Pension	Public Library	08/01/06
Johnson, David L.	Property Guard 2	Pension	Public Library	07/20/06
Dunkling, James M.	Equipment Operator 3	Dismissal	Public Works	08/10/06
Hennigar, Dustin J.	Maintenance & Repair Worker 1	Resignation	Public Works	08/11/06
Griffin, Malcolm A.	Correctional Officer 1	Dismissal	Sheriff	07/28/06
Law, David J.	Correctional Officer 1	Dismissal	Sheriff	07/28/06
Potts, Timothy M.	Correctional Officer 1	Resignation	Sheriff	08/11/06
Szabo, Derrick	Correctional Officer 1	Resignation	Sheriff	08/02/06
Foster, Charles	Correctional Officer Lieutenant	Dismissal	Sheriff	08/23/06
Hudson, Glenn E	Correctional Officer Sergeant	Resignation	Sheriff	08/07/06
Morgan, Windle	Administrative Services Officer 4	Resignation	Social Services	08/18/06
Brown, Kimberly S.	Homemaker	Resignation	Social Services	08/11/06
Holden, Jina R.	Homemaker	Resignation	Social Services	08/11/06
Tomasulo, Helen	Social Worker 2	Resignation	Social Services	08/18/06
Vorderstrasse, Julie	Social Worker 3	Resignation	Social Services	07/25/06
Ennis, Larry J.	Trans Licensing Inspector 2	Pension	Trans Licensing Comm	08/11/06
Stewart III, Kenneth R	Engineer 1	Resignation	Water Services	08/07/06
Lloyd, Charles L	Industrial Mechanic 1	Deceased	Water Services	08/20/06
Blackwell, James E	Technical Services Coordinator	Pension	Water Services	07/28/06

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>
Office Supervisor Spec 2 - Codes	Open	Codes
Plumbing Inspect 1	Open	Codes
Administrative Services Manager - Project Mgt	Open	Finance
Finance Spec - Payroll	Dept	Finance
IS Application Analyst 1 - Develop	Open	Finance
IS Application Analyst 3 - Business	Dept	Finance
Office Sup Rep 3 - Treasury	Open	Finance
Equipment & Supply Clerk 2 - Fleet	Open	General Services
Program Specialist 3 - Human Relations	Open	Human Relations
HR Assistant 2 - Benefits	Dept	Human Resources
Administrative Services Officer 3 - Juvenile Court	Dept	Juvenile Court
Office Sup Rep 3 - Juvenile Court	Dept	Juvenile Court
Equipment Operator 1 - Library	Open	Library
Facility Coordinator - Hadley	Open	Parks

ELIGIBILITY REGISTER REPORT- ESTABLISHED

<u>Classification</u>	<u>Type</u>	<u>Requesting Department</u>
Maintenance & Repair Leader 2 - Landscape	Dept	Parks
Finance Manager - Police	Open	Police
HR Analyst 1 - Police	Dept	Police
HR Analyst 2 - Police	Dept	Police
Police Lieutenant	Dept.	Police
HR Analyst 3 - Library	Open	Public Library
Administrative Assistant	Dept	Public Works
Maintenance & Repair Leader 1 - Patch Crew	Dept	Public Works
Maintenance & Repair Leader 2 - Tree Crew	Dept	Public Works
Maintenance & Repair Worker 3 - Roadway	Open	Public Works
Sanitation Supervisor	Dept	Public Works
Engineer 2 - Storm Planning	Dept	Water Services
Engineering Tech 3 - Stormwater	Open	Water Services
Skilled Craft Worker 1 - Stormwater	Open	Water Services
Service Rep 2 - Customer Services	Dept	Water Services
Service Rep 2 - System Services	Dept	Water Services

REGISTERS ABOLISHED

<u>Date Established</u>	<u>Classification</u>	<u>Number On Register</u>	<u>Register</u>
10/22/03	Administrative Service Mgr - Real Estate	14	Open
10/15/04	IS Assistant Director	03	Dept
11/09/05	Library Associate 2	40	Open
02/22/06	Maintenance & Repair Worker 2 - Landscape	12	Open
02/03/05	Maintenance & Repair Worker 2 - Structures	02	Dept
02/16/06	Program Coordinator - Recreation	03	Dept
02/08/06	Crime Scene Tech 1	39	Open
02/23/06	Administrative Service Officer 4	00	Open
08/19/05	Engineer 1 - Stormwater	03	Open

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

HUMAN RELATIONS COMMISSION

REQUEST: Mr. Kelvin Jones, Director, requests approval for Hire Above Base for Leoncio Dominquez, Program Specialist 3, at Step 4, effective September 12, 2006. SR 10

Mr. Dominguez, who has a Master’s Degree as a Statistical Research Specialist, is also a Rule 31 Tennessee registered mediator. He has experience in intercultural studies, cross-cultural communications and is fully bilingual in English and Spanish. Mr. Dominquez’s broad experience will be a valuable asset to the department and City of Nashville.

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

INFORMATION TECHNOLOGY SYSTEMS

REQUEST: Ms. Sandy Cole, Director, requests the following:

- a. Approval for Hire Above midpoint (open range) for Deborah Williams, Information Systems Division Manager, at \$90,000 annually, effective September 12, 2006. SR 14

Lynette Dawkins, SBO, said Ms. Williams, who has thirteen years of experience, had previously worked in this position. She has demonstrated sound decision making, has managed multiple projects in stressful situations, and managed budgets (capital and operational). Ms. Williams' previous work experience with Metro is invaluable.

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

- b. Approval of proposed ITS Departmental Rules – Security

Carlton Gray, ITS, said some modifications have been made since the last meeting in June 2006. Additional information was added to the Employee Security Policy in sections 7.2.3 and 7.2.4. The basic policy has not changed. Also, Mr. Gray said ITS changed the background release form. The Commission asked for more specifics on proposed Section revisions. Mr. Gray said he would modify changes as needed and bring it back to the Commission for clarification.

MOTION: After some discussion, Commissioner Jarrett moved for approval of the Background Release Form and requested ITS to bring proposed rule revisions back to the next commission meeting for further review. Seconded by Commissioner Allen and the Commission approved without objection.

SHERIFF

REQUEST: Sheriff Daron Hall requests approval to Hire Above Base Angela Dean, correctional Officer 1, Step 2 effective September 12, 2006. CO01

Jim Kramer, HR Manager, said Ms. Dean previously worked as a Correctional Officer, but due to some physical limitations, she was not able to perform the required duties. Ms. Dean has since been cleared to return to her former position with the Sheriff's Office.

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

SPORTS AUTHORITY

REQUEST: Monica Clayton, Sports Authority, requests approval for Leave from Civil Service status, to serve as Interim Director - Metropolitan Nashville Sports Authority.

Jim Lynch said Ms. Clayton was appointed Interim Director on April 3, 2006 and thus is requesting a leave from Civil Service until such time the position is filled. The Search committee has projected to staff the position by November 1, 2006.

MOTION: *After some discussion, Commissioner Sanders moved for approval of the request as listed. Seconded by Commissioner Jarrett 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 Job Description Revisions](#)

SOCIAL SERVICES DEPARTMENT

Social Worker 1
Social Worker 2
Social Worker 3

Proposed changes to [Social Worker 1, 2, and 3](#) classification were amended to require any individual using a Social Worker job title must have a Bachelor's, Master's or Doctorate degree in Social Work from an accredited social work program.

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

TRANSPORTATION LICENSING COMMISSION

Transportation Licensing Inspector 1
Transportation Licensing Inspector 2

The positions of [Transportation Licensing Inspector 1 and 2](#) reflect additional responsibilities for a horse drawn carriage. The proposed requirements would reflect a ***high school diploma and 2 years experience (TLI 1 level) in a law enforcement related field such as motor vehicle patrolling, highway inspection, or incident response or a comparable experience that would prepare the incumbent to perform the duties of the position at the appropriate level.***

Proposed revisions for TLI 2, further adds responsibility for ***providing court testimony as required, reviewing and evaluating permit /license applications and training Inspector 1's. Proposed experience includes 3 years at the level of TLI 1.***

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

POLICE DEPARTMENT

Police Officer Trainee
 Police Officer 1
 Police Officer 2
 Police Officer 2 – Field Training

Proposed revisions to Police Officer Trainee would expand the number of qualified job applicants by including High School or GED equivalency with required experience as detailed below.

The proposed requirement would be:

At least 60 semester hours of course work from an accredited college or university with an overall GPA of 2.0 ("C" Average)

or a High School diploma or GED plus one of the following:

- * at least 2 years active military duty (Honorable Discharge)
- * at least 2 years as a full-time, certified (TN P.O.S.T. certification or equivalent State certification active law enforcement officer)
- * 5 years responsible work experience

Upon approval, Requirements for Police Officer 1, 2 and Police Officer 2 – Field Training Officer would also be changed for consistency.

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

(2: Review of Initial Order for Lon (Sonny) West, Codes Administration /10 Days Suspension

Lon (Sonny) West was suspended from the Metropolitan Nashville Codes Administration for a total of ten (10) days working days without pay, for alleged violation of Civil Service Rule 6.7, provisions #2 and #32 – Inefficient Performance of Duties and any Failure of Good Behavior which reflects discredit upon himself, the department, or the Metropolitan Government. Lon West appealed his suspension to the Commission and the case was assigned to Hearing Officer Ervina Jarrett. Mr. West was represented by Attorney James Murphy and Jim Charles and Kevin Klein, Metro Attorneys, represented the Department of Codes Administration.

The case was heard on March 29, 2006 before Commissioner Jarrett. On July 7, 2006, Commission Hearing Officer Jarrett entered an Initial Order to Overturn the ten (10) days suspension without pay and ordered that Lon West be made whole. Metro submitted a Petition for reconsideration of the Order and Attorney Murphy responded. On August 3, 2006, Hearing Officer Jarrett entered an amended order excluding any inference or reference to Terry Cobb's administrative actions (in the adopted Findings of Fact and Conclusions of Law), as being illegal, arbitrary and /or capricious.

Mr. James Murphy, Attorney for Mr. West and Mr. Kevin Klein, Metro Attorney, were present before the Commission to review and discuss.

MOTION: *After some discussion, Commissioner Allen moved for approval to Uphold the Initial Order as submitted by Hearing Officer Ervina Jarrett. Seconded by Commissioner Jarrett. Vice-Chairman Corbitt abstained from voting due to conflicts. Commissioners Allen and Jarrett moved to approve and Commissioner Sanders opposed. Vote 2-1*

- (3: Review of Initial Order for Claude Grant, Water Services. – Appeal of selection/appointment process for Systems Services Manager - Storm Water

Claude Grant, Administrative Services Manager – Water Services, filed a complaint/appeal regarding the selection and appointment process for the position of Systems Services Manager. The complaint alleged that the selection and appointment process was done in violation of the Civil Service rules 2.1 and 3.1 in that the promotion of Michael Hunt resulted from racial discrimination and retaliation against Claude Grant. Attorney Martin Holmes represented Mr. Grant and Brooks Fox, Metro Attorney, represented the Department of Water Services. The matter was heard on February 13, 2006 by Michael Allen, Hearing Officer. On April 7, 2006, Commissioner Allen entered an Initial Order stating that he found no evidence of racial discrimination, retaliation or pre-selection in this selection/appointment process, and therefore found no reason to overturn the department’s decision to promote Michael Hunt.

Mr. Martin Holmes, Attorney for Mr. Grant and Mr. Brooks Fox, Metro Legal Attorney were both present before the Commission to review and discuss the case.

MOTION: ***After some discussion, Vice-Chairman Corbitt moved for approval to Uphold the Initial Order as submitted by Hearing Officer Michael Allen. Seconded by Commissioner Jarrett and the Commission approved without objection.***

- (4: Communiqués from the public on pending hearings

None

Other Items for Commission consideration and review:

- (5: Performance Review of the Human Resources Director

Chairman Farmer passed out an evaluation form to each Commissioner and asked that they fill out the form and return to him. This matter will be addressed on the next agenda in October.

With nothing further, the regular meeting adjourned at 11:05 a.m.

ATTEST:

APPROVED:

Ms. Dorothy S. Berry
Director of Human Resources
Secretary to the Civil Service Commission

William H. Farmer, Chairman of the
Civil Service Commission