



METROPOLITAN CIVIL SERVICE COMMISSION

Minutes

Date: January 14, 2025

Time: 8:30 a.m.

Place: Howard Office Building
Sonny West Room
700 President Ronald Reagan Way
Nashville, Tennessee 37210

MEMBERS: William H. Farmer, D. Billye Sanders, Alysia Jones, Ethan Link, and Jason T. Evans.

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 **December 10, 2024**. Commissioner Jones moved to accept the minutes for the **December 10, 2024**, meeting. Seconded by Commissioner Sanders, and the Commissioners approved without objection. Chairman Farmer asked if there were any union representatives in attendance. IAFF, FOP and SEIU representatives were present. 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- Attachment A
- (B) Approval of Terminations/Pensions- Attachment B
- (C) Approval of Eligibility Register Report- Attachment C

MOTION: After some discussion, Commissioner Link moved to approve the Appointments, Terminations/Pensions, and Eligibility Register Report as presented. Commissioner Jones seconded the motion, and the Commissioners approved it 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: Review Initial Order – D. Newbern – Police

Cynthia Gross, Metro Legal representative for MNPD, along with Sunny Koshy, Attorney for Mr. Newbern, appeared before the Commission to discuss the Initial Order.

MOTION: After some discussion, Commissioner Link moved to accept the Initial Order. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #3: Davidson County Sheriff's Office (DCSO) employee Amber Word is requesting to extend her Injury On Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, Metro HR rep, along with Jodie Thompson, DCSO rep, and Amber Word, employee, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Sanders moved to approve the extension of the IOD leave until April 1, 2025. The motion was seconded by Commissioner Link, and the Commissioners approved without objection.

Item #4: Metro Nashville Police Department (MNPd) employee Michael Barletta is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Natasha Dowell, Metro HR rep, along with Seth Waltenbaugh, MNPd HR rep, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Sanders moved to approve the extension of the IOD leave until June 1, 2025. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

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

Natasha Dowell, Metro HR rep, along with Seth Waltenbaugh, Police HR rep, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Sanders moved to approve the extension of the IOD leave until July 10, 2025. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #6: Nashville Fire Department (NFD) employee Richard Honeycutt is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Keven Palmissano, Metro HR rep, along with Jerry Moreland, Fire Rep, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Link moved to approve the extension of the IOD leave until June 16, 2025. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #7: Request to Conduct the Benefit Election for the General Government Representative from May 13-15, 2025

Joy Cooper, Metro HR rep, appeared before the commission to request approval to conduct the Benefit Board Election for the General Government Representative.

MOTION: After some discussion, Commissioner Sanders moved to accept the request to conduct a Benefit Board election May 13-15 for General Government Rep. Seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #8: Compensation Study Update

Leslie Schuster, Metro HR Rep, along with Leah Santos and Ali Boehnlein, Mercer Reps, appeared before the Commission to present an overview and overall study findings of the compensation study conducted between October 2023 and October 2024.

The Mercer team provided a summary of the project and key findings from the study they completed. Leslie Schuster, Metro HR Rep, outlined upcoming changes to Metro's compensation strategy and practices, which will modify the design and structure of future pay plan adjustments.

ACTION: Report Only

Item #9: Administrative Law Judge Hearing Calendar

ACTION: Report Only

Item #10: Human Resource Updates

ACTION: Report Only

With nothing further, the meeting adjourned at 10:56 am.

ATTEST:

APPROVED:

**Shannon B. Hall, Director
Secretary to the Commission**

**William H. Farmer, Chairman
Civil Service Commission**