



METROPOLITAN CIVIL SERVICE COMMISSION

MINUTES

Date: March 11, 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*arrived during the Announcement of the Appeals Process, Ethan Link, and Jason T. Evans.

OTHER MEMBERS: Michael Taylor, Human Resources Assistant Director; Courtney Mohan, Metro Legal Department Attorney

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 **February 11, 2025**. Commissioner Sanders moved to accept the minutes for the **February 11, 2025**, meeting. Seconded by Commissioner Link, and Commissioners Sanders, Link, and Evans approved without objection. Chairman Farmer asked if there were any union representatives in attendance. FOP, IAFF, 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 Sanders moved to approve the Appointments, Terminations/Pensions, and Eligibility Register Report as presented. Commissioner Jones seconded the motion, and the Commissioners approved 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: At the end of the meeting, Addis Kendall, representing IAFF Local 140; Jessica Stewart from SEIU; and Joel Cottrill of the FOP appeared before the Commission to comment on the upcoming FY26 pay plan recommendations. Chairman Farmer emphasized that he wanted all unions to feel heard and acknowledged throughout the process. All three union representatives acknowledged that they have been in communication with Metro HR about the proposal and briefly shared their initial thoughts on the changes in the FY26 pay plan.

Item #2: Nashville Fire Department (NFD) employee Andrew Francis 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 Jamie Summers, Fire HR Rep, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Jones moved to approve the extension of the IOD leave until October 2, 2025. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #3: Administrative Law Judge Hearing Calendar

ACTION: Report Only

Item #4: Human Resource Updates

ACTION: Report Only

March Minutes- Attachment A- Appointments

Name	Type	Class	Date
Codes Administration			
Lawrence, Jacob A	Re-hire	Plumbing Inspector 1	02/17/2025
Finance			
Moore, Leah N	Promotion	Admin Svcs Mgr	02/17/2025
Cox, Larry Dean	New Hire	Finance Mgr	02/17/2025
Fire			
Abercrombie, Daleon Coy	New Hire	Advanced Emergency Med Tech	02/01/2025
Doute, Sean Andrew	New Hire	Advanced Emergency Med Tech	02/01/2025
Drake, Melissa Clare	New Hire	Advanced Emergency Med Tech	02/01/2025
Dugger, Alison Layne	New Hire	Advanced Emergency Med Tech	02/01/2025
Napier, Michaela Anne	New Hire	Advanced Emergency Med Tech	02/01/2025
Ogden, Savannah Maddison	New Hire	Advanced Emergency Med Tech	02/01/2025
Feyen, Adam Patrick	New Hire	Paramedic	02/01/2025
Joyce, Ashley Reme	New Hire	Paramedic	02/01/2025
Malesko, Julian Christopher Levi	New Hire	Paramedic	02/01/2025
Sandoval, Jerod Daniel	New Hire	Paramedic	02/01/2025
Sierralta, Paula Andrea	New Hire	Paramedic	02/01/2025
Wilson, Devin Michael	New Hire	Paramedic	02/01/2025
General Services			
Gooch, Tony D	Promotion	Equip Mechanic	02/17/2025
Patterson, Xavier J	New Hire	Equip Servicer	02/10/2025
Crosby, James R	New Hire	Mail Clerk Carrier	02/10/2025
Greene, Cody D	New Hire	Mail Clerk Carrier	02/17/2025
Human Resources			
Finley, Tristen T	New Hire	Data Compliance Technician	02/24/2025
Williams, Ryan C	Promotion	Human Resources Analyst Senior	02/03/2025
Brackett, Thedric Jr	Promotion	Human Resources Analyst Senior	02/17/2025
Cooper, Joy	Promotion	Human Resources Analyst Senior	02/17/2025
Information Technology Services			
*Laureano, Gilbran Jr.	Dept Transfer/Promotion	Information Sys Media Tech 1	02/15/2025
*Department Transfer from Water Services, Office Support Spec 2 ST08 to ITS, Info Syst Media Tech 1, OR02			
NDOT			
Jones, Corey A	Promotion	Equipment Operator	02/03/2025
Davidson, Jacques A	New Hire	Maintenance & Repair Worker	02/03/2025
Kinnard, Jamontay T	New Hire	Maintenance & Repair Worker	02/03/2025
Rainey, Brenden C	New Hire	Maintenance & Repair Worker	02/03/2025

March Minutes Attachment A- Appointments

Talley, Christian M	New Hire	Maintenance & Repair Worker	02/03/2025
Barton, Deangelo L Jr	New Hire	Maintenance & Repair Worker	02/17/2025
Martin, Carl D Jr	New Hire	Maintenance & Repair Worker	02/17/2025
James, Ronald D	Re-hire	Maintenance & Repair Worker	02/03/2025
Peters, John A J	Re-hire	Maintenance & Repair Worker	02/17/2025
Whitfield, Shamarion C	Re-hire	Maintenance & Repair Worker	02/17/2025

Parks

Neeley, Robert D	Promotion	Custodial Svcs Supv	02/01/2025
Franklin, Austin L	Promotion	Equipment Operator Senior	02/15/2025
Fuller, Christopher L	Promotion	Equipment Operator Senior	02/15/2025
Tarantola, James Austin	Promotion	Equipment Operator Senior	02/15/2025

Police

Ryba, Austin Mitchel	New Hire	Police Officer 2	02/16/2025
*Bennett, Ashley Kristina	Transfer to Civil Service	Police Operations Coord 1	02/01/2025
Leverick, Robert Steven	Promotion	Police Sergeant	02/01/2025
McDonnell, John Paul	Promotion	Police Sergeant	02/01/2025
Vaught, Peter	Promotion	Police Sergeant	02/01/2025
Mounir, Samuel Reda	New Hire	Police Support Technician	02/16/2025

*Transfer to Civil Service from Police Officer Trainee, PS01 to Police Operations Coord 1, ST07

Public Library

Mahdi, Jahan S	Promotion	Library Mgr 1	02/17/2025
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Sheriff

*Ashburn, Christopher Eugene	Class Change	Correctional Officer 1	02/01/2025
*Cromartie, Ashley Renee	Class Change	Correctional Officer 1	02/01/2025
*Strain, Jonathan Holland	Class Change	Correctional Officer 1	02/01/2025
*Anderson, Laderia Brenae	Class Change	Correctional Officer 1	02/14/2025
*Araujo, Elizabeth	Class Change	Correctional Officer 1	02/14/2025
*Argueta, Kevin Eugenio	Class Change	Correctional Officer 1	02/14/2025
*Barnett, Tyler Patrick	Class Change	Correctional Officer 1	02/14/2025
*Bowman, Kenneth Lebrian	Class Change	Correctional Officer 1	02/14/2025
*Burnett, Ashley Brooke	Class Change	Correctional Officer 1	02/14/2025
*Burnside, Vonita Chenille	Class Change	Correctional Officer 1	02/14/2025
*Byrd, Antonio L	Class Change	Correctional Officer 1	02/14/2025
*Chilton, Benjamin Warrior	Class Change	Correctional Officer 1	02/14/2025
*Cook, Travis F	Class Change	Correctional Officer 1	02/14/2025
*Daniels, Ricky Traa	Class Change	Correctional Officer 1	02/14/2025
*Delgado, Sheccid	Class Change	Correctional Officer 1	02/14/2025
*Demonbreun, Jade Melissa	Class Change	Correctional Officer 1	02/14/2025
*Dres, Constantine	Class Change	Correctional Officer 1	02/14/2025
*Dreyer, Taylor Marie	Class Change	Correctional Officer 1	02/14/2025
*Easterly, Aysia Rose	Class Change	Correctional Officer 1	02/14/2025
*Forston, Alexis Imani	Class Change	Correctional Officer 1	02/14/2025
*Gordon, Kendrick Dionte	Class Change	Correctional Officer 1	02/14/2025

March Minutes Attachment A- Appointments

*Groce, Kristy Renee	Class Change	Correctional Officer 1	02/14/2025
*Hall, Tierra	Class Change	Correctional Officer 1	02/14/2025
*Henson, Tyler Scott	Class Change	Correctional Officer 1	02/14/2025
*Irvine, Keyana Shaunta	Class Change	Correctional Officer 1	02/14/2025
*Merritt, Kaitlyn Victoria	Class Change	Correctional Officer 1	02/14/2025
*Molina-Hernandez, Kendrick A	Class Change	Correctional Officer 1	02/14/2025
*Robinson, Ariyani Lavette	Class Change	Correctional Officer 1	02/14/2025
*Rogers, Audrey L	Class Change	Correctional Officer 1	02/14/2025
*Stevens, Kaila Annalea	Class Change	Correctional Officer 1	02/14/2025
*Stewart Coltrane, Rakim Khalil	Class Change	Correctional Officer 1	02/14/2025
*Taylor, James R	Class Change	Correctional Officer 1	02/14/2025
*Thompson, Kyle James	Class Change	Correctional Officer 1	02/14/2025
*Turner, Anthony De Wayne	Class Change	Correctional Officer 1	02/14/2025
*Van Ness, Alisha Lynn	Class Change	Correctional Officer 1	02/14/2025
*Warrick, Jeffrey Scott Jr	Class Change	Correctional Officer 1	02/14/2025
*Waters, Carlotta Nannetta	Class Change	Correctional Officer 1	02/14/2025
*Weber, Katie L	Class Change	Correctional Officer 1	02/14/2025
**Williams, Deborah Madrid	Demotion	Correctional Officer 2	02/01/2025

*Class Change from Correction Officer Trainee CO00 to Correctional Officer 1 CO01,

**Demoted from Correctional Officer Sergeant CO03 to Correctional Officer 2 CO02

Social Services

*Covington, Sandra Lanette	Dept Transfer/Transfer to CS	Program Spec 3	02/10/2025
Eakes, Melinda S	Promotion	Social Work Assoc	01/20/2025
Newsom, Hattie M	Promotion	Social Work Assoc	01/20/2025
Massey, Natalie C	New Hire	Social Worker	02/03/2025

*Department Transfer from District Attorney, Victim Adv 1, ST0 to Program Specialist 3, OR03

Waste Services

Shannon, Jametrea Deyanna	New Hire	Equipment Operator Senior	02/03/2025
Carter, Michael Antonio	New Hire	Equipment Operator Senior	02/18/2025

Water Services

Rasheed, Sabriya T	Promotion	Finance Admin	02/15/2025
Stack, Michael Brian	Promotion	Finance Admin	02/15/2025
Renaker, Kyle Stephen	New Hire	Treatment Plant Shift Supv	02/18/2025
^MacPhee, Ethan	Dept Transfer/Promotion	Treatment Plant Tech 1	02/01/2025
*Spurlock, James M	Dept Transfer/Promotion	Treatment Plant Tech 1	02/03/2025
**Long, Kathy Martin	Class Change/Lateral	Utility Customer Care Agent 2	02/01/2025
Bailey, Maryann Elizabeth	New Hire	Utility Engineer Technician	02/18/2025
Eubanks, Rico A	New Hire	Utility Equipment Operator	02/18/2025
Jensen, James Luis Guruwaya	New Hire	Utility Equipment Operator	02/18/2025
Tummins, Carson Walker	New Hire	Utility Equipment Operator	02/18/2025
Jobe, Terell Lamont	New Hire	Utility Field Tech 1	02/18/2025

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Koungong, Jack	New Hire	Utility Field Tech 1	02/18/2025
Bull, Christopher Scott	New Hire	Utility Maintenance Tech	02/03/2025
Hall, Timothy Earl	New Hire	Utility Maintenance Tech	02/03/2025
Lawrence, Kevin Devon	New Hire	Utility Maintenance Tech	02/03/2025
Taylor, Dequantay	New Hire	Utility Maintenance Tech	02/03/2025
Willingham, Johnny Lajuan	New Hire	Utility Maintenance Tech	02/03/2025
Baldwin, Montrell Lorenzo	New Hire	Utility Maintenance Tech	02/18/2025
McKissack, Lamario Montrice	New Hire	Utility Maintenance Tech	02/18/2025
Meneese, Rolando Dewayne Jr	New Hire	Utility Maintenance Tech	02/18/2025
Ferguson, Devon G	Re-hire	Utility Maintenance Tech	02/03/2025

^Department Transfer from Waste Services, Sanitation Worker, TG07 to Water Services, Treatment Plant Tech 1, TG11

*Department Transfer from Parks, Maintenance & Repair Worker Senior, TG09 to Water Services, Treatment Plant Tech 1, TG11

**Class Change from Office Support Spec 2, ST08 to Utility Customer Care Agent 2, ST08

March Minutes Attachment B- Termination/Pensions

Name	Classification	Type	Department	Date
	Combination Codes			
Rowland, Timothy E.	Inspector	Retirement	Codes Administration	02/04/2025
Tucker, Teknika K	Emer Telecom Off 1	Resignation	DEC	02/18/2025
Wilson, Kaylee P	Emer Telecom Off 2	Dismissal	DEC	02/11/2025
Poole, Jaikiya C	Emer Telecom Off 2	Dismissal	DEC	02/26/2025
Finney, Patricia H	Finance Admin	Retirement	Finance	02/28/2025
Lomax-O'dneal, Talia	Finance Deputy Director	Retirement	Finance	02/04/2025
Najm, Brandi Nicola	Admin Svcs Mgr	Resignation	Fire	02/03/2025
Lynch, Ian P	Adv Emergency Med Tech	Retirement	Fire	02/28/2025
Duffield, Natalie Lynn	Fire Engineer	Retirement	Fire	02/25/2025
Murphy, Kendall B	Fire Fighter 2	Retirement	Fire	02/11/2025
Sacca, Rachel Grace	Paramedic	Resignation	Fire	02/06/2025
Miranda, Santino Miguel	Paramedic	Resignation	Fire	02/22/2025
Rasnack, Bruce P	Admin Svcs Mgr	Resignation	General Services	02/14/2025
Mendez, Cesar A.	Bldg Maint Mechanic	Retirement	General Services	02/28/2025
Allds, Samuel A	Equip Servicer	Resignation	General Services	02/13/2025
Patterson, Xavier J	Equip Servicer	Resignation	General Services	02/18/2025
Carrillo, Leslie C	Professional Spec	Resignation	Human Relations Commission	03/01/2025
Swack, James C	Ct Admin	Retirement	Juvenile Court	02/07/2025
Keating, Lauren N	Youth Case Manager 1	Resignation	Juvenile Court	02/14/2025
Oestreich, Heather Marie	Youth Case Manager 2	Resignation	Juvenile Court	02/28/2025
Kinnard, Jamontay T	Maint & Repair Worker	Dismissal	NDOT	02/04/2025
Barton, Deanglo L Jr	Maint & Repair Worker	Dismissal	NDOT	02/18/2025
Gray, Shawn D	Maint & Repair Worker	Dismissal	NDOT	02/24/2025
Hale, Ethan J	Maint & Repair Worker	Resignation	NDOT	02/07/2025
Talley, Christian M	Maint & Repair Worker	Resignation	NDOT	02/18/2025
Cushing, Matthew K	Planner 2	Resignation	NDOT	02/14/2025
Baker, James L III	Maint & Repair Worker	Resignation	Parks	02/14/2025
Helm, Paige M	Office Support Rep	Resignation	Parks	02/22/2025
Elliott, Logan N	Planner 3	Resignation	Parks	02/07/2025
Dusche, Peter C.	Police Captain	Retirement	Police	02/28/2025
Starry, Skyler Joseph	Police Officer 1	Resignation	Police	02/14/2025
Brooks, Wesley James	Police Officer 2	Resignation	Police	01/10/2025
Warren, Adam Joseph	Police Officer 2	Resignation	Police	02/18/2025
King, Claude Jr	Police Officer 2	Resignation	Police	02/20/2025
Lynch, Ian P	Police Officer 2	Resignation	Police	02/21/2025
Heiman, Frederick G Jr	Police Officer 2	Retirement	Police	02/06/2025
Sutherland, Keith Monroe	Police Officer 2	Retirement	Police	02/28/2025
Humphrey, KeAsia Ikia	Police Ops Coord 1	Resignation	Police	02/12/2025
Chambers, Ella C	Police Ops Coord 2	Retirement	Police	02/21/2025
Auerweck, Jamie T	Office Support Rep	Retirement	Public Library	02/28/2025
Dawson, Tahmadiyya A	Correctional Officer 1	Dismissal	Sheriff	02/07/2025
Jackson, Sharmaine M	Correctional Officer 1	Dismissal	Sheriff	02/10/2025

March Minutes Attachment B- Terminations/Pensions

Smith, Terron Rydale	Correctional Officer 1	Dismissal	Sheriff	02/10/2025
Aluoch Savage, Beatrice	Correctional Officer 2	Resignation	Sheriff	02/09/2025
Sanders, Frantrice	Correctional Officer 2	Resignation	Sheriff	02/06/2025
Robertson, Nathaniel Vernon	Correctional Officer 2	Resignation	Sheriff	02/11/2025
Jones, Karen L	Office Support Rep	Resignation	Social Services	01/24/2025
Harris, Calvin P II	Van Driver	Resignation	Social Services	02/12/2025
Majors, Alexis Chanel	Customer Svc Field Rep	Resignation	Waste Services	02/14/2025
Crawford, Frederick Jarmont	Equipment Operator Sr	Dismissal	Waste Services	01/31/2025
McCarty, Troy Nelson	Equipment Operator Sr	Resignation	Waste Services	02/07/2025
Downs, Jesse T	Equipment Operator Sr	Retirement	Waste Services	02/07/2025
Mentzer, Amanda Ruth	Admin Svcs Mgr	Resignation	Water Services	02/07/2025
Ray, James R	Admin Svcs Officer 3	Retirement	Water Services	02/14/2025
Shaw, Gary Lavelle	Indust Electrician 1	Resignation	Water Services	01/31/2025
Oliver, Christopher D	Office Support Spec 2	Resignation	Water Services	02/06/2025
Atchison, Michael W	Technical Specialist 2	Retirement	Water Services	02/14/2025
Cantamessa, Steven L	Treatment Plant Tech 2	Retirement	Water Services	11/20/2024
Glenn, DeAnthony LaMont	Utility Engineer Tech	Resignation	Water Services	02/13/2025
Brahmbhatt, Namrata				
Jashavant	Utility Envir Comp Off 1	Resignation	Water Services	01/31/2025
Smith, Shimain Gage Jacques	Utility Maint Tech	Resignation	Water Services	02/26/2025

March Minutes- Attachment C- Eligibility Register Report

<u>Classification</u>	<u>Dept</u>	<u>On List</u>	<u>Type</u>	<u>Date</u>	<u>Establish/Abolish</u>
Engineer In Training	Water Services	66	Cont	02/03/2025	Establish
Correctional Officer Trainee	Sheriff	47	Cont	02/03/2025	Establish
Police Officer Trainee	Police	39	Cont	02/03/2025	Establish
Utility Equipment Operator - Dump Truck	Water Services	17	Cont	02/03/2025	Establish
Utility Maintenance Technician	Water Services	34	Cont	02/04/2025	Establish
Police Security Guard 1	Police	48	Cont	02/04/2025	Establish
Industrial Electrician 1	Water Services	7	Cont	02/04/2025	Establish
Sanitation Worker	Water Services	175	Cont	02/04/2025	Establish
Utility Equipment Operator Senior - Backhoe/Trackhoe	Water Services	3	Cont	02/04/2025	Establish
Industrial Electronics Technician 1 - Operations	Water Services	13	Cont	02/04/2025	Establish
Industrial Mechanic 1 - Operations	Water Services	4	Cont	02/04/2025	Establish
Utility Engineering Technician	Water Services	7	Cont	02/04/2025	Establish
Recreation Leader Senior	Parks	56	Cont	02/04/2025	Establish
Police Officer 2 - Lateral (Traffic)	Police	2	Cont	02/04/2025	Establish
Program Specialist 3 - Family Support	Social Services	30	Cont	02/05/2025	Establish
Park Police Trainee	Parks	2	Cont	02/05/2025	Establish
Plumbing Inspector 1	Codes	6	Cont	02/05/2025	Establish
Administrative Services Manager - OMB	Finance	2	Dept	02/06/2025	Establish
Park Police 2 - Lateral	Parks	6	Cont	02/06/2025	Establish
Automotive Mechanic Leader	General Services	3	Open	02/07/2025	Establish
Engineer 3 - Development Services	Water Services	5	Open	02/07/2025	Establish
Automotive Mechanic	General Services	7	Cont	02/07/2025	Establish
Equipment Mechanic	General Services	4	Cont	02/07/2025	Establish
Police Officer 2 - Lateral	Police	4	Cont	02/07/2025	Establish
Equipment Operator Sr. - Grounds & Landscaping	Parks	33	Cont	02/07/2025	Establish
Equipment Servicer	General Services	10	Cont	02/07/2025	Establish
Risk and Compliance Manager	Finance	10	Open	02/11/2025	Establish
ASO3 - Behavioral Health Counselor	Fire	12	Open	02/11/2025	Establish
Finance Manager - Division of Accounts	Finance	21	Open	02/11/2025	Establish
Compliance Inspector 2 - Enforcement	NDOT	36	Cont	02/11/2025	Establish
IS Application Analyst 2 - QA/UAT Specialist	ITS	23	Open	02/13/2025	Establish
Paramedic	Paramedic	10	Cont	02/13/2025	Establish
Emergency Telecomm Off 1 (911 Dispatcher)	DEC	20	Cont	02/13/2025	Establish
Advanced Emergency Medical Technician	Fire	3	Cont	02/13/2025	Establish
Office Support Specialist 1	Social Services	76	Open	02/13/2025	Abolish
Police Officer 2 - Lateral SRO	Police	1	Cont	02/14/2025	Establish
Police Operations Coordinator 1	Police	72	Cont	02/14/2025	Establish
Human Resources Analyst Sr. - ER	Human Resources	3	Dept	02/18/2025	Establish
Maintenance & Repair Worker	NDOT	50	Cont	02/18/2025	Establish
Prog Spec 3 - Risk Mgt & Wellbeing Coord	Social Services	5	Cont	02/18/2025	Abolish
Info Systm Advisor 2 - Solution Architect	ITS	8	Open	02/20/2025	Establish
Accountant - Payroll	Finance	19	Open	02/20/2025	Abolish

Admin Services Officer 3 - Building Operations	General Services	48	Open	02/21/2025	Establish
Gen Svcs Div Mgr - Fleet Operations	General Services	31	Open	02/21/2025	Establish
Data Compliance Technician - Benefits	Human Resources	151	Open	02/24/2025	Establish
Gen Svcs Assist Dir of Strategic Planning	General Services	17	Open	02/25/2025	Establish
Payroll Analyst 1 - Finance	Finance	38	Open	02/25/2025	Establish
Administrative Service Officer 3 - Finance	Finance	62	Open	02/25/2025	Establish
Metropolitan Treasurer	Finance	19	Open	02/26/2025	Establish
Collections Specialist 1	Finance	77	Open	02/26/2025	Establish
Planner 3 - Sr. Land Planner	Parks	6	Open	02/26/2025	Abolish
ASO4 - Permits	Codes	1	Dept	02/28/2025	Establish

With nothing further, the meeting adjourned at 8:43 am.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Secretary to the Commission

William H. Farmer, Chairman
Civil Service Commission