



# METROPOLITAN CIVIL SERVICE COMMISSION

## Minutes

**Date:** April 8, 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.

**OTHERS PRESENT:** Shannon B. Hall, Human Resources Director; Nicki Eke, 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 **March 11, 2025**. Commissioner Link moved to accept the minutes for the **March 11, 2025**, meeting. Seconded by Commissioner Sanders, and the Commissioners approved without objection. Chairman Farmer asked if there were any union representatives in attendance. FOP, IAFF, and SEIU representatives were present. Nicki Eke read the Announcement of Appeals Process. Chairman Farmer asked the Commissioners if they had received any Communiqués 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 Jones moved to approve the Appointments, Terminations/Pensions, and Eligibility Register Report as presented. Commissioner Link 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.

Walter Searcy, Corey Jenkins Sr., Nashville Organized for Action and HOPE (NOAH), and Wolfgang Bronner, Library Associate with the Nashville Public Library, provided comment on the upcoming FY26 pay plan recommendations.

#### **ACTION: Report Only**

#### **Item #2: Review Order of Dismissal – A. Donaldson-Stevens – Parks**

Tesa Ortiz-Marsh, Metro Legal, was present before the Commission to discuss the Order of Dismissal.

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

**Item #3: Metro Nashville Police Department (MNPd) employee Robert Higgins is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation**

Theodric Brackett, Metro HR rep, along with Seth Waltenbaugh, Police HR Rep, Robert Higgins, Police employee, William Leslie, Mr. Higgins' representation, appeared before the Commission to discuss the requested IOD extension.

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

**Item #4: Nashville Fire Department (NFD) employee Steven Bailey 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 Link moved to approve the extension of the IOD leave until July 1, 2025. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.**

**Item #5: Nashville Fire Department (NFD) employee Howard Martin 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, Howard Martin, Fire employee, and Addis Kendall, IAFF local 140, 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 August 2, 2025. The motion was seconded by Commissioner Evans, and the Commissioners approved without objection.**

**Item #6: Nashville Fire Department (NFD) employee Tim Riley 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 August 26, 2025. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.**

**Item #7: Nashville Fire Department (NFD) employee Carl Standley 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 Sanders moved to approve the extension of the IOD leave until October 15, 2025. The motion was seconded by Commissioner Link, and the Commissioners approved without objection.**

**Item #8: Leave from Civil Service Status for Mary Jo Wiggins, Finance Department**

Keven Palmissano, Metro HR Rep, and Kimberly Northern, Finance HR Rep, were present before the Commission to request leave from Civil Service Status for Ms. Mary Jo Wiggins, Finance.

**MOTION: After some discussion, Commissioner Evans moved to accept the leave from Civil Service Status request for Ms. Mary Jo Wiggins, Metro Finance. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.**

**Item #9: Department of Emergency Communications (DEC) is requesting Civil Service approval to revise the following job descriptions:**

- **Emergency Telecommunications Trainer**

Olivia Coode, Metro HR Rep, and Lynette Dawkins, DEC HR Rep, were present to discuss the revision to the Emergency Telecommunications Trainer job description.

**MOTION: After some discussion, Commissioner Sanders moved to accept the job description revisions. The motion was seconded by Commissioner Link, and the Commissioners approved without objection.**

**Item #10: Nashville Fire Department (NFD) is requesting Civil Service approval to revise the following job descriptions:**

- **Fire Arson Investigator**
- **Fire Inspector 2**
- **Fire Marshal Assistant**
- **Fire Marshal- Deputy**

Keven Palmissano, Metro HR Rep, and Jamie Summers, Fire HR Rep, were present to discuss revisions to the job descriptions for Fire Arson Investigator, Fire Inspector 2, Fire Marshal Assistant, and Fire Marshal–Deputy. Jamie Summers submitted an amendment to the Fire Arson Investigator job description, modifying the statement “Must pass a medical examination with standards set out in the Metropolitan Charter required for P.O.S.T. certification” by adding, “Shall meet such physical requirements as shall be prescribed by the Civil Service Commission for Nashville Police Officers.” Commissioner Sanders requested that the job descriptions be revised to spell out the meaning of "P.O.S.T." wherever it appears.

**MOTION: After some discussion, Commissioner Link moved to accept the Fire Arson Investigator job description revisions with the amendment of defining POST. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.**

**After some discussion, Commissioner Jones moved to accept the Fire Marshal Assistant and Fire Marshal- Deputy job descriptions revisions with the amendment of defining POST. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.**

**After some discussion, Commissioner Link moved to accept the Fire Inspector 2 job description revisions with the amendment of defining POST. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.**

**Item #11: Recommended pay plans for General Government and Police & Fire for Fiscal Year 2026**

Leslie Schuster and Jenna Smith, Metro HR Reps, were present before the Commission to discuss the recommended pay plans for General Government and Police & Fire for Fiscal Year 2026.

Leslie Schuster led the presentation before the commission and what Metro HR was proposing for the pay plan, which included the following:

- **Grade Structure Design Changes**
  - Improved competitiveness by increasing pay range amounts
  - Extend step plans from 10 to 15 steps, at 2% between each step
  - Provide consistency across job groups for amount and timing of step increases
  - Redesign of Trades and Director Pay schedules
  - Creation of IT Pay schedule
  - Reduced potential for salary compression by changes to slotting practices for implementation of the new pay plan; employees slot to same step or higher
- **Use of labor market metrics to ensure Metro’s pay plans keep up with changes in the labor market**
  - Include total increases when comparing Metro to market to recommend increases
    - Merit (Steps and Open Range)

- Across-the-board to supplement the merit increases and provide total pay growth for Metro employees competitive with the labor market, as measured by the Employment Cost Index and Salary Planning Surveys.

Ms. Schuster also discussed changing the terminology of Cost-of-Living Adjustments (COLA) to Across the Board, to emphasize HR's role in setting appropriate pay for the jobs in these plans, and the focus on wage growth in the labor market to maintain competitive pay. Metro will evaluate pay changes in the labor market to inform future recommendations to meet or exceed pay growth among Metro peers. **Chairman Farmer asked whether we would be able to determine if inflation exceeds the proposed increases. Commissioner Evans inquired about the difference between COLAs and Across-the-Board Increases. Commissioner Link requested an explanation of salary budget survey and where they can be found.**

Jenna Smith presented the recommended grade adjustments for the following positions based on the market:

- Infrastructure: Urban Forester
- Public Safety: Fire Assistant Chief, Fire Marshal, Fire Operations Chief, Criminal Investigator, Criminal Investigator Chief, Police Captain
- Others: Insurance Division Manager, Internal Audit Manager, Internal Auditor- Senior, Internal Auditor 1 and 2, Internal Auditor- Principal, Library Services Assistant Director, Claims Rep 1 and 2, Paralegal

Ms. Smith presented Title changes for the following classifications:

- Internal Audit Manager to Internal Audit Assistant Director
- Short Term Rental Inspector- Short Term Rental Inspector 2
- Sanitation Worker- Waste Services Worker
- Sanitation Supervisor- Waste Services Supervisor
- Signal Technician 1- Traffic Systems Technician 1
- Signal Technician 2- Traffic Systems Technician 2
- Signal Technician 3- Traffic Systems Technician 3
- Signal Technician Supervisor- Traffic Systems Supervisor
- Urban Forester- Urban Forestry Inspector 2

Ms. Smith discussed the addition of new job classifications to add to the pay plans. Job descriptions for these new classifications will be presented at the Special Called Meeting scheduled for April 22 @ 8:30am.

Ms. Smith presented a salary structure correction and title changes for the following classifications:

- Utility Engineering Tech to Utility Engineering Tech 1
- Utility Engineering Tech Senior- Utility Engineering Tech 2
- Utility Engineering Specialist- Utility Engineering Tech 3

Chairman Farmer asked the union representatives if they had any comments on the presentation. Joel Cottrill, FOP President, provided the Commission with additional data and expressed concerns about changing the step structure from 10 steps with a 3% increase to 15 steps with a 2% increase. He explained that the new proposal places MNPd's pay below the market average from years two through thirteen. Commissioner Link stated that he would be interested in seeing additional data on service call volumes relative to our market peers.

Addis Kendall, IAFF Local 140 President, echoed the concerns raised by the FOP. Mr. Kendall stated that he would send the Commission the data he has collected. He also requested that the Commission restore the 3% increase between steps. Chairman Farmer asked if firefighter retention data was available. Mr. Kendall further expressed concern about merit increases being absorbed into the across-the-board (formerly COLA) increases. Ms. Schuster explained that employees would continue to receive both merit increases and across-the-board increases as warranted by market data in these pay plans.

Jessica Stewart, SEIU President, agreed with the other union representatives that the growth trajectory appeared flat. Ms. Stewart expressed concerns about the proposed across-the-board increases (formerly COLA) and the use of Employment Cost Index (ECI) statistics as the basis for those adjustments.

**Item #12: Request for public hearing to make changes to Civil Services Rules Chapters 2, 5, and 10.**

Jenna Smith, Metro HR Rep, was present before the Commission to request a public hearing for the consideration of a revision to Civil Service Rules chapters 2, 5, and 10.

**MOTION: After some discussion, Commissioner Link moved approve the public hearing on May 13, 2025. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.**

**Item #13: Administrative Law Judge Hearing Calendar**

**ACTION: Report Only**

**Item #14: Human Resource Updates**

**ACTION: Report Only**

# April Minutes Attachment A- Appointments

<u>Name</u>	<u>Type</u>	<u>Class</u>	<u>Date</u>
<b>Codes Administration</b>			
Hall, Dustin Ryan	New Hire	Office Support Spec 2	03/17/2025
Patterson, Teresa A	Promotion	Admin Svcs Officer 4	03/03/2025
<b>Finance</b>			
*Jolly, Renee R	Dept Transfer/Promotion	Payroll Specialist 2	03/17/2025
Gelmetti, Annabella Amneris	New Hire	Admin Svcs Officer 3	03/01/2025
Johnson, Oneika Montez	New Hire	Collections Specialist 1	03/17/2025
Craycraft, Jonathan B	New Hire	Finance Mgr	03/01/2025
Pilkington, Seth A	New Hire	Metropolitan Treasurer Risk and Compliance Manager	03/17/2025
Zarling, Daniel Wood	New Hire	Admin Svcs Mgr	03/01/2025
Moore, Leah N	Promotion	Payroll Analyst 1	02/17/2025
Woods, Keyera Kamilla	Re-hire		03/17/2025
*Department Transfer from Juvenile Court, Admin Svs Off 2, OR01 to Finance, Payroll Spec 2, OR03			
<b>Fire</b>			
Eltringham, Melissa Lena	New Hire	Admin Svcs Officer 3	03/01/2025
<b>General Services</b>			
Graber Dovenspike, Diana L	New Hire	Admin Svcs Officer 3	03/01/2025
Villalpando, Fidel J	New Hire	Automotive Mechanic	03/01/2025
Wood, Thomas O Jr	New Hire	General Services Assistant Dir	03/10/2025
Jackson, Charles E Jr	Promotion	Equip Shop Supv	03/17/2025
Dudley, Brandon M	Promotion	General Svcs Div Mgr	03/03/2025
Emfinger, Steven D	Promotion	General Svcs Div Mgr	03/03/2025
<b>Human Resources</b>			
McGaughy, Joslyn Laray	Promotion	Human Resources Admin	03/10/2025
<b>Information Technology Services</b>			
Miles, Greyson T	New Hire	Info Systems App Analyst 2	03/01/2025
<b>Juvenile Court</b>			
*Carrasco, Veronica	Dept Trans/Trans to CS	Admin Svcs Officer 3	03/03/2025
*Department Transfer from Juvenile Court Clerk, Admin Svcs Off 2, OR01 to Juvenile Court, Admin Svcs Off 3, OR03			
<b>Nashville Department of Transportation (NDOT)</b>			
Bruck, Michael J	New Hire	Compliance Inspector 2	03/03/2025
Williams, Philip L	New Hire	Compliance Inspector 2	03/03/2025
Crenshaw, Charnice C	New Hire	Compliance Inspector 2	03/17/2025
Groves, Quinton M	New Hire	Compliance Inspector 2	03/17/2025

## April Minutes Attachment A- Appointments

Carapia, Eduardo	New Hire	Maintenance & Repair Worker	03/03/2025
Fields, Philip J	New Hire	Maintenance & Repair Worker	03/03/2025
Murphy, Rickey A	New Hire	Maintenance & Repair Worker	03/03/2025
Shay, Zane A	New Hire	Maintenance & Repair Worker	03/03/2025
Bell, Randall D	New Hire	Maintenance & Repair Worker	03/17/2025
Hardaway, Jimmy	Promotion	Maintenance & Repair Worker	03/17/2025
Ellis, Ruben	Promotion	Equipment Operator	03/17/2025
Clemmons, Keith	Promotion	Equipment Operator	03/17/2025
Gonzalez, Juan	Promotion	Equipment Operator	03/17/2025
Webb, Camren	Promotion	Equipment Operator	03/17/2025
Larkins, Dustin	Promotion	Technical Specialist 2	03/17/2025
Majors, Donald A. Jr	Promotion	Technical Specialist 2	03/03/2025
Ibrahim, Haytham K	Re-hire	Compliance Inspector 2	03/17/2025
Cooksey, Rico R	Re-hire	Maintenance & Repair Worker	02/17/2025
*Arrante, Christian P	Vol Reduct in Salary Grade	Technical Specialist 1	02/17/2025

\*Voluntary Reduction in Salary Grade from Engineer in Training, OR06 to Technical Specialist 1, OR04

### Parks

*Lampley, Danny N	Dept Transfer/Promotion	Equipment Operator Senior	03/01/2025
Crenshaw, John R III	New Hire	Custodian	03/24/2025
Dillard, Bruce A	New Hire	Office Support Spec 1	03/15/2025
Mc Call, Perry L	Re-hire	Custodian	03/24/2025

\*Department Transfer from NDOT, Equipment Operator, TG10 to Parks, Equipment Operator Senior, TG12

### Police

Mack, Rachel C	Promotion	Crime Lab Forensic Supv	03/16/2025
Keeler, Derek C	Promotion	Police Captain	03/01/2025
Pinkelton, Justin B.	Promotion	Police Captain	03/01/2025
Diodonet, Maria Guadalupe	Promotion	Police Operations Coord 1	03/01/2025
Molokwu, Chimsom Ezinne	Re-hire	Police Support Technician	03/16/2025

### Public Library

Hendrick, Matthew D	New Hire	Librarian 2	03/17/2025
---------------------	----------	-------------	------------

### Sheriff

*Reese, James Matthew	Class Change	Correctional Officer 1	03/01/2025
*Whitehurst, Alexis Lynnette	Class Change	Correctional Officer 1	03/01/2025
Hastings, Michael James	Promotion	Correctional Officer Sergeant	02/23/2025

\*Class change from Correctional Officer Trainee, CO00 to Correctional Officer 1, CO01

### Waste Services

Norris, Dedric Demon	New Hire	Human Resources Analyst	03/19/2025
Hobson, Otavius	Promotion	Equipment Operator Senior	02/15/2025

### Water Services

*Andrews, Stephen L	Demotion	Technical Specialist 1	02/16/2025
Gardner, Jason P	New Hire	Indust Electrician 1	03/03/2025
Powers, Brook L	New Hire	Indust Electronics Tech 1	03/03/2025

# April Minutes Attachment A- Appointments

Hartwig, Stephen Hartwig	New Hire	Indust Electronics Tech 1	03/17/2025
Fenters, Louis H III	New Hire	Indust Mechanic 1	03/03/2025
Williams, Tony Phillip	New Hire	Utility Field Tech 1	03/17/2025
Anderson, Eli G	Promotion	Engineer 3	02/15/2025
Adewuyi, Ayodele Ben	Promotion	Finance Admin	02/15/2025
Freeman, Christina L	Promotion	Finance Admin	02/15/2025
Knauf, Jennifer Marie	Re-hire	Engineer 3	03/03/2025
Moore, Bryan G.	Re-hire	Engineer 3	03/03/2025
Rhew, Jesse D	Re-hire	Engineer In Training	03/17/2025

\*Demoted from Treatment Plant Shift Operator, TS13 to Technical Specialist 1, OR04



April Minutes Attachment B- Terminations/Pensions

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Rayford, Light	Emer Telecom Off 1	Resignation	DEC	03/07/2025
Kubala-Thompson, Kandy L	Emer Telecom Off 4	Resignation	DEC	03/11/2025
Amoah, Gideon	Mgmt & Budget Analyst	Resignation	Finance	03/03/2025
Griffin, Patrick T Jr	Fire Captain	Retirement	Fire	03/31/2025
Piercey, Jeffrey T	Fire Captain	Retirement	Fire	03/31/2025
Holmes, Timothy W	Fire District Chief	Retirement	Fire	03/31/2025
Pomeroy, Thomas E Jr	Fire District Chief	Retirement	Fire	03/31/2025
Shelton, David M	Fire Fighter/Paramedic	Retirement	Fire	03/01/2025
Hays, Justin T	Paramedic	Retirement	Fire	03/05/2025
Trice, Phillip E	Equipment Operator Senior	Resignation	General Services	03/14/2025
Carrillo, Leslie C	Professional Spec	Resignation	Human Relations Commission	03/01/2025
Stinson, Jesse L	Info Sys Comm Analyst 3	Resignation	ITS	03/21/2025
Judy, Colton J	Info Sys Oper Tech 1	Resignation	ITS	02/28/2025
Azubuike, Patrick N	Engineer In Training	Dismissal	NDOT	02/28/2025
Martinek, Kira E	Engineer In Training	Resignation	NDOT	03/14/2025
Dotson, James W Jr	Equipment Operator	Retirement	NDOT	02/28/2025
Cannon, Tyrone K	Maint & Repair Wkr	Dismissal	NDOT	03/12/2025
Clay, Alex M	Maint & Repair Wkr	Dismissal	NDOT	03/20/2025
Davidson, Jacques A	Maint & Repair Wkr	Dismissal	NDOT	03/04/2025
Jackson, Kendall R	Maint & Repair Wkr	Dismissal	NDOT	03/23/2025
Campbell, Dylan A	Maint & Repair Wkr	Resignation	NDOT	03/21/2025
Cooksey, Rico R	Maint & Repair Wkr	Resignation	NDOT	03/20/2025
Jensen, Christopher T	Maint & Repair Wkr	Resignation	NDOT	03/05/2025
Murphy, Rickey A	Maint & Repair Wkr	Resignation	NDOT	03/11/2025
Owens, Derrick R M Jr	Maint & Repair Wkr	Resignation	NDOT	03/14/2025
Shay, Zane A	Maint & Repair Wkr	Resignation	NDOT	03/17/2025
Abdulla, Jafer M	Custodian	Retirement	Parks	03/29/2025
Smith, Richard S	Maint & Repair Worker Se	Retirement	Parks	03/14/2025
Leach, Jeffrey R	Finance Officer Senior	Retirement	Planning Commission	02/14/2025
Smiley, Diane B	Admin Svcs Officer 4	Retirement	Police	03/31/2025
McClain, Anthony W.	Police Commander	Deceased	Police	03/09/2025
Gooding, Christopher Martin	Police Officer 2	Resignation	Police	03/21/2025
Mari, Christopher John	Police Officer 2	Resignation	Police	03/13/2025
Soler, Ilianna M	Police Support Tech	Dismissal	Police	02/28/2025
Havard, Hernandez Paco	Police Support Tech	Resignation	Police	02/28/2025
Allen, Millennium Valentine	Correctional Officer 1	Resignation	Sheriff	03/03/2025
Anderson, Laderia Brenae	Correctional Officer 1	Resignation	Sheriff	03/13/2025
Chilton, Benjamin Warrior	Correctional Officer 1	Resignation	Sheriff	03/24/2025
Harris, Gana Marie Constance	Correctional Officer 1	Resignation	Sheriff	03/06/2025
Harrison, Kaykatita Michelle	Correctional Officer 1	Resignation	Sheriff	03/25/2025
Henson, Tyler Scott	Correctional Officer 1	Resignation	Sheriff	03/03/2025
Lafortune, Cedric Armand	Correctional Officer 1	Resignation	Sheriff	03/07/2025
Lucas, Andrew	Correctional Officer 1	Resignation	Sheriff	02/21/2025

# April Minutes Attachment B- Terminations/Pensions

Molina-Hernandez, Kendrick A	Correctional Officer 1	Resignation	Sheriff	03/11/2025
Stone, Autumn Carme'I	Correctional Officer 1	Resignation	Sheriff	03/06/2025
Young, Sheriece Sharron Emery	Correctional Officer 1	Resignation	Sheriff	03/05/2025
Alcala, Alondra Thalia	Correctional Officer 2	Resignation	Sheriff	02/28/2025
Kitchell, John William	Correctional Officer 2	Resignation	Sheriff	03/26/2025
Simpson, William Jacob	Correctional Officer 2	Resignation	Sheriff	03/04/2025
Young, Jonthan Fox	Correctional Officer 2	Resignation	Sheriff	03/03/2025
Beach, Sean H	Correctional Officer 2	Retirement	Sheriff	03/03/2025
Greenwood, Audrena L	Social Worker	Resignation	Social Services	03/04/2025
Omens, Allison A	Admin Svcs Officer 3	Resignation	Waste Services	03/12/2025
Stevenson, Jacquese R	Sanitation Worker	Resignation	Waste Services	03/20/2025
Tur, Tarandeep Kaur	Admin Svcs Officer 3	Resignation	Water Services	03/28/2025
Canfield, Daniel R	Equipment Operator Senior	Retirement	Water Services	03/04/2025
Crafter, Ciara Ondrea	Office Support Spec 2	Resignation	Water Services	03/05/2025
Jones, Roscoe L	Technical Specialist 2	Retirement	Water Services	02/28/2025
Jensen, James Luis Guruwaya	Utility Equipment Operator	Resignation	Water Services	03/11/2025
Daniels, Terrion Cortes	Utility Maintenance Tech	Resignation	Water Services	03/26/2025
Newsom, Eric Dante	Utility Maintenance Tech	Resignation	Water Services	03/04/2025

April Minutes Attachment C- Eligibility Registers Report

<b><u>Classification</u></b>	<b><u>Dept</u></b>	<b><u>On List</u></b>	<b><u>Type</u></b>	<b><u>Date</u></b>	<b><u>Establish/Abolish</u></b>
Police Officer Trainee	Police	58	Cont	3/3/2025	Establish
Office Support Specialist 2	Codes	54	Open	3/3/2025	Establish
Correctional Officer Trainee	Sheriff	54	Cont	3/4/2025	Establish
Library Safety Inspector	NDOT	31	Open	3/4/2025	Establish
Administrative Services Manager - Energy Projects Manager	General Services	1	Open	3/4/2025	Establish
Automotive Mechanic	General Services	4	Cont	3/5/2025	Establish
Police Officer 2 - Lateral (Traffic)	Police	1	Cont	3/5/2025	Establish
HR Admin – Workforce Diversity and Culture	Human Resources	2	Dept	3/6/2025	Establish
Equipment Mechanic	General Services	3	Cont	3/6/2025	Establish
Utility Equipment Operator - Dump Truck	Water	1	Cont	3/6/2025	Establish
Equipment Mechanic Certified	General Services	1	Cont	3/6/2025	Establish
Equipment Servicer	General Services	10	Cont	3/6/2025	Establish
Crime Lab Forensic Supervisor	Police	2	Dept	3/7/2025	Establish
Engineer 3 - Engineering	Water	6	Open	3/10/2025	Establish
Equipment Operator Senior - Roads and Waste	NDOT	28	Cont	3/10/2025	Establish
Crime Scene Investigator 1	Police	169	Cont	3/10/2025	Establish
Correctional Officer Sergeant	Sheriff	21	Dept	3/10/2025	Abolish
Office Support Specialist 1 - Administration	Parks	173	Open	3/11/2025	Establish
Human Resources Analyst	Waste	95	Open	3/11/2025	Establish
Emergency Telecommunications Officer 1	DEC	5	Cont	3/11/2025	Establish
Program Manager 2 - NAZA Communication & Events Manager	Library	24	Open	3/11/2025	Abolish
Customer Service Field Rep	Waste	99	Cont	3/12/2025	Abolish
Naturalist 3 – Community Engagement Naturalist	Parks	5	Open	3/13/2025	Abolish
Planner 3 - Sr Land Planner Greenways & Open Space	Parks	1	Open	3/13/2025	Abolish
Technical Specialist 2 - HVAC Team Manager	General Services	3	Open	3/13/2025	Abolish
Administrative Services Officer 4	Police	21	Dept	3/14/2025	Abolish
Info Sys Apps Analyst 2 - Cityworks App Support	ITS	5	Open	3/18/2025	Establish
Engineer 1	Water	2	Cont	3/18/2025	Establish
Custodian	Parks	43	Cont	3/18/2025	Establish
Utility Field Technician 1	Water	68	Cont	3/18/2025	Establish
Utility Engineering Technician	Water	3	Cont	3/18/2025	Establish
Treatment Plant Technician 1	Water	94	Cont	3/18/2025	Establish
Special Projects Mgr - Finance, HR, and IT	Juvenile Court	24	Open	3/19/2025	Establish
Police Officer 2 - Lateral	Police	4	Cont	3/19/2025	Establish
Special Projects Manager- Administration	Water	5	Dept	3/20/2025	Establish
Police Lieutenant	Police	66	Dept	3/20/2025	Abolish
Police Lieutenant	Police	80	Dept	3/21/2025	Establish
Information Systems Advisor 3	Waste	16	Open	3/24/2025	Establish
Electrical Inspector 1	Codes	6	Cont	3/24/2025	Establish

## April Minutes Attachment C- Eligibility Registers Report

Social Worker	Social Services	14	Cont	3/24/2025	Establish
Engineer In Training	NDOT	40	Cont	3/24/2025	Establish
Specialized Skills Supervisor - Theater	Parks	21	Open	3/26/2025	Establish
Progrm Spec 2 - Homeless Outreach Coord	OHS	36	Cont	3/27/2025	Establish
Paramedic	Fire	160	Cont	3/27/2025	Establish
Advanced Emergency Medical Technician	Fire	157	Cont	3/27/2025	Establish
Automotive Mechanic Leader	General Services	1	Open	3/28/2025	Establish
Equipment & Supply Clerk Sr.	Water	3	Dept	3/28/2025	Establish
Archivist	Public Library	24	Open	3/28/2025	Establish
Masonry Worker	Parks	7	Cont	3/28/2025	Establish
Maintenance & Repair Worker	NDOT	63	Cont	3/31/2025	Establish

With nothing further, the meeting adjourned at 11:07 am.

**ATTEST:**

**APPROVED:**

---

**Shannon B. Hall, Director**

**Secretary to the Commission**

---

**William H. Farmer, Chairman**

**Civil Service Commission**