



METROPOLITAN CIVIL SERVICE COMMISSION

Minutes

Date: February 10, 2026

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 Quan Poole.

Commissioner Link arrived during the reading of the announcement appeals process.

OTHERS PRESENT: Shannon Hall, Human Resources 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 **January 13, 2026**. Commissioner Jones moved to accept the minutes for the **January 13, 2026**, meeting. The motion was seconded by Commissioner Sanders, and Commissioners Sanders and Jones approved without objection. Chairman Farmer asked if there were any corrections or additions to the minutes of the Special Called meeting on **January 14, 2026**. Commissioner Sanders moved to accept the minutes for the special called meeting on **January 14, 2026**. The motion was seconded by Commissioner Jones, and Commissioners Sanders and Jones approved without objection. Chairman Farmer asked if there were any union representatives in attendance. SEIU, and IAFF representatives were present. Courtney Mohan 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 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: No one appeared before the Commission to provide Comment

Item #2: Review Agreed Order of Dismissal- Melissa Day- ITS

Phylinda Ramsey, Metro Legal, and Larry Crain, Attorney for Mellisa Day, appeared before the Commission to discuss the Agreed Order of Dismissal.

MOTION: After some discussion, Commissioner Sanders moved to accept the agreed order of dismissal. The motion was seconded by Commissioner Link, and the Commissioners approved without objection.

Item #3: Nashville Fire Department (NFD) employee Stacey Rucker 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, Stacey Rucker, the employee, Addis Kendall, IAFF Rep, and 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 through August 12, 2026. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #4: Metropolitan Nashville Police Department (MNPd) employee William McMahon is requesting to extend his Injury on Duty (IOD) time by Civil Service Rule 4.8 D Period of Compensation

William McMahon, the employee, Natasha Dowell, Metro HR Rep, and Seth Waltenbaugh, Police 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 through September 16, 2026. The motion was seconded by Commissioner Link, and the Commissioners approved without objection.

Item #5: Nashville Department of Transportation and Multimodal Infrastructure (NDOT) requests an Open Range increase for Mr. Justin Cole.

Thedric Brackett, Metro HR Rep, and Charles Boddie, NDOT HR Rep, appeared before the Commission to discuss the requested open range increase for Mr. Justin Cole.

MOTION: After some discussion, Commissioner Link moved to approve the requested salary increase. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #6 Nashville Department of Transportation and Multimodal Infrastructure (NDOT) requests an Open Range increase for Ms. Rachel Wehring

Thedric Brackett, Metro HR Rep, and Charles Boddie, NDOT HR Rep, appeared before the Commission to discuss the requested open range increase for Ms. Rachel Wehring.

MOTION: After some discussion, Commissioner Sanders moved to approve the requested salary increase. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #7: Administrative Law Judge Hearing Calendar

ACTION: Report Only

Item #8: Human Resource Updates

ACTION: Report Only

Item #9: Ethics Training

Action: Courtney Mohan, Metro Legal Department Attorney, gave the Annual Ethics training for boards and Commissions.

February Minutes Attachment A- Appointments

<u>Name</u>	<u>Class</u>	<u>Type</u>	<u>Date</u>
Codes Administration			
*Jesse Townsend	Property Stan Insp 1	Department Transfer/Promotion	12/22/2025
		Department Transfer/Lateral/Trans to	
**Danielle Jersey	Property Stan Insp 1	CS	01/05/2026
Troy Jenkins	Property Stan Insp 1	Rehire	01/05/2026
*Transfer from NDOT, Equipment Operator, TR04 to Codes, Property Stan Insp 1, ST10			
**Transfer from Health, Animal Care & Cont Officer 3, ST10 to Codes Property Stan Insp 1, ST10			
Emergency Communications			
	Emer Telecommun Assist		
Kristin Mullen	Director	Promotion	01/03/2026
Finance			
Eric Jenkins	Management & Budget Analyst	New Hire	01/19/2026
Fire			
*Leigh Dickerson	Finance Officer	Department Transfer/Promotion	01/01/2026
Kevin Lopez	Fire Arson Investigator	New Hire	01/16/2026
**Fallon Washington	Fire Inspector 1	Class Change/Lateral	01/16/2026
Christine Brickey	Fire Inspector 1	New Hire	01/16/2026
***James Medley	Fire Inspector 1	Voluntary Reduction in Sal Grd	01/16/2026
^Scott Faver	Paramedic	Class Change	01/01/2026
^^Christopher Davis	Paramedic	Voluntary Reduction in Sal Grd	01/15/2026
*Department Transfer from NDOT, Application Tech 3, ST09 to Fire, Finance Officer, OR04			
**Class change from Advance EMT, FD03 to Fire Inspector 1, FD03			
***Voluntary Reduction in Salary Grade, from Fire Engineer, FD05 to Fire Inspector, FD03			
^Class change from Advanced EMT, FD03 to Paramedic, FD05			
^^Voluntary Reduction in Salary Grade from EMS Captain-Paramedic, FD07 to Paramedic, FD05			
General Services			
Lolita Amantea	Admin Svcs Mgr	Promotion	01/05/2026
Michael Pardue	General Svcs Div Mgr	Promotion	01/19/2026
Hans Mooy	Technical Services Manager	Rehire	01/31/2026
Information Technology Services			
Matthew Woodruff	Info Systems App Analyst 1	New Hire	01/26/2026
Colton Judy	Info Systems App Analyst 1	Rehire	01/17/2026
Cody Gage	Information Sys Oper Analyst 3	Promotion	01/17/2026
Michelle Garson	Information Sys Oper Tech 2	New Hire	01/26/2026
Internal Audit			
Philip Katsadourous	Internal Auditor 1	New Hire	01/12/2026

February Minutes Attachment A- Appointments

Juvenile Court

Robert Flippen	Service and Security Officer 1	Rehire	12/22/2025
*Jessica Robertson	Youth Case Manager 2	Demotion	01/05/2026

*Demoted from Youth Case Manager 3, OR05 to Youth Case Manager 2, OR03

NDOT

Shawn Wells	Maintenance & Repair Worker	New Hire	01/05/2026
Dale Tamborella	Maintenance & Repair Worker	New Hire	01/05/2026
Ronald Carter	Maintenance & Repair Worker	New Hire	01/05/2026
Charles Hinton	Maintenance & Repair Worker	New Hire	01/19/2026
Terry Key	Maintenance & Repair Worker	New Hire	01/19/2026
Greg Bean	Maintenance & Repair Worker	Rehire	01/05/2026
Jason Wiseman	Maintenance & Repair Worker	Rehire	01/05/2026
Stephen Jones	Maintenance & Repair Worker	Rehire	01/19/2026
Charity Cowan	Office Support Spec 2	New Hire	01/19/2026
Chantel Fleming	Office Support Spec 2	Rehire	01/05/2026

Parks

Dawn Reese	Program Coord	Rehire	01/17/2026
*Felissa Reese	Recreation Leader	Demotion	12/27/2025
Jessica Anderson	Recreation Leader	New Hire	01/26/2026
Amelia Hendricks	Specialized Skills Instr	Rehire	01/17/2026

*Demoted from Program Coordinator, OR02 to Recreation Leader, ST07

Planning Commission

Emma Foley	Admin Svcs Officer 4	New Hire	01/20/2026
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Police

Rhonda Hunt	Info Systems App Analyst 3	Promotion	01/01/2026
*Colin Britton	Police Officer 2	Class Change	01/10/2026
Brandyn Robles	Police Security Guard 1	New Hire	01/20/2026
Kara Ferguson	Police Support Technician	New Hire	01/16/2026

*Class Change from Police Officer 1, PS02 to Police Officer 2, PS03

Public Library

Mayson Harris	Library Associate	Rehire	01/19/2026
Aminah Smith	Library Associate	Rehire	01/19/2026
Ann Herlocker	Library Svcs Asst Dir	Promotion	01/19/2026
Stephen Gillette	Security Guard	Rehire	01/19/2026

Waste Services

Stanley Raheam	Equipment Operator Senior	New Hire	01/06/2026
Joshua Baker	Public Information Rep	New Hire	01/26/2026

Water Services

February Minutes Attachment A- Appointments

Justin Thiede	Apprentice Customer Service Field	New Hire	01/05/2026
Demetrous Garrett	Specialist	Promotion	01/17/2026
Christopher Sullivan	Engineer In Training	New Hire	01/20/2026
Lenair Koonce	Human Resources Admin	Promotion	01/17/2026
Harvey Smith	Indust Mechanic 1	New Hire	01/05/2026
*Robert Jones	Safety Coord	Department Transfer/Promotion	01/17/2026
David McAdams	Safety Coord	New Hire	01/20/2026
Chakeya Scruggs	Safety Inspector	New Hire	01/20/2026
Mary Peoples	Special Asst To The Dir	Promotion	01/03/2026
Kirk Mitchell	Utility Compliance Insp 1	Rehire	01/05/2026
***Jene Frydenlund	Utility Compliance Insp 1	Voluntary Reduction in Sal Grd	01/03/2026
Timothy Hall	Utility Equipment Operator	Promotion	01/03/2026
^Justin Shelton	Utility Maintenance Spec 2	Reinstate-Disciplinary	01/10/2026

*Department Transfer from Social Services, Program Mgr 1, OR04 to Water, Safety Cood, OR07

***Voluntary Reduction in Salary Grade from Water Service Maint Supv 1, TR11to Utility Compliance Insp 1, ST09

^Reinstated to Utility Maintenance Spec 2, TR07

February Minutes Attachment B- Terminations/Pensions

<u>Name</u>	<u>Classification</u>	<u>Type</u>	<u>Department</u>	<u>Date</u>
Kayla Pillow	Admin Svcs Officer 4	Resignation	Community Review Board	12/26/2025
Simone Cawl	Program Spec 3	Resignation	Community Review Board	01/02/2026
Paul McCallister	Emer Telecom Assist Director	Resignation	DEC	01/02/2026
Edgar Lozano	Emer Telecommunications Off 1	Resignation	DEC	01/13/2026
Aliceson Brown	Emer Telecommunications Off 2	Resignation	DEC	01/09/2026
Jeffery Bolin	Emer Telecommunications Off 4	Resignation	DEC	01/07/2026
Stephen Martini	Emerg Communications Dir	Dismissal	DEC	01/28/2026
Barbara Thomas	Accountant Senior	Resignation	Finance	01/01/2026
Vaughn Wilson	Finance Admin	Retirement	Finance	01/30/2026
Patricia Finney	Finance Admin	Resignation	Finance	01/01/2026
Elizabeth Jefferson	Mgment & Budget Analyst Sr	Resignation	Finance	01/02/2026
Paige Barber	Procurement Officer Senior	Dismissal	Finance	01/16/2026
Chris Newsom	Fire Captain	Retirement	Fire	01/12/2026
Jeffrey Neely	Fire Captain	Retirement	Fire	01/30/2026
Michael Harris	Fire Recruit	Resignation	Fire	01/13/2026
Phillip Beene	Fire Recruit	Resignation	Fire	01/13/2026
Jack Chesnut	Paramedic	Resignation	Fire	01/20/2026
Terry Adkins	Admin Svcs Mgr	Retirement	General Services	12/30/2025
Charles Ogden	Automotive Mechanic-Cert	Dismissal	General Services	01/23/2026
Jeffrey Justice	Equip Mechanic	Resignation	General Services	01/23/2026
Vincent Armstrong	Mail Clerk Carrier	Resignation	General Services	01/23/2026
Tiffany Bonner	Human Resources Analyst	Resignation	Human Resources	01/13/2026
Janet Simmons-Trotter	Human Resources Analyst Senior	Retirement	Human Resources	01/14/2026
Frank Kenyon	Information Systems Advisor 1	Dismissal	ITS	01/15/2026
James Carson	Internal Auditor 2	Retirement	Internal Audit	12/30/2025
Ronald Carter	Maintenance & Repair Worker	Dismissal	NDOT	01/05/2026
Myles Gooch	Maintenance & Repair Worker	Resignation	NDOT	12/21/2025
Isaiah Doss	Maintenance & Repair Worker	Resignation	NDOT	01/16/2026
Dennis Petrick	Maintenance & Repair Worker	Resignation	NDOT	01/17/2026
Arthur Terry	Maintenance & Repair Worker	Resignation	NDOT	01/24/2026
Landon Potts	Maintenance & Repair Worker	Resignation	NDOT	01/29/2026
Brian Baker	Operations Manager	Resignation	NDOT	01/09/2026
Marvin Trotter	Special Projects Mgr	Resignation	Office of Homeless Services	01/22/2026
Reginald Sims	Equipment Operator Senior	Retirement	Parks	12/30/2025
Joanne Conley	Planner 2	Resignation	Parks	01/05/2026
Rana Mitchell	Public Info Rep	Resignation	Parks	01/13/2026
Richard Rutter	Information Systems Advisor 1	Retirement	Police	01/31/2026
Charles Beasley	Police Captain	Retirement	Police	12/30/2025
Michael Gooch	Police Lieutenant	Retirement	Police	01/31/2026

February Minutes Attachment B- Terminations/Pensions

Will Amundson	Police Lieutenant	Retirement	Police	01/20/2026
Christopher Castle	Police Officer 1	Resignation	Police	01/16/2026
Kyle Eaton	Police Officer 2	Resignation	Police	01/05/2026
Brian Ritz	Police Officer 2	Resignation	Police	01/27/2026
Jamell Randall	Police Officer 2	Retirement	Police	12/30/2025
Michelle Demetres	Police Operations Coord 2	Resignation	Police	12/28/2025
Kylee Trent	Police Support Technician	Resignation	Police	12/22/2025
Emily Talbot	Library Mgr 3	Retirement	Public Library	01/16/2026
Jaclyn Yearta	Correctional Officer 1	Dismissal	Sheriff	12/29/2025
Dedrianna Smith	Correctional Officer 1	Dismissal	Sheriff	01/23/2026
Nora Robinson	Correctional Officer 1	Resignation	Sheriff	12/22/2025
Quasean Robinson	Correctional Officer 1	Resignation	Sheriff	12/29/2025
Jeffrey Cole	Correctional Officer 1	Resignation	Sheriff	01/08/2026
Michelle Proteau	Correctional Officer 1	Resignation	Sheriff	01/08/2026
Felicia Eady-Shelby	Correctional Officer 1	Resignation	Sheriff	01/15/2026
Christopher				
Francesce	Correctional Officer 1	Resignation	Sheriff	01/18/2026
Riley Pierce	Correctional Officer 1	Resignation	Sheriff	01/19/2026
Daris Hannon	Correctional Officer 1	Resignation	Sheriff	01/26/2026
Brodie Blevins	Correctional Officer 1	Resignation	Sheriff	01/30/2026
Daniel Betwinek	Correctional Officer 1	Retirement	Sheriff	12/22/2025
Joselin Guzman	Correctional Officer 2	Resignation	Sheriff	01/03/2026
Destiny Wilkes	Correctional Officer 2	Resignation	Sheriff	01/07/2026
Jeremiah Coure	Correctional Officer 2	Resignation	Sheriff	01/08/2026
Veda Dunigan	Correctional Officer 2	Resignation	Sheriff	01/09/2026
Allan Torres	Correctional Officer 2	Resignation	Sheriff	01/14/2026
Rose Binkley	Admin Svcs Officer 4	Dismissal	Waste Services	01/16/2026
Steven Lipham	Cust Svc Supv	Dismissal	Waste Services	12/17/2025
Marcel Ruth	Equipment Operator Senior	Dismissal	Waste Services	12/18/2025
Braden Newton	Apprentice	Resignation	Water Services	01/16/2026
Mildred Young	Office Support Spec 2	Retirement	Water Services	12/30/2025
Paul Wray	Technical Specialist 2	Retirement	Water Services	01/30/2026
	Utility Engineering Technician			
Anthony Scarbrough	1	Dismissal	Water Services	01/16/2026
	Utility Engineering Technician			
Kenneth Tranter	2	Resignation	Water Services	01/20/2026
James Pogue	Utility Envir Comp Officer 3	Resignation	Water Services	12/31/2025
Ahmad Childress	Utility Field Tech 1	Resignation	Water Services	01/16/2026
Keith Pritchett	Utility Maintenance Spec 1	Resignation	Water Services	01/21/2026
Eric Ellison	Utility Maintenance Tech	Dismissal	Water Services	01/12/2026
Logan Hayes	Utility Maintenance Tech	Resignation	Water Services	01/09/2026
Ronnie Brownlow	Water Services Maint Supv 1	Retirement	Water Services	12/29/2025
David Tucker	Water Svcs Asst Dir	Retirement	Water Services	12/30/2025

February Minutes Attachment C- Eligibility Registers Report

<u>Classification</u>	<u>Dept</u>	<u>On List</u>	<u>Type</u>	<u>Date</u>	<u>Establish/Abolish</u>
Admin Svcs Mgr - Strategic Grants and Initiatives Mgr	Arts	110	Open	1/5/2026	Establish
Police Officer Trainee	Police	33	Cont	1/5/2026	Establish
Police Officer 2 - Lateral	Police	7	Cont	1/5/2026	Establish
IS Applications Analyst 3 - Developer	ITS	8	Open	1/6/2026	Establish
Compliance Inspector 3- Enforcement	NDOT	4	Dept	1/6/2026	Establish
Security Guard	Library	80	Cont	1/6/2026	Establish
IS Applications Analyst 1- Web Based Services	ITS	70	Open	1/7/2026	Establish
IS Operations Technician 2 - Help Desk	ITS	71	Open	1/7/2026	Establish
Police Officer 2-Lateral SRO	Police	3	Cont	1/8/2026	Establish
Utility Equipment Operator - Dump Truck	Water	14	Cont	1/9/2026	Establish
Industrial Mechanic 1 - Operations	Water	8	Cont	1/9/2026	Establish
Equipment Operator Senior	Waste	36	Cont	1/9/2026	Establish
Safety Coordinator	Water	29	Open	1/12/2026	Establish
Safety Inspector	Water	17	Open	1/12/2026	Establish
Customer Service Field Specialist	Water	9	Dept	1/12/2026	Establish
Admin Svcs Officer 3 - Customer Service	Water	2	Dept	1/12/2026	Establish
Maintenance & Repair Worker Senior - Grounds & Landscaping	Parks	35	Cont	1/12/2026	Establish
Recreation Leader - Senior Programs	Parks	26	Open	1/13/2026	Establish
Specialized Skills Instructor - Theater and Dance	Parks	15	Open	1/13/2026	Establish
IS Applications Analyst 1 - GIS	ITS	21	Open	1/13/2026	Establish
Police Officer 2 - Lateral (Traffic)	Police	1	Cont	1/13/2026	Establish
Investments Portfolio Mgr - Investment Officer	Finance	13	Open	1/14/2026	Establish
Correctional Officer Trainee	Sheriff	52	Cont	1/14/2026	Establish
Maintenance & Repair Worker	NDOT	106	Cont	1/15/2026	Establish
Automotive Mechanic	General Services	15	Cont	1/16/2026	Establish
Equipment Servicer	General Services	18	Cont	1/16/2026	Establish
GS Division Manager - HVAC Division Manager	General Services	9	Open	1/16/2026	Establish
Equipment Mechanic	General Services	5	Cont	1/16/2026	Establish
Equipment Mechanic Certified	General Services	1	Cont	1/16/2026	Establish
Equipment Operator Sr. Fleet and Roadside	General Services	8	Cont	1/16/2026	Establish
IS Advisor 3 - CHYM Network Architect	ITS	1	Open	1/20/2026	Establish
Administrative Services Division Manager	Beer Board	2	Dept	1/20/2026	Establish
Administrative Services Officer 4	Beer Board	2	Dept	1/20/2026	Establish
Administrative Services Officer 3	Beer Board	1	Dept	1/20/2026	Establish
Human Resources Administrator	Water	1	Dept	1/20/2026	Establish
Tech Svcs Mgr - Capital Program Project Mgr	General Services	19	Open	1/21/2026	Establish
Office Support Specialist 2 - Sportsplex	Parks	136	Open	1/21/2026	Establish
Equipment Operator Sr. - Grounds & Landscaping	Parks	27	Open	1/21/2026	Establish
Industrial Electrician 1	Water	5	Cont	1/22/2026	Establish

February Minutes Attachment C- Eligibility Registers Report

Utility Engineering Technician 1	Water General	4	Cont	1/22/2026	Establish
Admin Srvcs Mgr - Energy Efficiency Mgr	Services	14	Cont	1/23/2026	Establish
Administrative Services Officer 4 - Compliance Monitor	CRB	137	Open	1/23/2026	Establish
Police Operations Coordinator 2 - Records	Police	2	Dept	1/26/2026	Abolish
Emergency Telecommunications Officer 1	DEC	5	Cont	1/26/2026	Establish
Human Resources Workforce Culture Manager	HR	40	Open	1/27/2026	Establish
Finance Manager- Choose How You Move	Finance	34	Open	1/29/2026	Establish
Aquatics Coordinator	Parks	13	Open	1/29/2026	Establish

With nothing further, the meeting adjourned at 9:25 am.

ATTEST:

APPROVED:

Shannon B. Hall, Director

Secretary to the Commission

William H. Farmer, Chairman

Civil Service Commission