METROPOLITAN CIVIL SERVICE COMMISSION

Minutes

Date: October 13, 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, and Quan Poole.

OTHERS PRESENT: Shannon Hall, Human Resources Director; Abby Greer, 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 **September 8, 2026**. Commissioner Jones moved to accept the minutes for the **September 8, 2026**, meeting. The motion was seconded by Commissioner Poole, and the commissioners approved without objection. Chairman Farmer asked if there were any union representatives in attendance. SEIU, IAFF, and FOP representatives were present. Abby Greer 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 Poole 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: Report Only

Item #2: Nashville Fire Department (NFD) employee Kevin Wilson is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation

Olivia Coode, Metro HR Rep, Assistant Chief Stephanie Lender, Fire Safety Rep, Addis Kendall, IAFF Rep, and Kevin Wilson, the employee, appeared before the Commission to discuss the requested IOD extension. Mr. Wilson provided new documentation from his treating physician extending his original request date.

MOTION: After some discussion, Commissioner Poole moved to approve the extension of the IOD leave through April 10, 2027. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #3: Davidson County Sheriff's Office (DCSO) employee John Armstrong is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation
Joy Cooper, Metro HR Rep, Byron Grizzle, DCSO HR Rep, and John Armstrong, the employee, 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 April 10, 2027. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #4: Davidson County Sheriff's Office (DCSO) employee Sean Bradley is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation
Joy Cooper, Metro HR Rep, and Byron Grizzle, DCSO HR Rep, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Poole moved to approve the extension of the IOD leave through March 25, 2027. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #5: Davidson County Sheriff's Office (DCSO) employee Thomas Carson is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8 D Period of Compensation
Joy Cooper, Metro HR Rep, Byron Grizzle, DCSO HR Rep, and Thomas Carson, the employee, appeared before the Commission to discuss the requested IOD extension.

MOTION: After some discussion, Commissioner Poole moved to approve the extension of the IOD leave through May 10, 2027. The motion was seconded by Commissioner Jones, and the Commissioners approved without objection.

Item #6: Davidson County Sheriff's Office (DCSO) employee Marvin Francisco is requesting to extend his Injury on Duty (IOD) time in accordance with Civil Service Rule 4.8D Period of Compensation.
Joy Cooper, Metro HR Rep, Byron Grizzle, DCSO HR Rep, and Marvin Francisco, the employee, 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 February 1, 2027. The motion was seconded by Commissioner Sanders, and the Commissioners approved without objection.

Item #7: Information Technology Services ("ITS") requests an Open Range Increase for Leslie Ervin in accordance with Civil Service Policy 5.10 – I Hire Above Base, Promotions, and Class Changes
Thedric Brackett, Metro HR Rep, Courtney Bonner, ITS HR Rep, and Greg Nicholson, ITS Assistant Director, appeared before the Commission to discuss the requested open range increase.

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

Item #8: Metropolitan Nashville Police Department (MNPD) requests an Open Range Increase for Jessica Ware in accordance with Civil Service Policy 5.10 – I Hire Above Base, Promotions, and Class Changes
Thedric Brackett, Metro HR Rep, and Seth Waltenbaugh, Police HR Rep, appeared before the Commission to discuss the requested open range increase.

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

Item #9: Administrative Law Judge Hearing Calendar

ACTION: Report Only

Item #10: Human Resources Updates

ACTION: Report Only

Name	Class	Type	Date
Emergency Communications			
Adrian Prather	Emer Telecom Superv	Promotion	08/29/2026
Finance			
Annabella Gelmetti	Admin Svcs Officer 4	Promotion	08/31/2026
Bethany Nunley	Finance Officer Senior	Promotion	08/31/2026
Tyler Ringland	Management & Budget Analyst Sr	Promotion	08/31/2026
General Services			
Tunja Ashford	Application Tech 1	New Hire	09/26/2026
Karin Frinell	Finance Admin	Promotion	08/29/2026
Stephen Gannon	Finance Admin	Promotion	08/29/2026
Information Technology Services			
Jiyar Ibrahim	Information Sys Oper Tech 1	New Hire	09/26/2026
Juvenile Court			
*Vincent Finneran	Admin Svcs Mgr	Dept Transfer/Transfer To Civil Service	08/16/2026
Tawanda Upshaw	Human Resources Analyst	New Hire	09/28/2026

*Dept Transfer from Sheriff, Sheriff Maint Mech 2, ST11, to Juvenile Court, Admin Svcs Mgr, OR07

NDOT			
James Rogers	Equipment Operator Senior	Promotion	08/31/2026
Dale Tamborella	Maintenance & Repair Leader	Promotion	08/31/2026
Jason Ross	Maintenance & Repair Worker	New Hire	08/31/2026
Anthony Spence	Maintenance & Repair Worker	Rehire	08/17/2026
Aisha Johnson	Technical Specialist 1	Promotion	08/31/2026
Brandon Rardin	Technical Specialist 1	Promotion	08/31/2026
Jacob Dealy	Technical Specialist 1	Promotion	08/31/2026
Trevecca Ostein	Technical Specialist 1	Promotion	08/31/2026
*Gregory Elmore	Technical Specialist 2	Dept Transfer/Lateral	08/31/2026
Reginald Jones	Technical Specialist 2	Promotion	08/31/2026
Fisseha Kassaye	Traffic Systems Technician 1	New Hire	09/14/2026
Gauge Wilson	Traffic Systems Technician 1	New Hire	09/14/2026
William Shadowens	Traffic Systems Technician 1	Promotion	09/14/2026

*Dept Transfer from Water Services, Tech Specialist 2, OR06 to NDOT Tech Specialist 2 OR06

Parks			
Owen Thompson	Carpenter	Promotion	09/12/2026
Carl Smothermon	Maintenance & Repair Leader	Promotion	09/12/2026
Luis Herrera Alvarez	Maintenance & Repair Leader	Rehire	08/29/2026
*Clifford Taylor	Masonry Worker	Class Change/Lateral	08/29/2026

Richard Cathey	Painter	Promotion	08/15/2026

*Class change from Equipment Operator Sr, TR06 to Masonry Worker, TR06

Planning Commission

Joshua Swiderski	CAD/GIS Analyst 1	Promotion	09/14/2026

Police

Zyon Bullock	Crime Lab Evid Recv Tech	Rehire	09/16/2026
John Scavio	Info Systems Mgr	Promotion	08/16/2026
Ronald Warren	Information Systems Advisor 1	Promotion	09/01/2026
Stephen Weir	Police Captain	Promotion	09/01/2026
Laura Williams	Police Lieutenant	Promotion	09/01/2026
Nicholas Falcone	Police Lieutenant	Promotion	09/01/2026
Nopel Stella	Police Lieutenant	Promotion	09/01/2026
Cortez Mack	Police Operations Coord 1	Promotion	09/16/2026
Bryson Wilkins	Police Sergeant	Promotion	09/01/2026
Esther Poysti	Police Sergeant	Promotion	09/01/2026
Rachael Robinson	Police Sergeant	Promotion	09/01/2026

Sheriff

Francisco Hernandez	Correctional Officer Sergeant	Promotion	08/30/2026

Social Services

*Morgan Claybrooks	Program Coord	Dept Transfer/Transfer To Civil Service	09/08/2026

*Department Transfer from State Trial Court, Case Officer 1 to Social Services, Program Coord, OR02

Water Services

*Fadi Khayatt	Engineer In Training	Class Change/Lateral	09/26/2026
Blaine Souder	Engineer In Training	New Hire	09/14/2026
Thomas Gilchrist	Indust Mechanic 1	Promotion	08/29/2026
Jonathan Ward	Pumping Station Superintendent	Promotion	09/12/2026
Jamarion Birdsong	Utility Maintenance Tech	New Hire	08/31/2026
Keith Patton	Utility Maintenance Tech	New Hire	09/14/2026
Phillip Beene	Utility Maintenance Tech	Rehire	08/31/2026

*Class Change from Technical Specialist 2, OR06 to Engineer in Training, OR06

Name	Classification	Type	Department	Date
Nicholas Owen	Short Term Rental Inspector 2	Resignation	Codes Admin	09/11/2026
Pamela Marks	Accountant	Retirement	Finance	08/31/2026
Hailey Justice	Advanced Emergency Med Tech	Resignation	Fire	09/25/2026
Ronald Ward	Fire Captain	Retirement	Fire	09/17/2026
Alexandra Bolin	Paramedic	Resignation	Fire	09/08/2026
Marshall Davidson	Paramedic	Resignation	Fire	09/15/2026
Jimmy Smith	Paramedic	Retirement	Fire	09/01/2026
John Hahn	Equip Servicer	Resignation	General Services	09/09/2026
Andrew Fowler	Equip Servicer	Resignation	General Services	09/17/2026
Richard Chavez	Info Systems App Analyst 2	Dismissal	ITS	09/11/2026
Andrew Nicholson	Information Sys Oper Tech 1	Resignation	ITS	09/11/2026
Larry Law	Information Systems Advisor 2	Retirement	ITS	08/28/2026
Zachary Cornwall	Youth Case Manager 1	Resignation	Juvenile Court	09/25/2026
Edward Francis	Admin Svcs Division Manager	Resignation	NDOT	09/11/2026
Tanya Anderson	Admin Svcs Officer 3	Resignation	NDOT	09/04/2026
Charnice Crenshaw	Compliance Inspector 2	Dismissal	NDOT	09/10/2026
Derek Gray	Engineer 3	Resignation	NDOT	08/21/2026
Kevin Johns	Equipment Operator Senior	Retirement	NDOT	08/26/2026
DeWayne Overby	Maintenance & Repair Worker	Resignation	NDOT	09/11/2026
Reed Owens	Maintenance & Repair Worker	Resignation	NDOT	09/11/2026
Megan Vickers	Information Sys Oper Anal 2	Resignation	OHS	09/04/2026
Donterius Akins	Maintenance & Repair Worker Se	Resignation	Parks	09/18/2026
Mason Biggs	Maintenance & Repair Worker Se	Resignation	Parks	09/25/2026
Ricky Moreland	Maintenance & Repair Worker Se	Retirement	Parks	08/28/2026
John Stovall	Maintenance & Repair Worker Se	Retirement	Parks	09/14/2026
Stevon Neloms	Parks & Recreation Asst Dir	Resignation	Parks	09/15/2026
Jessica Davis	Crime Lab Forensic Scientist 3	Resignation	Police	09/06/2026
Bradley Rumbley	Police Officer 2	Resignation	Police	09/10/2026
Laina Herod	Police Officer 2	Resignation	Police	09/17/2026
Keith Parlato	Police Officer 2	Resignation	Police	09/18/2026
Anna Clayton	Police Officer 2	Retirement	Police	09/24/2026
John Brooks	Maintenance & Repair Worker Se	Retirement	Public Library	08/31/2026
Jemel Avery	Correctional Officer 1	Dismissal	Sheriff	09/21/2026
Mark Malek	Correctional Officer 1	Resignation	Sheriff	08/28/2026
Jeffrey Shaffer	Correctional Officer 1	Resignation	Sheriff	09/04/2026
Eric Santsche	Correctional Officer 1	Resignation	Sheriff	09/08/2026
Portia Nelson	Correctional Officer 1	Resignation	Sheriff	09/08/2026
Austin Cantrell	Correctional Officer 1	Resignation	Sheriff	09/10/2026

Melvin Lowe	Correctional Officer 1	Resignation	Sheriff	09/11/2026
Santaya Townsend	Correctional Officer 1	Resignation	Sheriff	09/15/2026
Hudson Doty	Correctional Officer 1	Resignation	Sheriff	09/16/2026
Wynonia Johnson	Correctional Officer 1	Resignation	Sheriff	09/25/2026
Christopher Moseley	Correctional Officer 1	Resignation	Sheriff	09/29/2026
Chase Lafountain	Correctional Officer 2	Resignation	Sheriff	08/18/2026
Asharria Hockett	Correctional Officer 2	Resignation	Sheriff	09/09/2026
Myarie Shannon	Correctional Officer 2	Resignation	Sheriff	09/18/2026
Logan Benedict	Correctional Officer 2	Resignation	Sheriff	09/27/2026
Kenautica Taylor	Correctional Officer 2	Resignation	Sheriff	09/30/2026
Deborah Williams	Correctional Officer 2	Retirement	Sheriff	08/24/2026
Francis Okoyomo	Correctional Officer 2	Retirement	Sheriff	09/18/2026
Tyra Holland	Correctional Officer Sergeant	Resignation	Sheriff	09/24/2026
Kenneth Flenoy	Compliance Inspector 2	Dismissal	Waste Services	09/17/2026
Mose Jobe	Admin Svcs Mgr	Retirement	Water Services	09/21/2026
Emmanuel Ojo	Environmental Lab Supt	Dismissal	Water Services	09/18/2026
Alexander Lester	Treatment Plant Tech 2	Resignation	Water Services	08/22/2026
Dylan Forsyth	Treatment Plant Tech 3	Resignation	Water Services	09/02/2026
Kaveion Mckissack	Utility Maintenance Tech	Dismissal	Water Services	08/28/2026
Braxton McKissack	Utility Maintenance Tech	Dismissal	Water Services	09/14/2026
Andre Johnson	Utility Maintenance Tech	Dismissal	Water Services	09/23/2026
Channing Burkeen	Utility Maintenance Tech	Resignation	Water Services	09/04/2026
Kourtney Parks	Water Quality Supervisor	Dismissal	Water Services	09/10/2026
Thomas Palko	Water Svcs Asst Dir	Retirement	Water Services	09/01/2026

Classification	Dept	On List	Type	Date	Establish/Abolish
Industrial Mechanic 1	Water	14	Cont	9/1/2026	Establish
Industrial Electrician 1	Water	2	Cont	9/1/2026	Establish
Equipment Operator Senior	NDOT	38	Cont	9/1/2026	Establish
Utility Maintenance Technician	Water	97	Cont	9/1/2026	Establish
Utility Field Technician 1	Water	217	Cont	9/1/2026	Establish
Utility Engineering Technician	Water	11	Cont	9/1/2026	Establish
Engineer In Training	Water	28	Cont	9/1/2026	Establish
Utility Equipment Operator - Dump Truck	Water	9	Cont	9/1/2026	Establish
Pumping Station Superintendent - Routes	Water	1	Dept	9/1/2026	Establish
Automotive Mechanic 1	General Services	10	Cont	9/2/2026	Establish
Police Officer 2 - Lateral (Traffic)	Police	5	Cont	9/2/2026	Establish
Police Officer 2 - Lateral SRO	Police	5	Cont	9/2/2026	Establish
Police Officer Trainee	Police	39	Cont	9/2/2026	Establish
Equipment Operator Sr - Fleet	General Services	4	Cont	9/2/2026	Establish
Police Operations Coordinator 1	Police	62	Cont	9/2/2026	Establish
Correctional Officer Trainee	Sheriff	22	Cont	9/2/2026	Establish
Equipment Servicer	General Services	9	Cont	9/2/2026	Establish
Carpenter	Parks	19	Open	9/8/2026	Establish
Police Officer 2 - Lateral	Police	12	Cont	9/9/2026	Establish
Park Police Trainee	Parks	5	Cont	9/9/2026	Establish
Finance Administrator	ITS	1	Dept	9/9/2026	Establish
Equipment Mechanic 1	General Services	2	Cont	9/10/2026	Establish
IS Applications Analyst 3 - Cityworks	ITS	2	Dept	9/10/2026	Establish
IS Advisor 1 - Server Infrastructure Mgmt	ITS	15	Open	9/15/2026	Abolish
IS Advisor 2 - Data Center	ITS	10	Open	9/15/2026	Establish
Youth Case Manager	Juvenile Court	39	Open	9/15/2026	Establish
ASO 3 - Interpreter	Juvenile Court	24	Open	9/21/2026	Establish
ASO 3 - Metro Clerk's Office	Metro Clerk	175	Open	9/21/2026	Abolish
ITS Assistant Director	ITS	1	Dept	9/22/2026	Establish
Management & Budget Analyst	Finance	77	Open	9/22/2026	Abolish
M&R District Supv - Structures & Custodial	Parks	20	Open	9/22/2026	Establish
Water Quality Supervisor	Water	6	Dept	9/23/2026	Establish
CAD/GIS Analyst 1	Planning	1	Dept	9/23/2026	Establish
Zoning Inspector 1	Codes	17	Open	9/24/2026	Abolish
ASO 4 - Flood Mitigation Program Coord	Water	5	Dept	9/28/2026	Establish
Maintenance & Repair Worker	NDOT	62	Cont	9/29/2026	Establish
Transportation Administrator	NDOT	40	Cont	9/30/2026	Establish

With nothing further, the meeting adjourned at 8:54 am.

ATTEST:

_____

Shannon B. Hall, Director

Secretary to the Commission

APPROVED:

_____

William Farmer, Chair

Civil Service Commission