



Knox County Sheriff's Office Merit System Council

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Jim Jennings, Chairperson
Jim Wright Jr., Council Member
Regina Oster, Council Member
William Schaad, Alternate Council Member

Paula M. Taylor
Executive Director

MERIT SYSTEM COUNCIL MEETING MINUTES March 6, 2019 5:00 P.M., Merit System Council Office Suite 601

Chairman Jennings called meeting to order at 5:00 p.m.

Present at this meeting: Jim Jennings, Chairperson; Jim Wright, Jr., Council Member; Regina Oster, Council Member; Bill Schaad, Alternate Council Member; Chief Mike Ruble, KCSO; Lieutenant Krystal Gibson, KCSO Employee Representative; Lieutenant Jeff Smith, KCSO Employee Representative; Myers Morton, Knox County Law Director; Paula Taylor, Executive Director.

NEW BUSINESS:

The minutes of the previous meeting were presented. Regina Oster, made a motion to approve minutes as presented; Jim Wright Jr., seconded, motion passed.

Chairman Jennings, at the request of Chief Ruble, on behalf of Amanda Kitts, moved the Request for Grievance for Mrs. Kitts to the top of the agenda. Mrs. Kitts asked that the hearing request be postponed until Myers Morton is able to conduct research to answer questions relating to a statute of limitations of her request. Jim Wright Jr. made a motion to postpone the request for grievance hearing until the next meeting, Regina Oster seconded, motion passed.

The council then discussed a date for the next meeting. Council decided to leave the next meeting subject to the call of the Chair.

Chairman Jennings discussed the request for approval of revision to the Transportation Officer Job Description. Chief Ruble confirmed that Personnel has decided not to make any revisions to this job description at this time.

The request for approval of options regarding temporary positions was discussed. Chief Ruble discussed that the Sheriff's Office would like the Council to approve the request for the Sheriff's Office to use a temporary nurse staffing service for hiring nurses to help cover maternity leaves for three nurses that will soon be taking maternity leave. After discussion, Regina Oster made a motion to approve that the Sheriff's Office be able to use a staffing service to fill temporary vacancies for a period of three (3) months, Mr. Wright seconded, motion passed.

Chairman Jennings recognized Chief Ruble to discuss Investigator credit for time in service. Discussion regarding a particular set of Detectives were credited with time in grade as an Investigator toward their Detective time in grade at the December 2018 meeting. This ruling made this particular set of Investigators referenced eligible for Detective II positions after twenty (20) years of service and (10) years as a Detective, Chief Ruble asked at which point the Council would recommend this set of employees be eligible for their pay increase as a Detective II, when they meet all time in grade requirements or after they were officially placed on the eligibility list after having completed and passed the Detective II assessment. This being a one-time situation of employees being tested after they had already met time in grade requirements was due to the approval of credit toward time in grade and the newly developed assessment procedure. After lengthy discussion, Mrs. Oster made a motion to approve issuing the pay increase when the Detectives became eligible by meeting all time in grade requirements, Mr. Wright seconded, motion passed.

Chairman Jennings began discussion regarding Amanda Kitts' grievance request. There was discussion among the Council and Chief Ruble regarding the details of the grievance. After discussion, the Council agreed to hold a hearing at a later date after Mr. Morton had time to look into all the legal issues regarding any statute of limitation relating to Mrs. Kitts grievance.

OLD BUSINESS:

STAFF BUSINESS:

ADJOURNMENT:

There being no further business, the Council adjourned at 5:50 P.M.

Respectfully Submitted:

Approved:

Paula M. Taylor
Executive Director

Jim Jennings
Chairperson