



Knox County Sheriff's Office Merit System Council

**Andrew Johnson Office Building
912 South Gay Street, Suite L-100
Knoxville, Tennessee 37902
(865) 215-4446 • FAX (865) 215-4448**

Jim Jennings, Chairperson
Jim Wright Jr., Council Member
Regina Oster, Council Member
Laschinski Emerson, Alternate Council Member

Paula M. Taylor
Executive Director

MERIT SYSTEM COUNCIL MEETING MINUTES May 27, 2020 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; Gina Oster, Council Member; Laschinski Emerson, Alternate Council Member; Chief William Purvis, KCSO Human Resources; Lysette Aviles, KCSO Human Resources; Captain Jeff Smith, KCSO Corrections Division Employee Representative; Lieutenant Krystal Gibson, KCSO Patrol Division Employee Representative; Debbie Moore, KCSO Civilian Employee Representative; Myers Morton, Knox County Law Director; Paula Taylor, Executive Director.

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

The council then discussed a date for the next meeting. Jim Wright Jr. made a motion to leave the next meeting subject to the call of the Chair; Gina Oster seconded; motion passed.

OLD BUSINESS:

NEW BUSINESS:

Chairman Jennings discussed the request by Westley Keck for a Grievance Hearing regarding his termination. Chairman Jennings called upon Attorney Travis Brasfield, Mr. Keck's attorney, who was present at the meeting to discuss the request. After a brief discussion, Ms. Oster made a motion to grant the grievance hearing request; Mr. Wright seconded, motion passed. Hearing date to be determined.

Chairman Jennings then discussed a request for a one year leave of absence from Merit by Chief Bernie Lyon. The Council determined the one year leave of absence to begin on May 27, 2020 to May 27, 2021; Mr. Wright made a motion to approve the request for the leave of absence; Ms. Oster seconded; motion passed.

Chairman Jennings recognized Lysette Aviles, HR Director for the Sheriff's Office, to present the request for approval of job descriptions. Ms. Aviles presented the LPN job description, after discussion and questions from

the Council, Mr. Wright made a motion to approve the LPN job description as presented; Ms. Oster seconded, motion passed.

Ms. Aviles then presented the RN job description. After brief discussion, Ms. Oster made a motion to approve the RN job description as presented; Mr. Wright seconded, motion passed.

Ms. Aviles then presented a request to approve the Medical Assistant job description to replace the current Med Tech job description. After discussion, Mr. Wright made a motion to approve the Medical Assistant job description as presented; Ms. Oster seconded, motion passed.

The Assistant Chief Deputy job description was then presented by Ms. Aviles. The request was made to change that the Assistant Chief Deputy who currently reports to the Chief Deputy will now report to “the appropriate member in the chain of command”. The Council stated their concerns about the job description not stating a specific member in the chain of command as to whom the Assistant Chief Deputy would report to. Seeing that the remaining job descriptions to be presented were all changing the specified position whom each position would report and changing each one to generally state that each position would report to “the appropriate member in the chain of command”, the Council stated they would suggest the Sheriff’s Office bring back the job descriptions after reconsidering this request. The Council discussed tabling the request for approval of this job description as well as the remaining job descriptions to be presented. After lengthy discussion and questions from the Council to Chief Purvis, Mr. Wright made a motion to table the Assistant Chief Deputy job description as well as the remaining job descriptions to be presented at the next Council meeting; Ms. Oster seconded, motion passed.

Chairman Jennings discussed the need to make a modification to Merit Council Policies and Procedures 6.1.7 Selection of Candidates for Employment, Employment Eligibility, to state “The Executive Director or his/her designee shall make selection of candidates for placement on Employment Eligibility Lists” removing the wording “and a designee of the Sheriff” along with the Executive Director or his/her designee since Merit determines candidate eligibility. The manual change needed to be updated to be in line with the Ordinance. Ms. Oster made a motion to approve the change to the manual; Mr. Wright seconded; motion passed.

Chairman Jennings recognized Lieutenant Krystal Gibson, Merit Council Employee Representative. Lt. Gibson presented information to the Council and requested that the Council consider going before the Charter Review Committee to request additional benefits for Officers of the Sheriff’s Office that would more mirror the benefits offered by the City of Knoxville for KPD Officers, to include an annual cost of living pay increase be added to the Charter for Officers.

STAFF BUSINESS:

ADJOURNMENT:

There being no further business, the Council adjourned at 6:52 P.M..

Respectfully Submitted:

Approved:

Paula M. Taylor
Executive Director

Jim Jennings
Chairperson