



Knox County Sheriff's Office Merit System Council

**Andrew Johnson Office Building
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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 November 30, 2020 2:00 P.M., Small Assembly Room, City/County Building

Chairman Jennings called the meeting to order at 2:00 p.m..

Present at this meeting: Jim Jennings, Chairperson; Jim Wright, Jr., Council Member; Gina Oster, Council Member; Laschinski Emerson, Alternate Council Member; Chief Mike Ruble, Knox County Sheriff's Office; Chief William Purvis, Knox County Sheriff's Office; Lysette Aviles, Knox County Sheriff's Office HR; 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 next Council meeting will be left to the call of the Chair.

OLD BUSINESS:

NEW BUSINESS:

Chairman Jennings recognized Ronald "Brent" Gibson to present his request for a grievance hearing. After lengthy discussion among the Council, Chief Ruble and Mr. Gibson, Gina Oster made a motion to approve the request for a hearing; Jim Wright Jr. seconded; motion passed.

Chairman Jennings then discussed a request for grievance hearing by Israel Suarez. After discussion, Ms. Oster made a motion to hear the grievance after the court hearing for Mr. Suarez is complete; Mr. Wright seconded; motion passed.

Chairman Jennings recognized Lisa Kidd. Ms. Kidd presented her grievance concerning a salary discrepancy, in regard to Merit Council Policies and Procedures 5.2.5 (Starting Salary upon Return to Duty), when she was rehired in 2007. Ms. Kidd asked the Council to consider a salary adjustment and backpay to correct not being rehired at the correct starting salary upon return to duty, in respect to 5.2.5 regarding former employees who are re-hired in less than one year of leaving employment. After questions from the Council and discussion, Ms. Oster made a motion to adjust Ms. Kidd's salary to the correct proposed salary of \$56,557.09 and to issue

backpay in the amount of \$25,242.59; Mr. Wright seconded; motion passed.

Ms. Oster addressed Myers Morton, Law Director, to ask about the procedure and how long it would take to get things in order for the Gibson hearing. Mr. Morton stated the hearing procedure process in terms of the rules of the Merit System Council Policies and Procedures. After discussion between the Council, Mr. Morton and Chief Ruble, Ms. Oster stated that she would like to get a date set for the hearing as soon as possible.

STAFF BUSINESS:

ADJOURNMENT:

There being no further business the Council adjourned at 2:45 p.m..

Respectfully Submitted:

Approved:

Paula M. Taylor
Executive Director

Jim Jennings
Chairperson