



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 June 30, 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; 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:

Chairman Jennings recognized Chief Purvis regarding the request for approval of job descriptions. Chairman Jennings asked Chief Purvis for clarification of the change in reports the appropriate member in the chain of command. Chief Purvis explained that the reason for the change would allow for the Sheriff's Office not have to return to Council to request a change to the job description each time due to some division have different rank of Officers in charge of a particular division. Chief Purvis explained that one division may report to a Sergeant and another division may report to a Lieutenant, Captain or Chief at any given time.

Chairman Jennings asked if there would ever be a time where a Law Enforcement Officer would have to report to a Civilian. Chief Purvis replied that there is not a situation that he could think of where that would ever happen. Sheriff Spangler stated no that would not happen. The Sheriff also reiterated that there is a chain of command within the department and sometimes an officer reports directly to him or other times within certain divisions an employee may report to different ranks in the chain of command depending on which level supervisor was over that division and this change would keep the Sheriff's Office from having to come to the Council each time to make a specific change for each position.

Jim Wright asked if there was a specific chain of command stated in the Sheriff's General Orders to which Chief Purvis and Sheriff Spangler both stated yes.

Chairman Jennings asked a question regarding the Law Enforcement Sergeant position and the change in the requirement of having 2 years as a Law Enforcement Officer as opposed to the original job description that states 2 years are required as a Patrol Officer. He asked if the 2 years' experience could be experience from anywhere or with Knox County. Sheriff Spangler stated that the 2 years' experience must be with Knox County Sheriff's Office in any Law Enforcement classified position.

Chairman Jennings recommended approving the changes to the following job descriptions as presented: Assistant Chief Deputy, Chief of Detectives (eliminate current job description), Director of Major Crimes (eliminate current job description), Director of Cold Case, Detective, Lieutenant Detective, Captain of Detectives, Patrol Officer, Law Enforcement Sergeant, Law Enforcement Sergeant II, Law Enforcement Lieutenant and Law Enforcement Captain. Gina Oster made a motion to approve the job description changes as presented; Jim Wright seconded; motion passed.

The Forensic Services Technician job description was discussed. After discussion and questions from the Council with the Sheriff's Office regarding the changes, Ms. Oster made a motion to approve the job description as presented; Mr. Wright seconded, motion passed.

The Forensic Services Officer job description was then discussed. After a brief discussion among the Council and the Sheriff's Office regarding the changes, Mr. Wright made a motion to approve the job description as presented; Ms. Oster seconded, motion passed.

Forensic Services Supervisor job description was discussed. After discussion and questions from the Council with the Sheriff's Office regarding the changes, Ms. Oster made a motion to approve the job description as presented; Mr. Wright seconded, motion passed.

The Council then discussed the Transportation Officer job description. Lysette Aviles, HR Director, stated that they were making the change of the requirement of P.O.S.T certified be preferred, not required. Mr. Wright made a motion to approve the job description as presented; Ms. Oster seconded; motion passed.

Commissary Assistant job description was discussed next. After a brief discussion among the Council and the Sheriff's Office, Ms. Oster made a motion to approve the job description as presented; Mr. Wright seconded, motion passed.

The Detective II job description was presented. There was a brief discussion regarding the proposed changes; Ms. Oster made a motion to approve the job description as presented; Mr. Wright seconded; motion passed.

Chairman Jennings presented the Ordinance review change that was presented at the last meeting regarding the scheduling of physical and psychological evaluations. He stated that once approved, the Council would be taking the requested change before County Commission at the July meeting for review. Mr. Wright made a motion to approve the ordinance change as presented; Ms. Oster seconded; motion passed.

Chairman Jennings discussed a possible date to set the hearing for the Westley Keck hearing. He stated that the Council should look ahead at their schedules for a possible available date in August to set the hearing.

NEW BUSINESS:

STAFF BUSINESS:

ADJOURNMENT:

Sheriff Spangler asked to address the Council. He stated that the Council may be aware of rumors that he has been wanting to do away with the Merit Council, he stated that he wanted to make it clear that this was the furthest thing away from his mind and that he had no intentions of doing so. Sheriff Spangler stated he was an advocate of the Merit Council because it is a protection for the men and women in the agency no matter who the Sheriff is.

Chairman Jennings stated that the Council is always going to try their best to do what is right for the employees of the Sheriff's Office and he was sure that was the goal of the Sheriff as well.

Gina Oster thanked the Sheriff and employees for showing up to the meeting and that she would like to see many more employees at the meetings to see what the Council does and that they do care.

There being no further business, Ms. Oster made a motion to adjourn; Mr. Wright seconded, the Council adjourned at 5:33 P.M..

Respectfully Submitted:

Approved:

Paula M. Taylor
Executive Director

Jim Jennings
Chairperson