REGULAR CALLED CIVIL SERVICE BOARD MEETING

OCTOBER 1, 2014

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, October 1, 2014, in the Commissioners' Board Room.

Members present: Larry Bartlett, Chairman
Troyce B. Lancaster, Vice-Chair
Dr. Cephus Jackson, Member
Gbenga Osagie, Member
J. Mark Trimble, Member

Also present: Human Resources Director Renee Bright and various staff members; Tamara Duggans/HR Manager; Civil Service Board Attorney Laurel Henderson; County Attorney Michelle Youngblood; Sheriff's Office Assistant Chief Deputy Shawn Southerland; Attorney Keith Martin; Police Chief Gregory Porter; Police Department Legal Advisor Kenneth Green; Police Deputy Chief Gina Hawkins; Police Deputy Chief Michael Register; District Attorney Tracy Graham Lawson; James Long; Donna Harris; Sherice Jones; Richard Meehan; Attorney Janet Scott; Sergeant Cassandra Pitts; Sonja Sanchez; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:04 a.m., and noted for the record that all Board members were present. Chairman Bartlett called for a motion to adopt the October 1st agenda. Mr. Trimble made the motion to amend the agenda as follows: remove items 6 and 8 and place on October 2, 2014, agenda as they were not prepared, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

1. Considered for approval the Civil Service Board's Meeting minutes held on September 3, 2014.

    a. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the minutes, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

2. Considered for approval the Civil Service Board's Meeting minutes held on September 4, 2014.

    a. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the minutes, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

3. Considered for approval the Civil Service Board's Executive Session minutes regarding the Satira Walker, Mark Cain, Lynda Cook, Kevin Humphries, Clide Moss, Rodney Lee and India Smith, Sheriff's Office – Involuntary Transfer, grievance hearing held on September 3, 2014.

   a. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the minutes, second by Vice-Chair Lancaster. Discussion on the motion made: The Decision was not prepared yet. No further discussion on the motion made. Motion carried by unanimous vote.

4. Considered for approval the Civil Service Board's Executive Session minutes regarding the Cassandra Pitts, Sheriff's Office, demotion appeal hearing held on September 4, 2014.

   a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the minutes, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

5. Considered request from Darlene Johnson Riggins, Solicitor General, for annual leave donation. (Application was approved on September 10, 2014).

   a. Chairman Bartlett asked Human Resources Director Renee Bright if the request met all civil service requirements. She replied in the affirmative.

   b. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the request, second by Mr. Osagie. Discussion on the motion made: Chairman Bartlett stated the request was approved on September 10, 2014 and it was being placed on the record. No further discussion on the motion made. Motion carried by unanimous vote.

6. Considered request from Tamikia Johnson, Tax Commissioner's Office, for annual leave donation. (Application was approved on September 23, 2014).

   a. Chairman Bartlett stated that the Board was polled prior to the Board meeting and it had approved the request.

   b. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

7. Considered request from Police Chief Gregory Porter to extend the probationary period of Mashaun Montgomery, Police Department, for an additional six months (until April 7, 2015).

   a. Police Legal Advisor Kenneth Green explained the request in detail.

   b. A discussion between the Board and Mr. Green occurred.

c. Chairman Bartlett called for a motion. Mr. Trimble made the motion to approve the request, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote.

8. Considered request from District Attorney Tracy Graham Lawson to extend the probationary period of Daniel Nagel, District Attorney's Office, for an additional six months (until May 10, 2015).

   a. Chairman Bartlett asked HR Director Bright if the request met the requirements. She responded in the affirmative and replied that Mr. Nagel provided a response that he was not contesting the request.

   b. District Attorney Tracy Graham Lawson was in attendance and provided additional information for the Board.

   c. A discussion between the Board and DA Lawson occurred.

   d. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Mr. Trimble. No further discussion on the motion made. Motion carried by unanimous vote.

9. Calendar call.

   a. ***Barry Cauthen, Sheriff's Office*** – Termination Appeal filed February 14, 2011, continued at the request of Appellant Attorney Thomas Florio due to court conflicts.

      i. Chairman Bartlett confirmed appeal was continued.

   b. ***Sherice Jones, Police/Animal Control*** – Termination Appeal filed October 24, 2011.

      i. County Attorney Michelle Youngblood was present and ready to proceed.
      ii. Appellant, Sherice Jones, and her attorney, Keith Martin, were present and ready to proceed.

   c. ***Sonja Sanchez, Sheriff's Office*** – Termination Appeal filed January 12, 2012, continued at the request of County Attorney Michelle Youngblood due to unavailability of a witness.

      i. Appellant's attorney, Keith Martin, did not have any objections.
      ii. Chairman Bartlett stated the case would be placed in chronological order.

   d. ***Enrique St. Louis, Sheriff's Office*** – Termination Appeal filed June 4, 2012, continued at the request of Appellant Attorney Thomas Florio due to court conflicts.

      i. Chairman Bartlett confirmed appeal was continued to November.

e. ***Joseph Rushin, Fire/EMS*** – Termination Appeal filed October 1, 2012.

i. Chairman Bartlett asked if Mr. Rushin was present. Mr. Rushin was not in attendance.
ii. County Attorney Youngblood was present and ready to proceed.
iii. A Fire Department representative was not in attendance. County Attorney Youngblood advised Fire Chief Merkison had a call.
iv. A discussion among the Board, Attorney Youngblood and HR Director Bright occurred.
v. Mr. Trimble made the motion to table a decision on whether Mr. Rushin's appeal would proceed until after lunch today (opportunity to contact Mr. Rushin – would be first item on agenda after lunch), second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote.

f. ***Donna Harris, Sheriff's Office*** – Suspension Appeal filed October 19, 2012, with regards to: I was suspended for one day for violations 7.13 Neglect of Duty and 7.16 requirement that employees complete all tasks assigned to them as assigned.

i. County Attorney Youngblood and Officer Harris were present and ready to proceed.
ii. There were no objections to proceed as two separate hearings.
iii. Chairman Bartlett stated the Sheriff's Office and Officer Harris would be "on call" and all were to leave contact information with HR Director Bright.
iv. Major Samuel Smith advised he was subpoenaed for Magistrate Court tomorrow morning at 9:00 a.m.
v. Chairman Bartlett advised the Board would call Sherice Jones, Police Department, appeal next.
vi. Chairman Bartlett called for a short break. Mr. Trimble made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.
vii. Chairman Bartlett called the meeting back to order.

g. ***Donna Harris, Sheriff's Office*** – Suspension Appeal filed December 20, 2012, with regards to: C.C.S.O. rules and regulations violation 7.18 requirement that employees complete all task assigned to them as assigned – I was suspended for two days.

i. County Attorney Youngblood and Officer Harris were present and ready to proceed.
ii. There were no objections to proceed as two separate hearings.

h. **James S. Long, Police Department** – Three-day suspension appeal filed March 29, 2013.

i. County Attorney Youngblood was present and ready to proceed.

ii. Appellant, Lt. James Long, was present and Attorney Keith Martin stated he was just retained and requested a continuance.

iii. The County objected to the continuance request.

iv. Chairman Bartlett called for a motion. Mr. Trimble made the motion to grant the continuance, second by Dr. Jackson. Discussion on the motion made: The Board would not get to Lt. Long's case today or tomorrow. No further discussion on the motion made. Motion carried by unanimous vote.

v. Mr. Green asked if all parties involving the Lt. James Long, Police Department, appeal could be excused.

vi. Chairman Bartlett excused all parties.

10. ***Appeal*** – Considered appeal filed on October 24, 2011, by Sherice Jones, Police Department, with regards to: Termination.

a. Attorney Youngblood and Attorney Martin were ready to proceed.

b. Chairman Bartlett stated for the record, that Attorney Laurel Henderson would be representing the Civil Service Board for today and tomorrow.

c. Ms. Henderson swore in all witnesses present.

d. Attorney Martin requested an order of sequestration. Attorney Youngblood did not have any objections.

e. Chairman Bartlett explained the 90-minute time limit in detail.

f. Attorney Youngblood gave the County's opening statement. Attorney Martin did not give an opening statement.

g. Attorney Youngblood called Animal Control Officer Tiffany Phillips to the witness stand. She stated her name, where employed and tenure. Attorney Youngblood began questioning Ms. Phillips. Ms. Phillips responded in detail to all questions posed by Attorney Youngblood. Ms. Youngblood mentioned County Exhibit C-7 pages 67 and 57-59.

h. Attorney Youngblood continued questioning Ms. Phillips. Ms. Phillips responded in detail to all questions posed by Attorney Youngblood.

i. Attorney Martin cross-examined Ms. Phillips. Ms. Phillips responded in detail to all questions posed by Attorney Martin.

j. The Board questioned Ms. Phillips. She responded in detail to all questions posed by the Board.

k. There being no further questions, the witness was dismissed from the stand but reserved as a rebuttal witness by the County.

l. Attorney Youngblood called Animal Control Officer Leonard Johnson to the witness stand. He stated his name, where employed and tenure. Attorney Youngblood began questioning Mr. Johnson. Mr. Johnson responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-7 pages 53 and 54.

m. Attorney Youngblood continued questioning Mr. Johnson. Mr. Johnson responded in detail to all questions posed by Attorney Youngblood.

n. Attorney Martin cross-examined Mr. Johnson. Mr. Johnson responded in detail to all questions posed by Attorney Martin. Attorney Martin corrected Mr. Johnson in that he meant to identify County Exhibit C-7 pages "52 and 53".

o. Attorney Martin continued the cross-examination of Mr. Johnson. Mr. Johnson responded in detail to all questions posed by Attorney Martin.

p. The Board questioned Mr. Johnson. He responded in detail to all questions posed by the Board.

q. There being no further questions, the witness was dismissed from the stand but reserved as a rebuttal witness by the County.

r. Attorney Youngblood called Sgt. Ronald Kinsey to the witness stand. He stated his name, where employed, tenure and position. Attorney Youngblood began questioning Sgt. Kinsey. Sgt. Kinsey responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-7 pages 57, 58, 59, 52, 53, 14, 15 and 27. Attorney Martin objected to a question asked "can't comment on mental state". Chairman Bartlett sustained the objection.

s. Attorney Youngblood continued questioning Sgt. Kinsey. Attorney Martin objected. Chairman Bartlett stated Sgt. Kinsey could state how he felt but not how Ms. Jones felt.

t. Attorney Youngblood continued questioning Sgt. Kinsey. Sgt. Kinsey responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-7 page 67. Attorney Martin objected as "Williams was not here to testify". Chairman Bartlett over-ruled the objection. Sgt. Kinsey responded. Attorney Martin objected and asked for the answer to be stricken. Chairman Bartlett sustained the objection, as it has to come from direct knowledge.

u. Attorney Youngblood requested the answer not be stricken.

v. Chairman Bartlett allowed the "yes or no" answer to remain but any further elaboration should not be considered.

w. Attorney Youngblood mentioned County Exhibit C-7 pages 69-74, 62, 63, 64, 56, 54, 55, 51, 50, 48-49, 26, 22, 21, 18-20, 16, 17, 14, 15, 13, 8 [pages 9-74 entire case file] and page 7.

x. Attorney Martin cross-examined Sgt. Kinsey. Sgt. Kinsey responded in detail to all questions posed by Attorney Martin.

y. The Board questioned Sgt. Kinsey. He responded in detail to all questions posed by the Board.

z. There being no further questions, the witness was dismissed from the stand but reserved as a rebuttal witness by the County.

aa. Chairman Bartlett called for a short break. Mr. Trimble made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

bb. Chairman Bartlett called the meeting back to order.

cc. Attorney Youngblood called Police Chief Gregory Porter to the witness stand. He stated his name, tenure and position. Attorney Youngblood began questioning Police Chief Porter. Police Chief Porter responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-7 pages 5 and 6, C-6 (last two pages), C-5 and C-8.

dd. Attorney Youngblood continued questioning Police Chief Porter. Police Chief Porter responded in detail to all questions posed by Attorney Youngblood.

ee. Attorney Martin cross-examined Police Chief Porter. Police Chief Porter responded in detail to all questions posed by Attorney Martin.

ff. The Board questioned Police Chief Porter. He responded in detail to all questions posed by the Board.

gg. There being no further questions, the witness was dismissed from the stand.

hh. Chairman Bartlett called for a lunch break until 1:15 p.m. Mr. Trimble made the motion, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

ii. Chairman Bartlett called the meeting back to order.

11. ***Appeal*** – Considered appeal filed by Joseph Rushin, Fire Department/EMS, on October 1, 2012 with regards to: Termination.

a. Attorney Youngblood renewed the County's motion to dismiss the termination appeal and that it be upheld.

b. HR Director Bright advised the notification was mailed both certified and regular mail but that the certified letter was returned. She also spoke with Mr. Rushin who advised he was on duty in Riverdale and requested a continuance.

c. Attorney Youngblood objected to the continuance request and explained.

d. A discussion between the Board and HR Director Bright occurred.

e. Chairman Bartlett called for a motion regarding the County's motion to deny Mr. Rushin's continuance request. Mr. Trimble made the motion to deny the County's motion, second by Mr. Osagie. Discussion on the motion made: Chairman Bartlett asked HR Director Bright to contact Mr. Rushin and advise no more excuses; the case will be dismissed if he does not show on October 2, 2014. No further discussion on the motion made. Motion carried by unanimous vote.

12. ***Appeal*** – Considered appeal filed on October 24, 2011, by Sherice Jones, Police Department, with regards to: Termination.

a. Attorney Youngblood stated the County had no more witnesses but would like to tender the following exhibits: County Exhibits C-5 – C-8. Attorney Martin did not have any objections to C-5, C-6 or C-8. Attorney Martin objected to County Exhibit C-7 pages 23-25) as the photos were not identified by anyone.

b. Chairman Bartlett made a motion to strike pages 23, 24 and 25 from Exhibit C-7. Attorney Youngblood explained Sgt. Kinsey referred to them during his testimony. Chairman Bartlett stated Sgt. Kinsey couldn't recognize them, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote.

c. Attorney Martin stated the Appellant rested (did not call any witnesses).

d. Attorney Youngblood did not call any rebuttal witnesses.

e. Mr. Trimble gave the following time check: Attorney Martin used 45:43 and Attorney Youngblood used 45:59.

f. Chairman Bartlett stated the Board would go forward with Donna Harris' appeal at 2:30 p.m. today.

g. Chairman Bartlett called for a short break. Mr. Trimble made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

h. Chairman Bartlett called the meeting back to order.

i. Attorney Youngblood reserved the County's right to present closing arguments last. Attorney Martin presented Appellant's closing arguments. Attorney Youngblood presented the County's closing arguments.

j. Chairman Bartlett called for a motion to adjourn into Executive Session to discuss the appeal filed on October 24, 2011, by Sherice Jones, Police Department, with regards to: Termination. Mr. Trimble made the motion, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

k. Chairman Bartlett called the meeting back to order.

l. Chairman Bartlett called for a motion regarding the appeal filed on October 24, 2011, by Sherice Jones, Police Department, with regards to: Termination. Mr. Trimble made the motion that the department's decision be overturned, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

m. Chairman Bartlett addressed Ms. Jones.

13. ***Appeal*** – Considered the appeal filed October 19, 2012, by Donna P. Harris, Sheriff's Office, with regards to: I was suspended for one day for violations 7.13 neglect of duty and 7.16 requirement that employees complete all tasks assigned to them as assigned.

a. Ms. Henderson swore in all witnesses who were present.

b. Chairman Bartlett explained the 30 minute time limit in detail.

c. Attorney Youngblood gave the County's opening statement. Officer Harris gave her opening statement.

d. Chairman Bartlett made the motion for a short break (10 minutes), second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

e. Chairman Bartlett called the meeting back to order.

f. Attorney Youngblood called Lt. Keith McLaughlin to the witness stand.

g. Ms. Henderson swore in Keith McLaughlin.

h. He stated his name, where employed and his duties. Attorney Youngblood began questioning Lt. McLaughlin. Lt. McLaughlin responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-5.

i. Attorney Youngblood continued questioning Lt. McLaughlin. Lt. McLaughlin responded in detail to all questions posed by Attorney Youngblood.

j. Officer Harris did not have any questions for Lt. McLaughlin.

k. The Board did not have any questions for Lt. McLaughlin.

l. There being no further questions, the witness was released. Officer Harris did not have any objections.

m. Attorney Youngblood called Assistant Chief Deputy Shawn Southerland to the witness stand. He stated his name, where employed, duties and position. Attorney Youngblood began questioning Asst. Chief Deputy Southerland. Asst. Chief Deputy Southerland responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-5 page 15, C-4 (first page), C-7, C-8, C-10, and C-5 (pgs. 1, 25 and 26).

n. Attorney Youngblood continued questioning Asst. Chief Deputy Southerland. Asst. Chief Deputy Southerland responded in detail to all questions posed by Attorney Youngblood.

o. Officer Harris cross-examined Asst. Chief Deputy Southerland. Asst. Chief Deputy Southerland responded in detail to all questions posed by Officer Harris. Officer Harris mentioned County Exhibit C-6 p. 00009.

p. Officer Harris continued cross-examination of Asst. Chief Deputy Southerland. Asst. Chief Deputy Southerland responded in detail to all questions posed by Officer Harris.

q. The Board questioned Asst. Chief Deputy Southerland. He responded in detail to all questions posed by the Board.

r. There being no further questions, the witness was dismissed from the stand.

s. Attorney Youngblood called Lt. Paul Barnes to the witness stand. Ms. Henderson swore in Lt. Barnes. He stated his name, where employed and his position. Attorney Youngblood began questioning Lt. Barnes. Lt. Barnes responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-5 page 23.

t. Attorney Youngblood continued questioning Lt. Barnes. Lt. Barnes responded in detail to all questions posed by Attorney Youngblood.

u. Officer Harris cross-examined Lt. Barnes. Lt. Barnes responded in detail to all questions posed by Officer Harris.

v. The Board questioned Lt. Barnes. He responded in detail to all questions posed by the Board.

w. There being no further questions, the witness was dismissed from the stand but reserved as a rebuttal witness by the County.

x. Attorney Youngblood stated the County wanted to tender the following exhibits: County Exhibits C-4 (first page), C-5, C-7, C-8 and C-10. Chairman Bartlett explained what the "tendered" meant to Officer Harris. Officer Harris had no objections.

y. Mr. Trimble gave the following time check: The County had used 18:39 minutes and Officer Harris had used 12:27 minutes.

z. Attorney Youngblood advised the County rested subject to rebuttal witnesses.

aa. Officer Harris called Sgt. Larance Palmer to the witness stand. He stated his name and job capacity. Officer Harris began questioning Sgt. Palmer. Sgt. Palmer responded in detail to all questions posed by Officer Harris. Attorney Youngblood objected as Officer Harris was asking too many questions. Chairman Bartlett explained and sustained the objection.

bb. Officer Harris continued questioning Sgt. Palmer. Sgt. Palmer responded in detail to all questions posed by Officer Harris.

cc. Attorney Youngblood cross-examined Sgt. Palmer. Sgt. Palmer responded in detail to all questions posed by Attorney Youngblood.

dd. The Board did not have any questions for Sgt. Palmer.

ee. There being no further questions, the witness was dismissed.

ff. Officer Harris called Officer Tarshell Cummings to the witness stand. She stated her name, where she was employed and tenure. Officer Harris began questioning Officer Cummings. Officer Cummings responded in detail to all questions posed by Officer Harris.

gg. Attorney Youngblood cross-examined Officer Cummings. Officer Cummings responded in detail to all questions posed by Attorney Youngblood.

hh. The Board did not have any questions for Officer Cummings.

ii. There being no further questions, the witness was dismissed.

jj. Officer Harris asked for a time check. Mr. Trimble advised she had used 21:18 minutes.

kk. Officer Harris called Officer Dorothy Smyre Mason to the witness stand. She stated her name and where employed. Officer Harris began questioning Officer Mason. Officer Mason responded in detail to all questions posed by Officer Harris.

ll. Attorney Youngblood did not have any questions for Officer Mason.

mm. The Board did not have any questions for Officer Mason.

nn. There being no further questions, the witness was dismissed.

oo. Officer Harris asked for a time check. Mr. Trimble advised she had used 23:48 minutes.

pp. Officer Harris took the stand and gave her sworn testimony.

qq. Attorney Youngblood cross-examined Officer Harris. Officer Harris responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-5 page 15, C-11, C-13, C-15, C-14, C-16 and C-15 page 9.

rr. Attorney Youngblood continued the cross-examination of Officer Harris. Officer Harris responded in detail to all questions posed by Attorney Youngblood.

ss. The Board questioned Officer Harris. She responded in detail to all questions posed by the Board.

tt. There being no further questions, the Appellant was dismissed from the stand.

uu. Mr. Trimble gave the following time check: County had 3:18 minutes remaining and Officer Harris had 2:49 minutes remaining.

vv. Attorney Youngblood called Lt. Keith McLaughlin as a rebuttal witness. Attorney Youngblood asked follow-up questions to Lt. McLaughlin. Lt. McLaughlin responded in detail to all questions posed by Attorney Youngblood.

ww. Officer Harris asked one follow-up question to Lt. McLaughlin. Lt. McLaughlin responded in detail to the question posed by Officer Harris.

xx. Attorney Youngblood tendered County Exhibits C-11, C-13, C-14, C-15 and C-16. Officer Harris did not have any objections.

yy. Chairman Bartlett explained the County had the option of presenting its closing arguments first or last. Attorney Youngblood reserved to close last.

zz. Officer Harris presented her closing arguments. Attorney Youngblood presented the County's closing arguments.

aaa. Chairman Bartlett called for a motion to adjourn into Executive Session to discuss the appeal filed October 19, 2012, by Donna P. Harris, Sheriff's Office, with regards to: I was suspended for one day for violations 7.13 neglect of duty and 7.16 requirement that employees complete all tasks assigned to them as assigned. Mr. Trimble made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

bbb. Chairman Bartlett called the meeting back to order.

ccc. Chairman Bartlett called for a motion regarding the appeal filed October 19, 2012, by Donna P. Harris, Sheriff's Office, with regards to: I was suspended for one day for violations 7.13 neglect of duty and 7.16 requirement that employees complete all tasks assigned to them as assigned. Mr. Trimble made the motion that the decision of the Sheriff's Office to suspend Officer Harris for one day be upheld, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

ddd. Chairman Bartlett addressed Officer Harris.

14. Discussion items.

a. **Joseph Rushin – Fire Department/EMS**

i. Attorney Youngblood advised the Board that Fire Chief Merkison would like to start the appeal hearing tomorrow morning at 9:00 a.m.

b. Selection of second meeting dates for November and December 2014.

i. The Board voted to meet only once in November and December. The Regular Meeting dates are as follows: Wednesday, November 5, 2014 and Wednesday, December 3, 2014.

c. Technology Upgrade for the Board.

i. Human Resources Director Renee Bright discussed possible changes and/or future upgrades.

15. Other business.

a. There was no other business.

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Mr. Trimble made the motion to adjourn, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

Meeting adjourned.

LARRY BARTLETT
CHAIRMAN

RENEE BRIGHT
HUMAN RESOURCES DIRECTOR