

CIVIL SERVICE BOARD MEETING

AUGUST 22, 2018

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, August 22, 2018, in the Commissioners' Board Room.

Members present: Larry A. Bartlett, Chairman
Troyce B. Lancaster, Vice-Chair
Dr. Cephus Jackson, Member
Virginia Phillips-Hall, Member

Member absent: J. Mark Trimble, Member

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris; Police Department Legal Advisor Kenneth Green; County Attorney Pamela Everett; County Attorney Michelle Youngblood; Warden Dennis Nelson; Juvenile Court Director Colin Slay; Sheriff's Office Legal Advisor Oliver Hunter; Central Services Purchasing Administrator Chaka Waczkowski; Salim Gordon; Mylisha Adams; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:10 a.m.

Chairman Bartlett called for a motion to adopt the August 22, 2018, agenda. Vice-Chair Lancaster made a motion to amend the agenda to reflect the following: Vice-Chair Lancaster made the motion to amend the agenda, second by Dr. Jackson. No further discussion on the motion. Motion was carried by unanimous vote (4-0).

1. Considered for approval the Civil Service Board's Meeting Minutes held June 27, 2018.
 - a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Minutes, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
2. Considered for approval the Civil Service Board's Meeting Minutes held July 25, 2018.
 - a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Minutes, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

3. Considered request from **Jonathon Gossett, Information Technology**, to use sick leave in lieu of annual leave for the care of his Mother.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the request, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
4. Consider request from Police Chief Kevin Roberts to grant leave without pay for **Rodriguez Erick Amador, Police Department**, to visit his gravely ill father-in-law in Mexico.
 - a. Rodriguez Erick Amador was not in attendance.
 - b. Police Department Legal Advisor Kenneth Green presented the request in detail.
 - c. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
5. Considered request from Police Chief Kevin Roberts to place **Daniel Day** on Leave without Pay.
 - a. Daniel Day was not in attendance.
 - b. Police Department Legal Advisor Kenneth Green presented the request in detail.
 - c. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion. Motion carried by unanimous vote (4-0).
6. Considered request from **Kim Auge, Police Department**, to use sick leave in lieu of annual leave for the care of her Mother.
 - a. Kim Auge was not in attendance.
 - b. Police Department Legal Advisor Kenneth Green presented the request in detail.
 - c. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion. Motion carried by unanimous vote (4-0).
7. Considered request from **Mylisha Adams, Juvenile Court**, for annual leave donation.
 - a. Mylisha Adams was in attendance and presented her request in detail.
 - b. Juvenile Court Director Colin Slay was in attendance.
 - c. Human Resources Director Pamela Ambles advised the request met the Civil Service requirements.
 - d. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the amended request, second by Ms. Phillips-Hall. No further discussion on the motion. Motion was carried by unanimous vote (4-0).

- e. The Board wished Ms. Adams, good luck!
8. Considered request from **Lakisa Buckles, Central Services**, for annual leave donation.
- a. LaKisa Buckles was not in attendance.
 - b. Central Services Purchasing Administrator Chaka Wackowski was in attendance and presented the request in detail.
 - c. HR Director Ambles advised the request met the Civil Service requirements.
 - d. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
9. Calendar Call.
- a. **Vannakhan Souwan (Police Department)** - Appeal filed January 11, 2018, regarding: "Suspension of 10 days". Attorney Grady Dukes requested Officer Souwan's appeal be withdrawn on August 20, 2018. Appeal was withdrawn and removed from the Civil Service log on August 20, 2018.
 - i. Chairman Bartlett confirmed the appeal was withdrawn and removed from the civil service Appeal/Grievance log.
 - b. **Brenda Thomas (Sheriff's Office)** - Grievance filed February 22, 2018, regarding: "Being placed on 10pm to 6am permanent 8 hrs. shifts. Per the email From Sheriff dated 1/11/18 stated "the Sheriff's office will go to permanent 8 hrs. Shifts based on mainly on seniority. I have the second highest seniority amongst the clerical staff".
 - i. Chairman Bartlett confirmed the grievance was removed from today's calendar due to the fact Ms. Thomas' termination would need to be heard prior to considering the grievance.
 - c. **Brenda Thomas (Sheriff's Office)** – Grievance filed May 18, 2018, regarding: "Age discrimination, retaliation".
 - i. Chairman Bartlett confirmed the grievance was removed from today's calendar due to the fact Ms. Thomas' termination would need to be heard prior to considering the grievance.
 - d. **Salim Gordon (Corrections Department/Prison)** – Grievance filed February 1, 2018, regarding: "Retaliation, harassment and hostile work environment".
 - i. Attorney Michelle Youngblood advised the County was ready to proceed but not all witnesses were present, as they were "on-call"/"stand-by".
 - ii. Salim Gordon was present and advised he was ready to proceed.
 - e. **Salim Gordon (Corrections Department/Prison)** – Grievance filed March 16,

2018, regarding: "Retaliation".

- i. Attorney Youngblood advised the County was ready to proceed but not all witnesses were present, as they were "on-call"/"stand-by".
- ii. Salim Gordon was present and advised he was ready to proceed.

10. **(Grievance) - Salim Gordon (Corrections Department/Prison)** – Grievance filed February 1, 2018, regarding: "Retaliation, harassment and hostile work environment".
(Grievance) - Salim Gordon (Corrections Department/Prison) – Grievance filed March 16, 2018, regarding: "Retaliation".

- a. Attorney Youngblood stated it made sense to present both grievances at one time but questioned the amount of time needed, and would request additional time to present.
- b. Chairman Bartlett explained to Mr. Gordon that the County requested to join the two grievances and asked if there were any objections from Mr. Gordon.
- c. Officer Gordon stated he did not have any objections.
- d. Chairman Bartlett stated the Board would move forward with Gordon's grievances.
- e. Chairman Bartlett further advised Mr. Gordon that the Board could only render a recommendation and that it holds no binding authority upon the department Director.
- f. Gordon stated he understood.
- g. Attorney Youngblood requested a total of 60 minutes to present both grievances. Officer Gordon did not have any objections.
- h. Chairman Bartlett called for a motion regarding the County's motion for an additional 30 minutes for a total of 60 minutes. Vice-Chair Lancaster made the motion to approve the County's motion for 60 minutes, second Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- i. Chairman Bartlett asked if there was an order of sequestration.
- j. Attorney Youngblood did not request a sequestration order.
- k. Chairman Bartlett explained what sequestration was to Officer Gordon.
- l. Officer Gordon did not request a sequestration order.
- m. All witnesses were allowed to remain in the boardroom during the hearing.

- n. Chairman Bartlett explained how the time limit would work; opening statement; and closing statements and if he had any questions, he could ask the Board.
- o. Officer Gordon did not have any questions.
- p. Civil Service Board Attorney Joe Harris swore in all witnesses present: Warden Nelson; Salim Gordon; Amey; Boyd; Irvin; Showboat; Murphy; Brooks; Rawls; and Settles.
- q. Chairman Bartlett confirmed ten (10) witnesses were sworn in.
- r. Attorney Youngblood confirmed the following witnesses were "on-call": Blassingame; Simmons; Holsey; Smith; Gooden; Mair; Corporal Ward and James.
- s. Officer Salim Gordon presented his opening statement.
- t. Attorney Youngblood presented the County's opening statement.
- u. Chairman Bartlett explained the next steps to Officer Gordon.
- v. Officer Gordon called Nate Ervin to the witness stand. He stated his name and tenure with the Prison. Officer Gordon began questioning Officer Ervin. Attorney Youngblood objected as what Officer Ervin was testifying to did not have in Clayton County but in another agency. Chairman Bartlett sustained the objection.
- w. Officer Gordon continued questioning Officer Ervin. Officer Ervin responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was "leading" the witness. Chairman Bartlett explained to Officer Gordon and sustained the objection.
- x. Officer Gordon continued questioning Officer Ervin. Officer Ervin responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was "testifying". Chairman Bartlett told Officer Gordon he could not testify.
- y. Officer Gordon continued questioning Officer Ervin. Officer Ervin responded in detail to all questions posed by Officer Gordon.
- z. Attorney Youngblood began cross-examination of Officer Ervin. Officer Ervin responded in detail to all questions posed by Attorney Youngblood.
- aa. The Board questioned Officer Ervin. He responded in detail to all questions posed by the Board.
- bb. There being no further questions, the witness was released. Attorney Youngblood had no objections.

- cc. Officer Gordon called Barry Brooks to the witness stand. He stated his name and tenure with the Prison. Officer Gordon began questioning Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as to "assuming facts not in evidence" and explained. Chairman Bartlett over-ruled the objection. Attorney Youngblood renewed her objection. Chairman Bartlett noted her objection and over-ruled a second time.
- dd. Officer Gordon continued questioning Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected to his response as to "hearsay". Chairman Bartlett over-ruled the objection.
- ee. Officer Gordon continued questioning Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Officer Gordon.
- ff. Attorney Youngblood began cross-examination of Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-6.
- gg. Attorney Youngblood continued the cross-examination of Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Attorney Youngblood.
- hh. The Board questioned Lt. Brooks. He responded in detail to all questions posed by the Board.
- ii. Officer Gordon asked to ask an additional question of Lt. Brooks. Attorney Youngblood objected. Chairman Bartlett over-ruled the objection.
- jj. Officer Gordon re-directed Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was "testifying". Chairman Bartlett sustained the objection.
- kk. Officer Gordon continued re-direct of Lt. Brooks. Officer Gordon mentioned County Exhibit C-6 (back of page). Attorney Youngblood objected. Chairman Bartlett sustained the objection.
- ll. Attorney Youngblood did not have additional questions of Lt. Brooks.
- mm. The Board questioned Lt. Brooks. He responded in detail to all questions posed by the Board.
- nn. Officer Gordon asked to ask one more question. Chairman Bartlett polled the Board. The Board agreed to allow the question. Attorney Youngblood objected. Chairman Bartlett noted the objection and over-ruled it.
- oo. Officer Gordon asked additional questions of Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Officer Gordon.

- pp. The Board did not have any additional questions of Lt. Brooks.
- qq. Officer Gordon stated the witness could be released. Attorney Youngblood did not have any objections.
- rr. Chairman Bartlett called for a short break. Vice-Chair Lancaster made the motion for a short break, second by Chairman Bartlett. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- ss. Chairman Bartlett called the meeting back to order.
- tt. Officer Gordon called George Murphy to the witness stand. He stated his name, shift that he works on and tenure with the Prison. Officer Gordon began questioning Officer Murphy. Officer Murphy responded in detail to all questions posed by Officer Gordon.
- uu. Attorney Youngblood began cross-examination of Officer Murphy. Officer Murphy responded in detail to all questions posed by Attorney Youngblood.
- vv. The Board questioned Officer Murphy. He responded in detail to all questions posed by the Board.
- ww. There being no further questions, the witness was released. Attorney Youngblood did not have any objections.
- xx. Officer Gordon asked for a timecheck: Officer Gordon had 10 minutes remaining.
- yy. Chairman Bartlett explained that the 10 minutes included time to question witnesses, cross-examined witnesses, and closing arguments.
- zz. Officer Gordon called Mussolini Settles to the witness stand. He stated his name, and tenure with the Prison. Officer Gordon began questioning Officer Settles. Officer Settles responded in detail to all questions posed by Officer Gordon. Officer Gordon mentioned County Exhibit C-4 (page 2).
- aaa. Officer Gordon continued questioning Officer Settles. Officer Settles responded in detail to all questions posed by Officer Gordon.
- bbb. Attorney Youngblood began cross-examination of Officer Settles. Officer Settles responded in detail to all questions posed by Attorney Youngblood.
- ccc. The Board questioned Officer Settles. He responded in detail to all questions posed by the Board.

- ddd. There being no further questions, the witness was released. Attorney Youngblood did not have any objections.
- eee. Officer Gordon rested his case.
- fff. Attorney Youngblood asked if all remaining witnesses could be released.
- ggg. Chairman Bartlett released all witnesses. Officer Gordon did not have any objections.
- hhh. Attorney Youngblood called Robert Boyd to the witness stand. He stated his name, where employed, and tenure as a Captain. Attorney Youngblood began questioning Capt. Boyd. Capt. Boyd responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-6 (pages 1-3).
- iii. Attorney Youngblood continued questioning Capt. Boyd. Capt. Boyd responded in detail to all questions posed by Attorney Youngblood.
- jjj. Officer Gordon began cross-examination of Capt. Boyd. Capt. Boyd responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was "testifying".
- kkk. Officer Gordon continued the cross-examination of Capt. Boyd. Capt. Boyd responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was "testifying".
- lll. Officer Gordon continued the cross-examination of Capt. Boyd. Capt. Boyd responded in detail to all questions posed by Officer Gordon.
- mmm. The Board questioned Capt. Boyd. He responded in detail to all questions posed by the Board.
- nnn. There being no further questions, the witness was held for rebuttal by the County.
- ooo. Officer Gordon stated he would have kept Lt. Brooks if he knew he could.
- ppp. Attorney Youngblood called Ray Amey to the witness stand.
- qqq. Officer Gordon requested an additional 10 minutes to present his closing.
- rrr. Chairman Bartlett stated the 10 minutes would include direct, cross-examination, and closing statements (all inclusive).
- sss. Officer Gordon asked if he could ask Attorney Youngblood what other witnesses she would call after Amey.
- ttt. Officer Gordon requested 20 more minutes.

- uuu. Chairman Bartlett explained in detail his leniency. Attorney Youngblood objected as the Board had already extended the hearing to 60 minutes and that any additional time would be a gift (objected to 10 minutes and objected to 20 minutes additional).
- vvv. Chairman Bartlett polled the Board. The Board approved a 10-minute extension for a total of 70 minutes. Attorney Youngblood asked if she would receive an additional 10 minutes as well.
- www. Chairman Bartlett stated both sides would receive the additional 10 minutes.
- xxx. He stated his name, tenure with the Prison and position held. Attorney Youngblood began questioning Major Amey. Major Amey responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-10 (pages 4, 5, 6 and 8) and C-11 (DVD) – played this video.
- yyy. Attorney Youngblood continued questioning Major Amey. Major Amey responded in detail to all questions posed by Attorney Youngblood.
- zzz. Officer Gordon began cross-examination of Major Amey. Major Amey responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was “testifying”. Officer Gordon approached the Board and showed them a document he was testifying about. Officer Gordon mentioned County Exhibit G-6 (last page).
- aaaa. Officer Gordon continued the cross-examination of Major Amey. Major Amey responded in detail to all questions posed by Officer Gordon. Attorney Youngblood objected as Officer Gordon was “making statements or testifying”. Chairman Bartlett advised Officer Gordon he could ask the witness a question and could make a statement during his closing or testimony.
- bbbb. Officer Gordon continued the cross-examination of Major Amey. Major Amey responded in detail to all questions posed by Officer Gordon. Officer Gordon mentioned County Exhibit C-1 (page 2).
- cccc. Chairman Bartlett advised he would allow Officer Gordon to finish with this witness but to be brief, as he was out of time.
- dddd. Attorney Youngblood asked Vice-Chair Lancaster to keep track of time.
- eeee. Officer Gordon continued the cross-examination of Major Amey. Major Amey responded in detail to all questions posed by Officer Gordon. Chairman Bartlett stopped Officer Gordon’s questioning and stated he was now at 18 minutes.
- ffff. Chairman Bartlett polled the Board to grant an extension to 20 minutes, which would allow Officer Gordon two minutes to present his closing.

- gggg. The Board was polled and agreed to a two-minute extension.
- hhhh. The Board questioned Major Amey. He responded in detail to all questions posed by the Board. Chairman Bartlett directed the Board to disregard Major Amey's last statement.
- iiii. There being no further questions, the witness was released.
- jjjj. Attorney Youngblood called Kevin Ward to the witness stand. Attorney Harris swore-in Kevin Ward. He stated his name, where employed and tenure with the Prison. Attorney Youngblood began questioning Corporal Ward. Corporal Ward responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-10 (page 6).
- kkkk. Attorney Youngblood continued questioning Corporal Ward. Corporal Ward responded in detail to all questions posed by Attorney Youngblood.
- llll. Chairman Bartlett asked Officer Gordon to make a decision as to cross-examining the witness or keeping his last two minutes for closing.
- mmmm. Officer Gordon began cross-examination of Corporal Ward. Corporal Ward responded in detail to all questions posed by Officer Gordon.
- nnnn. The Board questioned Corporal Ward. He responded in detail to all questions posed by the Board.
- oooo. Officer Gordon advised he found the statement and had Corporal Ward to read statement allowed and continued cross-examination of Corporal Ward. Corporal Ward responded in detail to all questions posed by Officer Gordon.
- pppp. Attorney Youngblood did not have any re-direct.
- qqqq. The Board questioned Corporal Ward. He responded in detail to all questions posed by the Board.
- rrrr. There being no further questions, the witness was dismissed.
- ssss. Attorney Youngblood called Anthony Simmons to the witness stand. Attorney Harris swore-in Anthony Simmons. He stated his name, tenure with the Prison and tenure as Lieutenant. Attorney Youngblood began questioning Lt. Simmons. Lt. Simmons responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-10 (page 5).
- tttt. Attorney Youngblood continued questioning Lt. Simmons. Lt. Simmons responded in detail to all questions posed by Attorney Youngblood.
- uuuu. Officer Gordon did not have any questions for Lt. Simmons.

- vvvv. The Board did not have any questions for Lt. Simmons.
- wwww. The Board decided to continue and work through lunch.
- xxxx. Vice-Chair called for a quick break, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- yyyy. Chairman Bartlett called the meeting back to order.
- zzzz. Attorney Youngblood called Dennis Nelson to the witness stand. He stated his name, where employed and tenure as Warden. Attorney Youngblood began questioning Warden Nelson. Warden Nelson responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-6, C-5, C-10 (pages 3 and 1-2), C-4, C-1 (page 2), C-7, C-9, C-12, C-14, C-15, and C-18.
- aaaa. Timecheck: County had 10 minutes remaining.
- bbbb. Attorney Youngblood continued questioning Warden Nelson. Warden Nelson responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibit C-19.
- cccc. Officer Gordon cross-examined Warden Nelson. Warden Nelson responded in detail to all questions posed by Officer Gordon.
- dddd. The Board questioned Warden Nelson. He responded in detail to all questions posed by the Board.
- eeee. There being no further questions, the witness stepped down.
- ffff. Attorney Youngblood tender the following exhibits: C-4, C-5, C-6, C-7, C-9, C-10, C-11, C-12, C-14, C-15, C-18, and C-19. Officer Gordon did not object
- gggg. Officer Gordon asked to ask an additional question. Attorney Youngblood objected as Officer Gordon "already rested". Chairman Bartlett over-ruled the objection.
- hhhh. Officer Gordon asked to tender the following exhibits: C-8 and total packet of Grievant's exhibits. Attorney Youngblood objected to tendering a County exhibit (C-8) and there was no testimony given. Gordon said there was. Chairman Bartlett did not recall testimony provide as to County Exhibit C-8 and sustained the objection.
- iiii. Attorney Youngblood objected to G-2, no testimony given. The Board was polled. Chairman Bartlett over-ruled the objection.

- jjjj. Attorney Youngblood objected to G-3, no testimony given. The Board was polled. Chairman Bartlett sustained the objection.
- kkkkk. Attorney Youngblood objected to G-5, no testimony given. Chairman Bartlett sustained the objection and noted only pages 3 and 5 would be allowed.
- lllll. Chairman Bartlett stated he had questions of Officer Gordon but retracted this statement as it was out of the normal procedures of the Board.
- mmmmm. Chairman Bartlett stated he would allow couple of minutes for closing.
- nnnnn. Timecheck: Grievant used 80 minutes and explained in detail to Attorney Youngblood that the Board is fair and equitable to all parties and would extend the County's total closing time to 7 minutes. Attorney Youngblood objected for the fourth time regarding the granting of an extension for the Grievant since the Grievant did not request additional time there is prejudice and the scales are tipped to the other side.
- ooooo. Chairman Bartlett asked Attorney Harris if there were any limits to extensions. Attorney Harris responded there was none.
- ppppp. The Board was polled to allow two additional minutes and all members agreed. Chairman Bartlett over-ruled the objection.
- qqqqq. Chairman Bartlett sternly advised Officer Gordon to look at his watch because he did not want to have to cut him off.
- rrrrr. Chairman Bartlett called for a short break. Vice-Chair Lancaster made the motion, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- sssss. Chairman Bartlett called the meeting back to order.
- ttttt. Attorney Youngblood presented the County's closing arguments.
- uuuuu. Officer Gordon presented his closing arguments. Attorney Youngblood objected as a statement made by Officer Gordon "was not in evidence". Chairman Bartlett over-ruled the objection and stated this would only be considered as a statement and not sworn testimony.
- vvvvv. Vice-Chair Lancaster raised her hand for Officer Gordon to stop his closing.
- wwwww. Chairman Bartlett stated the Board would rule separately on each grievance.
- xxxxx. Chairman Bartlett called for a motion to adjourn into Executive Session to consider the grievances as follows: Grievance filed February 1, 2018, regarding: "Retaliation, harassment and hostile work environment and

Grievance filed March 16, 2018, regarding: "Retaliation". Dr. Jackson made the motion to adjourn, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

yyyyy. Chairman Bartlett called the meeting back to order.

zzzzz. Chairman Bartlett called for a motion regarding Salim Gordon (Corrections Department/Prison) Grievance filed February 1, 2018, regarding: "Retaliation, harassment and hostile work environment". Dr. Jackson made the motion based on the evidence, the grievance be denied, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

aaaaa. Chairman Bartlett called for a motion regarding Salim Gordon (Corrections Department/Prison) Grievance filed March 16, 2018, regarding: "Retaliation". Dr. Jackson made the motion based on the evidence, the grievance be denied. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

bbbbb. The Board wished Officer Gordon, good luck!

11. Discussion items.

a. Executive Session –

Rodney Williams (Sheriff's Office) – Termination appeal

- i. Chairman Bartlett called for a motion to adjourn into Executive Session to discuss Rodney Williams (Sheriff's Office) – Termination Appeal Decision. Dr. Jackson made the motion to adjourn, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- ii. Chairman Bartlett called the meeting back to order.
- iii. Considered for approval the Civil Service Board's Executive Session Minutes regarding **Rodney Williams, Sheriff's Office**, termination appeal hearing held July 25, 2018.
- iv. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion approve the Minutes, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- v. Consider for approval the Civil Service Board's Decision regarding **Rodney Williams, Sheriff's Office**, termination appeal hearing held July 25, 2018.

- vi. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Decision, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- b. Confirmed meeting date(s) for September 2018.
 - i. Next meeting date is Wednesday, September 26, 2018 at 9:00 a.m.
 - ii. Chairman Bartlett called for a motion to approve September 26, 2018 as next meeting date. Vice-Chair Lancaster made the motion to approve the date, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- c. Upcoming cases for September 2018.
 - i. *Cassandra Pitts, Heather Roscoe, Grace Taylor and Jessica Johnson.*
- 12. Other business.
 - a. Sheriff's Office appeals/grievances.
 - i. Attorney Youngblood stated the Sheriff's Office wished to request the Civil Service Board continue all pending Sheriff's Office cases until *Rodney Williams'* appeal has been heard before Clayton County Superior Court.
 - ii. Chairman Bartlett stated that he did not want to put the cart before the horse and Dr. Jackson interjected and stated he was concerned and offended as a taxpayer.
 - iii. Chairman Bartlett stated he might have dreamt or heard that the appeal would probably go on a calendar as early as November 2018.
 - iv. Attorney Youngblood stated her instructions were any case where the Board choose to act other than abiding by Judge Simmons' ruling.
 - v. Chairman Bartlett called for a motion regarding County's motion to continue all Sheriff's Office cases until a decision as to *Rodney Williams'* appeal is received (one month). Dr. Jackson made the motion for a one-month continuance and a concrete decision afterwards, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - vi. Chairman Bartlett confirmed there would be no subpoenas for Sheriff's Office cases until appeal is decided.

- vii. Chairman Bartlett confirmed that the County's attorney would provide written documentation to Human Resources regarding this continuance request.
 - viii. Chairman Bartlett amended the list of cases for September to include the following: Jessica Johnson (Juvenile Court) and George Murphy (Corrections).
 - ix. No Board member was opposed to continuing the Sheriff's Office cases.
13. HR Director Pamela Ambles placed on the record the Board of Commissioners' voted and entered into an **Intergovernmental Agreement with the Development Authority**. The Economic Development employees – two (2) Mikisha Calloway and Tamara Patridge would be out of a job but would have reinstatement rights for two years.
- a. Chairman Bartlett questioned HR Director Ambles if an effort was made to locate other employment within the county for these employees.
 - b. HR Director Ambles stated she had met with all affected employees and mentioned she would reach out to other departments for availability but right now there was nothing that would automatically transfer them to a different department.

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Dr. Jackson 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



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR