

CIVIL SERVICE BOARD MEETING

OCTOBER 24, 2018

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, October 24, 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; County Attorney Michelle Youngblood; Police Chief Kevin Roberts; Kenneth Green, Legal Advisor, Police Department; Warden Dennis Nelson; Juvenile Court Director Colin Slay; George Murphy; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:07 a.m.

Chairman Bartlett called for a motion to adopt the October 24, 2018, agenda. Vice-Chair Lancaster made a motion to adopt the agenda with an exception of adding Item 9a – Annual Leave request from Gloria Brown, Probate Court, 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 September 26, 2018.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
2. Considered for approval the Civil Service Board's Executive Session Minutes regarding **Jessica Johnson, Juvenile Court**, appeal filed May 10, 2018, and hearing held August 22, 2018.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0); Dr. Jackson abstained from voting.

3. Considered for approval the Civil Service Board's Decision regarding **Jessica Johnson, Juvenile Court**, appeal filed May 10, 2018, and hearing held August 22, 2018.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Decision, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0); Dr. Jackson abstained from voting.
4. Considered request from **Justin Gossett, Transportation & Development**, to use sick leave to care for his Father and Mother, to be made retroactive to October 3, 2018.
 - a. 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).
5. Considered request from **Shakela Webster, Police/Administration**, for annual leave donation. (Board was polled and approved application on October 2, 2018.)
 - a. Chairman Bartlett noted for the record that the Board was polled and approved the request.
6. Considered request from **Sherice Jones, Police/Administration – Animal Control**, to use sick leave reserve.
 - a. Kenneth Green, Legal Advisor, Police Department, presented the request in detail.
 - b. Sherice Jones was not in attendance
 - 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 made. Motion carried by unanimous vote (4-0).
 - d. Chairman Bartlett stated Sick Leave Reserve requests should be addressed during the Civil Service Re-Write Committee meetings.
 - e. County Attorney Michelle Youngblood stated this matter was considered during the first Re-Write Committee meetings.
 - f. Human Resources Director Pamela Ambles advised that this matter would need to be re-done as she could not sign off on what was advanced by a previous director.
7. Considered request from **Noel Robinson, Police/Administration**, for annual leave donation. (Board was polled and approved application on October 7, 2018.)
 - a. Chairman Bartlett noted for the record that the Board was polled and approved the request.
8. Considered request from **Gloria Brown, Probate Court**, for annual leave donation.
 - a. Human Resources Director Pamela Ambles confirmed the request met the Civil Service requirements.

- b. 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. Considered request from Chief of Police Kevin Roberts, to allow **Janet Sutton, Police/Administration**, to take leave without pay for the following dates: October 18-19, 2018 and November 4-7, 2018.
- a. Kenneth Green, Legal Advisor, Police Department presented the request in detail.
 - b. 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).
10. Considered request from **Chief of Police Kevin Roberts**, for new promotional process for the Police Department.
- a. Chief of Police Kevin Roberts presented the request in detail.
 - b. A lengthy discussion between the Board and Chief of Police Roberts occurred.
 - c. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the new promotional procedures as outlined, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
11. Calendar Call.
- a. **George Murphy (Corrections)** – Appeal filed July 20, 2018, regarding: “The written reprimand and one day of suspension”.
 - i. Attorney Youngblood stated the County was ready to proceed.
 - ii. George Murphy stated he was ready to proceed.
 - b. Chairman Bartlett stated that there would be an Executive Session scheduled for 11:00 a.m., today, regarding personnel matters.
 - c. Civil Service Board Attorney Joe Harris advised the Board that “polled” matters should be voted on.
 - d. Chairman Bartlett called for a motion regarding **Shakela Webster, Police Department**, for annual leave donation. Dr. Jackson made the motion to approve the application, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - e. Chairman Bartlett called for a motion regarding **Noel Robison, Police Department**, for annual leave donation. Dr. Jackson made the motion to approve the application, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - f. A brief discussion among the Board occurred about previous procedures regarding “polled” matters.

12. **(Appeal) - George Murphy (Corrections)** – Appeal filed July 20, 2018, regarding: “The written reprimand and one day of suspension”.
- a. Attorney Youngblood stated all County witnesses were present.
 - b. Officer George Murphy stated all witnesses were present except, Shuntavius Blasingame and advised the Board Attorney Youngblood had spoken with him and stated his witnesses would need to be “on call”. Attorney Youngblood explained her conversation with Officer Murphy to the Board.
 - c. Attorney Joe Harris swore in all witnesses present (Warden Nelson, Ray Amey, Angela Gooden, Mussolini Settles, Barry Brooks, and Salim Gordon). Deputy Warden Holsey and Shuntavius Blasingame were not present. Officer Murphy advised the Board he would not provide testimony.
 - d. Chairman Bartlett explained the hearing guidelines in detail. Neither party had any questions.
 - e. Chairman Bartlett asked if there was an order of sequestration.
 - f. Officer Murphy did not have a request, but Attorney Youngblood stated the County requested sequestration.
 - g. Chairman Bartlett excused all parties to the lobby area.
 - h. Attorney Youngblood presented the County’s opening statement.
 - i. Officer Murphy presented his opening statement.
 - j. Attorney Youngblood called Angela Gooden to the witness stand. She stated her name, current shift, tenure and years in Corrections. Attorney Youngblood began questioning Lieutenant Gooden. Lt. Gooden responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-13, C-10, C-8, and C-7.
 - k. Attorney Youngblood continued questioning Lt. Gooden. Lt. Gooden responded in detail to all questions posed by Attorney Youngblood.
 - l. Officer Murphy began cross-examination of Lt. Gooden. Lt. Gooden responded in detail to all questions posed by Officer Murphy. Officer Murphy mentioned County Exhibits C-13 and C-7.
 - m. Officer Murphy continued the cross-examination of Lt Gooden. Lt. Gooden responded in detail to all questions posed by Officer Murphy.
 - n. Timecheck: Appellant used 24 minutes and 53 seconds and County used 11 minutes and 16 seconds.

- o. Chairman Bartlett cautioned the Appellant regarding his use of time.
- p. The Board questioned Lt. Gooden. She responded in detail to all questions posed by the Board.
- q. There being no further questions, the witness was held for rebuttal (returned to sequestration).
- r. 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).
- s. Chairman Bartlett called the meeting back to order.
- t. Attorney Youngblood called Ray Amey to the witness stand.
- u. Chairman Bartlett addressed Officer Murphy regarding his remaining time and advised the Board clearly outlined what the 30 minutes entailed.
- v. Officer Murphy requested an additional 10 minutes.
- w. Attorney Youngblood objected as the Board clearly explained at the beginning of the hearing and Officer Murphy was provided with hearing guidelines in writing.
- x. Chairman Bartlett stated that the time would be extended for both sides.
- y. A brief discussion among the Board members occurred regarding the extension of time.
- z. Chairman Bartlett called for a motion to extend the time for an additional 10 minutes to equal 40 minutes per side. Ms. Phillips-Hall made the motion to approve the extension, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (3-0); Dr. Jackson voted against.
- aa. Attorney Youngblood called Ray Amey to the witness stand. He stated his name, where employed, tenure, current position, and tenure in position. Attorney Youngblood began questioning Major Amey. Major Amey responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-6, C-8, and C-10.
- bb. Attorney Youngblood continued questioning Major Amey. Major Amey responded in detail to all questions posed by Attorney Youngblood.
- cc. Officer Murphy did not have any questions for Major Amey.

- dd. The Board questioned Major Amey. He responded in detail to all questions posed by the Board.
- ee. There being no further questions, the witness was held for rebuttal (returned to sequestration).
- ff. Attorney Youngblood called Dennis Nelson to the witness stand. He stated his name and position. Attorney Youngblood began questioning Warden Nelson. Warden Nelson responded in detail to all questions posed by Attorney Youngblood. Attorney Youngblood mentioned County Exhibits C-24, C-12, C-14, C-15, C-11, C-4 and C-5.
- gg. Attorney Youngblood continued questioning Warden Nelson. Warden Nelson responded in detail to all questions posed by Attorney Youngblood.
- hh. The Board questioned Warden Nelson. He responded in detail to all questions posed by the Board.
- ii. There being no further questions, the witness stepped down from the witness stand.
- jj. Attorney Youngblood tendered the following County Exhibits:

<u>Exhibit Nos.</u>	<u>Objections (Yes/No)</u>
C-4, C-5, C-6, C-7, C-8, C-10, C-11, C-12, C-13, C-14, C-15, C-22 and C-24	No – Officer Murphy did not have any objections

- kk. Attorney Youngblood rested the County's case subject to rebuttal.
- ll. Officer Murphy advised the Board he no longer needed his witness, Shuntavius Blassingame.
- mm. Chairman Bartlett called for a motion to release the witness, Shuntavius Blassingame. Dr. Jackson made the motion to release the witness, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- nn. A brief discussion between the Board and its attorney occurred regarding reconvening and breaking for lunch.
- oo. Chairman Bartlett called for a motion to adjourn into Executive Session to discuss personnel matters. Dr. Jackson made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- pp. Chairman Bartlett called the meeting back order.

- qq. Chairman Bartlett called for a motion to break for lunch until 1:15 p.m. Dr. Jackson made the motion, second by Ms. Philips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- rr. Chairman Bartlett called the meeting back to order.
- ss. Timecheck: Appellant used 30 minutes and 30 seconds and County used 25 minutes and 31 seconds.
- tt. Officer Murphy called Barry Brooks to the witness stand. He stated his name and where employed. Officer Murphy began questioning Lieutenant Brooks. Lt. Brooks responded in detail to all questions posed by Officer Murphy.
- uu. Attorney Youngblood began cross-examination of Lt. Brooks. Lt. Brooks responded in detail to all questions posed by Attorney Youngblood.
- vv. The Board questioned Lt. Brooks. He responded in detail to all questions posed by the Board.
- ww. There being no further questions, the witness was released.
- xx. Officer Murphy called Salim Gordon to the witness stand. He stated his name, where employed, and position. Officer Murphy began questioning Officer Gordon. Officer Gordon responded in detail to all questions posed by Officer Murphy. Attorney Youngblood objected to a question posed by Officer Murphy "as there was no question asked".
- yy. Officer Murphy continued questioning Officer Gordon. Officer Gordon responded in detail to all questions posed by Officer Murphy.
- zz. Attorney Youngblood began cross-examination of Officer Gordon. Officer Gordon responded in detail to all questions posed by Officer Murphy.
- aaa. The Board did not have any questions for Officer Gordon.
- bbb. There being no further questions, the witness was released.
- ccc. Appellant, Officer Murphy asked to provide testimony during his closing. Attorney Youngblood objected as his closing will not be under oath and considered testimony. Chairman Bartlett sustained the objection and advised Officer Murphy his closing would not be considered testimony.
- ddd. Timecheck: Officer Murphy used 31 minutes.
- eee. Attorney Harris swore in George Murphy. He stated his name, where employed, tenure, and tenure at position. Officer Murphy provided sworn testimony.

- fff. Attorney Youngblood began cross-examination of Officer Murphy. Officer Murphy responded in detail to all questions posed by Attorney Youngblood.
- ggg. The Board questioned Officer Murphy. He responded in detail to all questions posed by the Board.
- hhh. There being no further questions, the witness stepped down from the witness stand.
- iii. Officer Murphy stated he rested his case and asked to tender the following Appellant Exhibits:

Exhibit Nos.

Objections (Yes/No)

A-10

Yes – Objection, as the document was not specifically identified during testimony; Chairman Bartlett sustained the objection

A-8

No – No objections

- jjj. Attorney Youngblood stated the County did not have any rebuttal witnesses to present.
- kkk. Attorney Youngblood reserved the County’s right to present closing arguments last.
- lll. Officer Murphy presented his closing arguments.
- mmm. Attorney Youngblood presented the County’s closing arguments.
- nnn. Chairman Bartlett directed Human Resources Director Pamela Ambles to release all witnesses left in sequestration (in the lobby area).
- ooo. Chairman Bartlett called for a motion to adjourn into Executive Session to consider the appeal filed July 20, 2018, by ***George Murphy, Corrections***, regarding: “The written reprimand and one day of suspension”. Vice-Chair Lancaster made the motion, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- ppp. Chairman Bartlett called the meeting back to order.
- qqq. Chairman Bartlett called for a motion concerning the appeal filed July 20, 2018, by ***George Murphy, Corrections***, regarding: “The written reprimand and one day of suspension”. Dr. Jackson made the motion that the Board upholds the County’s decision, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- rrr. Officer Murphy did not have any questions for the Board.

sss. Chairman Bartlett addressed Officer Murphy.

13. Discussion items.

a. Confirmed Item 13 was handled at 11:45 a.m., during Executive Session.

b. Confirmed meeting date(s) for November 2018.

i. Dr. Jackson recommended the November Meeting date be set for November 14, 2018.

ii. Chairman Bartlett called for a motion to change the November Meeting date from the Fourth Wednesday, to November 14, 2018. Dr. Jackson made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

c. Confirmed meeting date(s) for December 2018.

i. Dr. Jackson recommended the December Meeting date be set for December 12, 2018.

ii. Chairman Bartlett called for a motion to change the December Meeting date from the Fourth Wednesday, to December 12, 2018. Dr. Jackson made the motion, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

d. Sheriff's Office appeals/grievances.

i. Chairman Bartlett asked again for Attorney Youngblood to provide Human Resources with written documentation concerning placing remaining appeals on "hold" pending the outcome of the *Rodney Williams* appeal to Superior Court.

e. Upcoming cases for November and December 2018.

i. Salim Gordon (Corrections) – Appeal filed September 10, 2018, regarding, "One day suspension" should be placed on the agenda for November 14, 2018.

ii. All Probate Court terminations should be placed on the agenda for December 12, 2018.

f. Civil Service Annual Training.

i. Place Training on our November agenda.

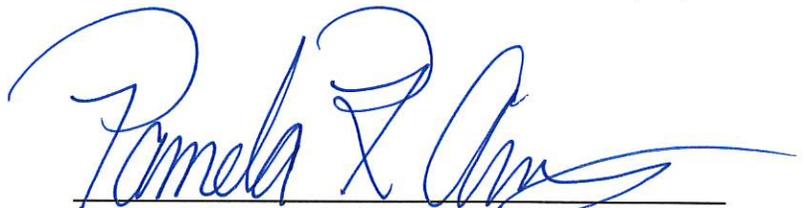
14. Other business.
- a. The Board will leave today's Meeting and go to Human Resources to have its new ID badges prepared.
 - b. Attorney Joe Harris asked for a badge as well.

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 (4-0).

Meeting adjourned.



LARRY BARTLETT
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR