

CIVIL SERVICE BOARD MEETING

JULY 24, 2019

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, July 24, 2019, 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; Appellant Attorney Keith Martin; Police Department Legal Advisor Kenneth Green; Finance Manager Falisha Smith; Director of Buildings and Maintenance Benjamin Hopkins; Grace Taylor; Stephen Holmes; Tamara Saucer; Tabatha Givens; Officer Kenyatta Kelechi; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:05 a.m.

Chairman Bartlett called for a motion to adopt the July 24, 2019, agenda. Vice-Chair Lancaster made the motion to add Item 7a request for annual leave donation for **(Brian Freeman (Police Department))**. Dr. Jackson made the motion to adopt the agenda as amended, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion was carried by unanimous vote (4-0).

1. Considered for approval the Civil Service Board's Meeting Minutes held on June 26, 2019.
 - 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 Executive Session Meeting Minutes held on June 26, 2019 regarding personnel matters.
 - 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).

- thing and that was disposable to us (Appellant) the service of County's subpoenas witness Ms. Wiggins who was also not served.
- v. Attorney Youngblood stated Ms. Tawanna Wiggins was one of the witnesses out of FMLA and Major Mark Felgenhauer was the other.
 - vi. Chairman Bartlett confirmed Sergeant Joseph Spain would be available this afternoon.
 - vii. Chairman Bartlett supported Attorney Youngblood's comment: This is not a termination case, it is a demotion case; should there be a reversal of the decision of the department head or elected official and it just a matter of compensation.
 - viii. Chairman Bartlett advised his concern going forward and would refer to Mr. Harris. He did not want the Board to go forward with the case making a good case for an appeal.
 - ix. Attorney Martin wanted to clarify that it was the County that had put her and the Board, Ms. Ambles and Mr. Harris in this position. If it is correct the Sheriff's Office is going to appeal. They are putting you in this position to delay, to avoid, do anything and everything it can to avoid this case on its merits. In addition, this case on its merits could have and should have been continued as early as July 15th.
 - x. Attorney Martin asked the Board to consider the loss of Officer Grace Taylor for delaying possibly a month. Also, weigh in on fairness of what is being done to her.
 - xi. Chairman Bartlett asked for Mr. Harris' opinion for the Board to make sure Board was on solid grounds for any decision the Board would make.
 - xii. Attorney Youngblood appreciated some of the things Attorney Martin had to say, but objected for the record his characterization that this case has been deliberate on behalf of the County to delay or push this hearing off was not the case.
 - xiii. Chairman Bartlett asked Mr. Harris based on averting that he heard should the Board deny the request for continuance. Are we on solid foundation to move forward with the hearing and its sole purpose will not cause any decision the Board made to be overturned?
 - xiv. Mr. Harris responded that he could not give a guarantee, but the rules give a very broad description on continuances. It is intended to try to insulate you from appeals based on granting or denying your continuances but the Sheriff also told the Board he was going to appeal every case he was going to lose.
 - xv. Attorney Martin stated he would rescind withdraw his objection to the continuance request under one condition, Ms. Taylor would go first in August.
 - xvi. Ms. Ambles stated due to Heather Roscoe being a truck driver she was expecting her case to be heard next month. She was having to readjust her schedule to attend the hearing.
 - xvii. Attorney Martin had no objections to Ms. Roscoe's appeal being heard after Ms. Taylor's.
 - xviii. For the record: Attorney Youngblood had no objection to Ms. Taylor's appeal being placed first on the Agenda in August.

- xix. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the continuance of Grace Taylor case, and it being placed first on Calendar Call for August, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

- d. **Gloria Mayo (Sheriff's Office)** – Demotion appeal filed July 5, 2018, regarding: “Demotion from Sergeant to Correctional Officer”.
 - i. Gloria Mayo was not present for Calendar Call.
 - ii. Chairman Bartlett announced at 10:00 a.m., was there a motion on behalf of the County.
 - iii. Attorney Youngblood motion to dismissed the appeal.
 - iv. Human Resources Pamela Ambles stated Human Resources had not heard from Ms. Mayo, nor did she submit a witness list and exhibits, but she picked up County’s exhibits.
 - v. Chairman Bartlett called for a motion. Dr. Jackson made the motion to remove appeal, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - vi. Attorney Martin was dismissed.

- e. **Michael Watts (Police Department)** – Termination appeal filed February 15, 2019, regarding: “I was terminated for a use of force incident at the Police Department. I’m appealing being terminated”. Legal Advisor Kenneth Green will serve as counsel for this case due to a conflict of interest cited by Freeman Mathis to Human Resources on July 8, 2019. Continuance was granted on July 10, 2019.
 - i. Chairman Bartlett confirmed the continuance was granted on July 10, 2019.
 - ii. Chairman Bartlett confirmed with Mr. Green the case would fall after Grace Taylor’s case.

- 9. Executive Session (as needed).
 - a. Chairman Bartlett motioned for Executive Session at 10:01 a.m. Chairman Bartlett recommended the Executive Session would be with the Board, the Civil Service Board Attorney Joe Harris and Human Resources Director Pamela Ambles to discuss personnel matters.
 - b. Chairman Bartlett called for a motion. Dr. Jackson made the motion to adjourn into Executive Session, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - c. Chairman Bartlett called the meeting back to order at 11:29 a.m.

- 10. Discussion items.
 - a. Confirmed meeting date(s) for August 2019.
 - i. The Board confirmed its next Regular Meeting date would be 9:00 a.m., on Wednesday, August 28, 2019.

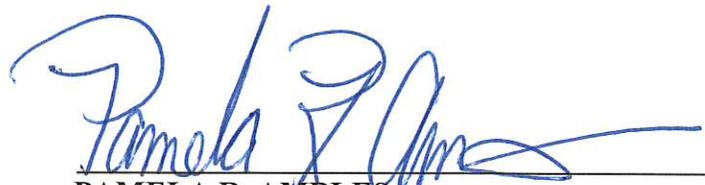
- b. Upcoming cases for August 28, 2019.
 - i. Chairman Bartlett confirmed the Board would hear the Grace Taylor (Sheriff's Office) appeal hearing on August 28, 2019.
 - ii. Chairman Bartlett confirmed the Board would hear the Michael Watts (Police Department) appeal hearing on August 28, 2019.
 - iii. Chairman Bartlett confirmed the Board would hear the Heather Roscoe (Sheriff's Office) appeal hearing on September's Agenda.
- 11. Other business.
 - a. None needed.

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