

# *CIVIL SERVICE BOARD MEETING POST SUMMARY*



*November 4, 2015*

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**Members Present:**

**Larry A. Bartlett, Chairman  
Virginia Phillips-Hall, Member  
Troyce Lancaster, Vice-Chair  
Dr. Cephus Jackson, Member  
J. Mark Trimble, Member**

**Others Present:**

**Human Resources Director Renee Bright and staff; Civil Service Board Attorney Joe Harris; Police Department Legal Advisor Kenneth Green; Deputy Chief of Police Gina Hawkins; Warden Dennis Nelson; County Attorney Michelle Youngblood; Attorney Grady Dukes; Michael McDonald; various employees from County departments; and other individuals.**

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1. The meeting was called to order at 9:02 a.m.
2. The Board adopted the agenda.
3. The Civil Service Board's Meeting Minutes held on October 7, 2015, was approved.
4. The Executive Session Minutes regarding **Ronnie B. Wyatt, Jr., Sheriff's Office**, termination appeal heard on October 7, 2015, was approved.
5. The Civil Service Board's Decision regarding **Ronnie B. Wyatt, Jr., Sheriff's Office**, termination appeal was approved.
6. Request from **Justin Gossett, T&D**, to use Sick Leave for the care of his Mother was approved.
7. Request from Interim Chief of Police Michael Register to place **Kellie Milewski** on Leave Without Pay for 16 weeks (until January 29, 2016) was approved.
8. Request from **Kellie Milewski, Police Department**, to receive annual leave donation was approved.
9. Request from Interim Chief of Police Michael Register to extend the probationary period of **James Lee** for six months (until May 31, 2016) was approved.

10. Request from Interim Chief of Police Michael Register to extend the probationary period of **Traci Pate** for six months (until May 31, 2016) was approved.
11. Request from Interim Chief of Police Michael Register to extend the probationary period of **Tasia Robinson** for six months (until May 31, 2016) was approved.
12. Request from Interim Chief of Police Michael Register to extend the probationary period of **Dwain Sharp, Jr.**, for six months (until May 9, 2016) was approved.
13. Request from Interim Chief of Police Michael Register to extend the probationary period of **Randolph Thomas** for six months (until May 9, 2016) was approved.
14. Request from Interim Chief of Police Michael Register to extend the provisional appointments of **John Ivy, Joanne Southerland, Ashanti Marbury and Daniel Rosa (corrected: Danielle Rosa)** (provisionally appointed to Sergeant) and **Barry Davis and Rene Ferachi** (provisionally appointed to Lieutenant) for an additional 180 days or until new promotional lists are certified was approved.
15. Calendar Call.
  - a. **Michael McDonald (Corrections/Refuse)** – Termination appeal filed August 15, 2013.
    - i. Mr. McDonald was present and ready to proceed.
    - ii. County Attorney Michelle Youngblood was present and ready to proceed on behalf of the County.
    - iii. The Board voted to uphold the department’s decision to terminate Mr. McDonald.
  - b. **Alan Smithwick (Police)** – Termination Appeal filed August 5, 2013.
    - i. Attorney Grady Dukes presented his client’s continuance request dated November 2, 2015, in detail and confirmed the following; (1) he or another attorney will be available to proceed with Alan Smithwick’s appeal hearing on December 6, 2015, and (2) Alan Smithwick will be available on December 6, 2015.
    - ii. The Board voted to grant the Appellant’s continuance request.
    - iii. The late submission of the Appellant’s witness list was discussed.
      - (1) Attorney Michelle Youngblood advised she did not receive the Appellant’s first witness list and objected to the Appellant’s second witness list.
      - (2) The Board voted to allow the Appellant’s witness list.
      - (3) The Board voted to allow the County time to amend its witness list. The deadline was set for 1:00 p.m., on November 18, 2015. The Board asked that this list be shared with opposing counsel and HR.

- c. **Cyd Cox (Information Technology)** – Termination appeal filed May 29, 2013. County Chief Staff Attorney Christie Barnes’ request for a continuance (to allow time to select new counsel) was granted on October 19, 2015.
  - i. The Board voted to grant the continuance request.
- 16. **Appeal** – Considered appeal filed by **Michael McDonald, Corrections/Refuse**, on August 15, 2013, regarding: Termination.
  - a. The Board heard Mr. McDonald’s termination appeal and voted to uphold the department’s decision to terminate.
- 17. Discussion items.
  - a. Selected meeting date(s) for January 2016.
    - i. The Board agreed to meet Wednesday, January 6, 2016, and did not vote on a second meeting date.
- 18. Other Business.
  - a. Considered amendment to Civil Service Rule 7.202(f).
    - i. The Board asked its secretary, HR Director Renee Bright, to amend the language and to work with the Legal Department to see if a change in the Civil Service Act or the Civil Service Rules and Regulations was warranted and to report back at next month’s meeting.
  - b. Civil Service Log as of October 29, 2015.
    - i. The Board asked to have several grievances placed on the February 2016 agenda.
    - ii. The Board also asked its secretary, HR Director Bright, to reach out to Robin Hollingsworth regarding her grievance dated November 19, 2014.
- 19. The meeting was adjourned.