

CIVIL SERVICE BOARD MEETING

JUNE 5, 2013

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, June 5, 2013, in the Commissioners' Board Room.

Members present: Larry A. Bartlett, Chairman
 Troyce B. Lancaster, Vice-Chair
 Gbenga Osagie, Member
 J. Mark Trimble, Member
 Lori Favre, Member

Also present: Human Resources Director Renee Bright and various staff members; Civil Service Board Attorney Joe Harris; County Attorney Pamela Everett; Police Department Legal Advisor Kenneth Green; Sheriff's Office Legal Advisor Oliver Hunter; Police Chief Gregory Porter; Solicitor General Tasha Mosley; Community Development Director Patrick Ejike; District Attorney Tracy Lawson; Cassandra Pitts; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:12 a.m., and noted for the record that all Board members were present. Chairman Bartlett called for a motion to adopt the June 5th Agenda. Mr. Trimble made a motion to approve the agenda with an amendment adding item 8a regarding Gary Patten, Sheriff's Office, 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 Meeting minutes that was held on May 1, 2013.
 - a. Chairman Bartlett called for a motion. Mr. Trimble made a 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 Executive Session minutes regarding the suspension appeal filed by Daniel Lawrence, Sheriff's Office held on May 1, 2013.
 - a. Chairman Bartlett called for a motion. Mr. Trimble made a 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 Decision regarding the suspension appeal filed by Daniel Lawrence heard on May 1, 2013.
 - a. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the minutes, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.

4. Considered for approval the settlement order regarding the demotion appeal filed July 16, 2010, by Wilbert Jones, Sheriff's Office.
 - a. A discussion among the Board, Sheriff's Office Legal Advisor Oliver Hunter, Civil Service Board Attorney Joe Harris and Human Resources Director Renee Bright occurred.
 - b. Chairman Bartlett called for a motion to place Wilbert Jones's appeal hearing on the July agenda. Mr. Trimble made a motion, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
5. Considered for approval the settlement order regarding the demotion appeal filed July 30, 2010, and the termination appeal filed January 12, 2012, by Cassandra Pitts, Sheriff's Office.
 - a. Mr. Hunter gave background information regarding Officer Pitts's termination and re-hiring.
 - b. Chairman Bartlett made a recommendation to restore Officer Pitts's sick leave at the time of her termination and nothing else and asked for the order to be re-written.
 - c. Officer Pitts spoke before the board regarding her understanding.
 - d. A discussion between the Board and Ms. Bright occurred.
 - e. Chairman Bartlett asked Mr. Hunter to communicate to Ms. Bright what is to actually be restored and to revise his Order.
 - f. A discussion among the Board, Mr. Harris and Ms. Bright occurred.
 - g. Chairman Bartlett advised that the termination matter had been settled but that Officer Pitts could proceed with her demotion appeal.
6. Considered for approval request from Lucinda Jolly, Superior Court, to use sick leave for the care of her daughter.
 - a. Ms. Bright advised that there were no objections on behalf of the Sheriff's Office.
 - b. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
7. Considered for approval request from Gary Patten, Sheriff's Office to reverse the use of annual leave to sick leave for the care of his father.
 - a. Ms. Bright advised the Board the Sheriff's Office supported this request.

- b. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
8. Considered for approval request from Fire Chief Hood to change the probationary period from 18 months to 12 months for the following: (1) Benjamin Chad Sorrow and (2) Enjoli Monique Reed.
 - a. Fire Chief Hood was in attendance to present his request in detail.
 - b. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request for both employees, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
9. Considered for approval request from District Attorney Tracy Lawson to extend the probationary period of Jamanda N. Turner for an additional six (6) months.
 - a. District Attorney Lawson was in attendance and stated she had nothing else to add to her request.
 - b. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
 - c. District Attorney Lawson thanked the Board.
10. Considered for approval request from Community Development Director Patrick Ejike to extend the probationary period of Alethia Watson for an additional ninety (90) days.
 - a. Community Development Director Patrick Ejike presented his request in detail.
 - b. The Board questioned Director Ejike. He responded in detail to all questions posed by the Board.
 - c. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
11. Considered for approval request from Solicitor General Tasha Mosley to extend the probationary period of Sonja Sanchez for an additional ninety (90) days.
 - a. Solicitor General Tasha Mosley presented her request in detail since no supporting documentation was attached.
 - b. The Board questioned Solicitor General Mosley. She responded in detail to all questions posed.

- c. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
12. Considered for approval request from Renee Bright, Human Resources Director, to amend Civil Service rule 7.202 (c) and (d).
 - a. Director Bright explained her request in detail.
 - b. The Board questioned Director Bright. She responded in detail to all questions posed by the Board.
 - c. Chairman Bartlett called for a motion. Mr. Trimble made a motion to approve the request, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
13. **Appeal** – Considered appeal that was filed on August 9, 2010, by Shantaya D. Cadet, Police/Communications, with regards to *“fifteen (15) day suspension without pay”*.
 - a. Chairman Bartlett asked if Ms. Shantaya Cadet was in attendance. She was not in attendance.
 - b. HR Director Bright advised that every document mailed to her last known address was returned undeliverable.
 - c. A discussion between Chairman Bartlett and Police Chief Gregory Porter occurred.
 - d. Attorney Pamela Everett made a motion to uphold Chief Porter’s fifteen (15) day suspension.
 - e. Chairman Bartlett called for a motion regarding Ms. Everett’s motion. Mr. Trimble made a motion to uphold the suspension, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote.
14. Discussion item.
 - a. Selected a second meeting date for September 2013.
 - i. A discussion between the Board and HR Director Bright occurred regarding the regular called meeting date.
 - ii. Mr. Trimble made the suggestion to meet only once in September.
 - iii. Chairman Bartlett called for a motion not to select a second meeting date in September. Mr. Trimble made a motion, second by Vice-Chair

Lancaster. No further discussion on the motion made. Motion carried by unanimous vote.

15. Other business.

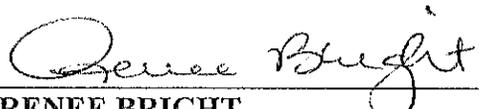
- a. Orders presented to the Civil Service Board.
 - i. Chairman Bartlett asked Mr. Harris to review all Orders prior to the Board's signature.
- b. Attorney Pamela Everett's departure.
 - i. Mr. Trimble advised the Board that Ms. Everett was moving.
 - ii. The Board wished her well and thanked her for all of her knowledge.

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

Meeting adjourned.



LARRY A. BARTLETT
CHAIRMAN



RENEE BRIGHT
HUMAN RESOURCES DIRECTOR