

CIVIL SERVICE BOARD MEETING

OCTOBER 3, 2013

A special called meeting of the Clayton County Civil Service Board was held on Thursday, October 3, 2013, in the Commissioners' Board Room.

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

Member absent: Larry A. Bartlett, Chairman

Also present: Human Resources Director Renee Bright and various staff members; Civil Service Board Attorney Joe Harris; County Attorney Michelle Terry; Police Chief Gregory Porter; Attorney Regan Keebaugh; John Stephens; various employees from County departments; and other individuals.

Chair Lancaster called the meeting to order at 9:44 a.m., and noted for the record that all Board members were present, except Larry Bartlett, who had previously recused himself from John Stephens' appeal hearing.


1. **Appeal (continuation)** – Considered appeal that was filed on December 22, 2010, by John W. Stephens, Police Department, with regards to: My termination.
 - a. The Board continued questioning Chief Porter. He responded in detail to all questions posed by the Board.
 - b. There being no further questions, the witness was released.
 - c. Chair Lancaster asked Ms. Terry if she had any more questions. Ms. Terry replied she did not and that the County rested.
 - d. Ms. Terry tendered the following exhibits: **County Exhibits 7, 8, 11-20.**
 - e. Chair Lancaster asked Mr. Keebaugh to present his witnesses for the Appellant.
 - f. Mr. Keebaugh called John Stephens to the witness stand. He stated his date of hire, department, position, and how career ended. Mr. Keebaugh began questioning Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Mr. Keebaugh. Mr. Keebaugh mentioned **Appellant Exhibits 16, 15, 13, 11.**
 - g. Mr. Keebaugh continued questioning Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Mr. Keebaugh.
 - h. Mr. Trimble informed Mr. Keebaugh he had 6 minutes remaining.

- i. Mr. Keebaugh continued questioning Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Mr. Keebaugh. Mr. Keebaugh mentioned **Appellant Exhibit 9**.
- j. Mr. Keebaugh continued questioning Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Mr. Keebaugh.
- k. Chair Lancaster asked Ms. Terry if she had any questions for Mr. Stephens.
- l. Ms. Terry cross-examined Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Ms. Terry.
- m. Mr. Stephens apologized to the Board for his actions. Ms. Terry stated she did not ask Mr. Stephens any questions and that he was using her allotted time.
- n. Chair Lancaster advised Ms. Terry to continue her cross-examination of Mr. Stephens.
- o. Ms. Terry continued the cross-examination of Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Ms. Terry. Ms. Terry mentioned **County Exhibit 7 (page 25)**.
- p. Ms. Terry continued the cross-examination of Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Ms. Terry.
- q. Mr. Keebaugh asked follow-up questions to Mr. Stephens. Mr. Stephens responded in detail to all questions posed by Mr. Keebaugh.
- r. The Board questioned Mr. Stephens. He responded in detail to all questions posed by the Board.
- s. There being no further questions, the witness was released.
- t. Chair Lancaster asked Mr. Keebaugh if he had any additional questions and any exhibits to tender.
- u. Mr. Keebaugh tendered the following: **Appellant Exhibits 2, 3, 7-9, 11, 12-16**. Ms. Terry objected to **Appellant Exhibit 11**, as the document was not redacted.
- v. Chair Lancaster asked Mr. Keebaugh to redact and submit to Ms. Bright.
- w. Chair Lancaster asked for a short break. Mr. Trimble made a motion, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- x. Chair Lancaster called the meeting back to order.
- y. Ms. Terry requested rebuttal witness Sgt. Ferachi and asked to have Ms. Bright release the remaining witnesses.

- z. Ms. Terry called Sgt. Ferachi to the witness stand. Ms. Terry began questioning Sgt. Ferachi. Sgt. Ferachi responded in detail to all question posed by Ms. Terry.
 - aa. Mr. Keebaugh asked follow-up questions to Sgt. Ferachi. Sgt. Ferachi responded in detail to all questions posed by Mr. Keebaugh.
 - bb. There being no further questions, the witness was released.
 - cc. Chair Lancaster asked Ms. Terry if she reserved the County's right to present closing arguments last. Ms. Terry replied in the affirmative.
 - dd. Mr. Keebaugh presented the Appellant's closing arguments. Ms. Terry presented the County's closing arguments.
 - ee. Chair Lancaster called for a motion to adjourn into Executive Session to discuss the appeal that was filed on December 22, 2010, by John W. Stephens, Police Department, with regards to: My termination. Mr. Trimble made a motion, second by Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - ff. Chair Lancaster called the meeting back to order.
 - gg. Chair Lancaster called for a motion regarding the appeal that was filed on December 22, 2010, by John W. Stephens, Police Department, with regards to: My termination. Mr. Trimble made a motion to uphold the department's termination, second by Ms. Favre. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - hh. Chair Lancaster addressed Mr. Stephens and wished him well.
2. Discussion items.
- a. Select a second meeting date for January 2014.
 - i. The Board did not select a second meeting date.

Chair Lancaster 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 Mr. Osagie. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

Meeting adjourned.


TROYCE LANCASTER
CHAIR


RENEE BRIGHT
HUMAN RESOURCES DIRECTOR