

CIVIL SERVICE BOARD MEETING

SEPTEMBER 22, 2021

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, September 22, 2021, in-person and virtually via Zoom Video Communications.

Members present: Larry Bartlett, Chairman
 K. Terrance Smith, Member
 Virginia Phillips-Hall, Member
 Troyce B. Lancaster, Vice-Chair
 Dr. Cephus Jackson, Member

Members absent: None

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris (via Zoom); County Attorney Michelle Youngblood (via Zoom); Police Chief Kevin Roberts; Police Legal Advisor Kenneth Green; Staff Attorney Alero Afejuku; Attorney Fred Zimmerman; Leonard Ekure; Cameron Roberson; Casey Richardson; Clifton Williams; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:14 a.m.

Chairman Bartlett called for a motion to adopt the agenda for September 22, 2021. Vice-Chair Lancaster made the motion to approve the agenda, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Matter of Record: Chairman Bartlett stated all the Board members and Civil Service Board Secretary Pamela Ambles attended this meeting in-person and Civil Service Board Attorney Joe Harris attended the meeting via Zoom Video Communication.

1. Considered for approval the Civil Service Board's Minutes for August 25, 2021.
 - 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 (5-0).

2. Considered request from **Officer Terrance Beadles, Sheriff Office**, to use sick leave reserve. (Civil Service Board was polled and approved August 27, 2021 by Bartlett, Phillips-Hall, Jackson, Lancaster, and Smith).
 - a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to confirm the vote, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

3. Consider request from **Deputy Sheriff Rodney Burley, Sheriff's Office**, for annual leave donation. (Civil Service Board was polled and approved September 13, 2021 by Bartlett, Phillips-Hall, Jackson, Lancaster, and Smith). **NOTE:** Deputy Sheriff Rodney Burley rescinded his request on September 13, 2021.
 - a. Chairman Bartlett advised the Board there would not be a vote on this request because it was rescinded.
4. Calendar Call.
 - a. **Robin Stinnett (Superior Court)** – Termination appeal filed October 21, 2019, regarding: "Please see attached – Termination of Employment". Attorney Keith Martin requested a continuance via email on September 13, 2021. The continuance request was granted on September 13, 2021.
 - i. Chairman Bartlett confirmed Human Resources Director Pamela Ambles granted Robin Stinnett's continuance request on September 13, 2021; the continuance request was within the guidelines.
 - b. **Leonard Ekure (Police Department)** – Demotion appeal filed May 26, 2020, regarding: "The demotion from Sergeant to Master Patrol Officer".
 - i. Chairman Bartlett asked County Attorney Michelle Youngblood if she is ready to move forward.
 - ii. County Attorney Youngblood advised the Board she is not ready to move forward because she was in a car incident the previous night. County Attorney Youngblood requested a continuance.
 - iii. Appellant Leonard Ekure objected to County Attorney Youngblood continuance request. He stated this appeal has been continued three times, but understood County Attorney Youngblood's unforeseen circumstances. Also, since the meeting would be available via Zoom, she should be able to present her case.
 - iv. Chairman Bartlett asked the Board if there were any questions. The Board questioned Mr. Ekure. Mr. Ekure responded to all questions in detail.
 - v. Chairman Bartlett allowed County Attorney Youngblood to respond to Mr. Ekure's objection. County Attorney Youngblood stated although she is present today, she is not capable to conduct this trial today.
 - vi. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the continuance, second by Vice Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
 - c. **Grace Taylor (Sheriff's Office)** – Demotion appeal filed April 30, 2018, regarding: "Demoted". Attorney Keith Martin requested a continuance via email on September 13, 2021. The continuance request was granted on September 13, 2021.

- ix. County Attorney Youngblood addressed the Board on Mr. Ekure's timeline of his Open Records Request. With the initial hearing being scheduled for July 28, 2021 it was passed the deadline date to submit exhibits for the hearing.
- x. The Board continued to question Mr. Ekure. Mr. Ekure responded to all questions in detail to the Board.
- xi. Staff Attorney Alero Afejuku advised the Board her office handles Open Records Request for the County and have a retention schedule for all the departments; depends on the type of record they are requesting. Staff Attorney Afejuku continued to advise the Board the time frame on records is kept on-site verses requesting records from Archives.
- xii. Chairman Bartlett allowed Mr. Ekure to respond to his Open Records Request. Mr. Ekure stated there is a difference between records not being available and records disappearing.
- xiii. Staff Attorney Afejuku explained if something disappears, and it was requested for Open Records and if we do not have it anymore, we will say we do not have it; documents cannot be procured if we do not have them.
- xiv. Police Legal Advisor Green confirmed with the Board to present a timeline of Mr. Ekure's Open Records Request for the Board at the next hearing.
- xv. Mr. Ekure advised the Board the two requests he is missing are the Tim Lively disciplinary action file and the arrest incident that involved Michael Medius.
- xvi. Chairman Bartlett stated the Board will be sticking to the deadlines set forth because it creates a burden on Human Resources.
- xvii. Chairman Bartlett addressed Mr. Ekure on the time limits procedures of his hearing which is sixty (60) minutes.
- xviii. Legal Advisor Green asked the Board with whom he is allowed to share documents with.
- xix. Chairman Bartlett confirmed with County Attorney Youngblood she is the Attorney of Record and all documents regarding this appeal should go through her office prior to being submitted for review.
- xx. Mr. Ekure objected to County Attorney Youngblood being able to receive his Open Records Request documents for something he had requested.
- xxi. Staff Attorney Afejuku stated if its open record and part of an active litigation, it is part of an exception to open records.
- xxii. County Attorney Joe Harris concurred with Staff Attorney Afejuku regarding active litigation matters.
- xxiii. The Board, Staff Attorney Afejuku, County Attorney Youngblood, Legal Advisor Green and Mr. Ekure continued a discussion regarding Mr. Ekure's Open Records Request and documents.
- xxiv. Chairman Bartlett stated Mr. Ekure's case would be continued next month.
- xxv. Chairman Bartlett advised Mr. Ekure as for the eleven (11) documents if the County provided the documents late to you, communicate it to Human Resources Director Ambles.
- xxvi. Human Resources Director Ambles stated one of the most important facts is: When did Mr. Ekure actually request the Open Records and was it before the exhibit's deadline? Human Resources Director Ambles advised the Board she will research the dates and relay findings to all parties.
- xxvii. Chairman Bartlett dismissed all witnesses pertaining to Mr. Ekure's case.

6. Discussion items.

a. Confirmed meeting date(s) for October 2021.

- i. The Board confirmed its next Regular Called Meeting would be October 27, 2021 at 9:00 a.m.
- ii. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Regular Called Meeting date, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- iii. The Board confirmed its next Special Called Meeting would be October 28, 2021 at 9 a.m.
- iv. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Special Called Meeting date, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

b. Upcoming cases for September 2021.

- i. Human Resources Director Ambles advised the Board upcoming cases for September would be *Grace Taylor (Sheriff's Office)*, *Robin Stinnett (Superior Court)*, *Leonard Ekure (Police)*, and *Keon Hayward (Police)*.
- ii. Chairman Bartlett asked the Board if there were any questions. The Board recommended *Brenda Thomas* be added to the upcoming cases.
- iii. Human Resources Director Ambles confirmed with the Board, *Brenda Thomas (Sheriff's Office)* would be added to the upcoming cases for October.
- iv. **For the record:** Human Resources Director Ambles stated we need to have more than one meeting day in the month in order to catch up with the cases. Chairman Jeffrey Turner is in support and agreement with Human Resources. Director Ambles stated that in January 2022, we would start having more than one meeting per month.

c. Confirmed meeting date(s) for November and December 2021.

- i. The Board confirmed the next Regular Called Meeting for November would be November 17, 2021 at 9:00 a.m.
- ii. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Regular Called Meeting date, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- iii. The Board confirmed the next Regular Called Meeting for December would be December 15, 2021 at 9:00 a.m.
- iv. Chairman Bartlett called for a motion. Dr. Jackson made the motion for Regular Called Meeting date, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

7. Executive Session.
 - a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to adjourn into Executive Session for personnel matters, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
 - b. Staff Attorney Alero Afejuka accepted Chairman Bartlett's invitation to attend the Executive Session to give County's input on personnel matters.
 - c. Chairman Bartlett called the meeting back in session at 11:23 p.m.
 - d. Chairman Bartlett stated in the Executive Session Meeting it was discussed retaining Counsel for the retiring of Civil Service Board Attorney Joe Harris. Attorney Fred Zimmerman would meet with Human Resources Director Ambles to provide any documentation the County would need to go further into the hiring process.
 - e. Chairman Bartlett stated the interview would be either October 27, 2021 at 4:00 p.m. or October 28, 2021 at 9:00 a.m.
 - f. Chairman Bartlett asked the Board if there were any questions for Attorney Zimmerman. There were none.

8. Other business.
 - a. None noted.

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 (5-0).

Meeting adjourned.



LARRY BARTLETT
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR