

CIVIL SERVICE BOARD MEETING

APRIL 12, 2021

A special called meeting of the Clayton County Civil Service Board was held on Monday, April 12, 2021, in person and through a virtual meeting (Zoom Video Communications).

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

Member absent: None

Also present: Human Resources Director Pamela Ambles, Human Resources Assistant Manager Angela Woods and staff; Civil Service Board Attorney Joe Harris; County Attorney Michelle Youngblood; Staff Attorney Alero Afejuke; Juvenile Court Director Colin Slay; Marquitra Key; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 12:08 p.m.

Chairman Bartlett called for a motion to adopt the April 12, 2021, agenda. Mr. Smith 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).

1. **Appeal** (continuation) – **Marquitra Key (Juvenile Court)** – Termination appeal filed June 28, 2019, regarding: “Separated notice dated 6/28/19, disciplinary action form dated 6/28/19, and memorandum dated 6/27/19”.
 - a. On the Record: Chairman Bartlett advised the County had 23 minutes and 8 seconds remaining and the Appellant had 32 minutes and 54 seconds remaining.
 - b. Chairman Bartlett stated the rule of sequestration would be in effect.
 - c. Chairman Bartlett advised the witnesses would remain under oath. Chairman Bartlett dismissed the witnesses until called and advised them not to discuss the matter with anyone.
 - d. The Board called Chief Judge Steven Teske to the stand. The Board began questioning Chief Judge Teske. He responded in detail to all questions posed by

the Board. Chairman Bartlett asked if there were any other questions for Chief Judge Teske. There were none.

- e. County Attorney Youngblood held Chief Judge Teske for rebuttal.
- f. Chairman Bartlett called for a motion for a break. Mr. Smith made the motion to take a break, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- g. Chairman Bartlett called the meeting back in session at 1:12 p.m.
- h. County Attorney Youngblood called Tiffany Moen to the stand. She stated her name, position, and tenure. Attorney Youngblood began questioning Ms. Moen. Ms. Moen responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County Exhibit C-6.
- i. Ms. Key began cross-examination of Ms. Moen. Ms. Moen responded in detail to all questions posed by Ms. Key. Ms. Key mentioned County Exhibit C-4.
- j. The Board began questioning Ms. Moen. She responded in detail to all questions posed by the Board. Chairman Bartlett excused Ms. Moen from the witness stand.
- k. County Attorney Youngblood held Ms. Moen for rebuttal.
- l. County Attorney Youngblood tendered the following Exhibits: C-4, C-5, C-6, C-8, C-10, C-11, C-13, C-14, C-16, and C-17. Ms. Key objected to Exhibit C-6. Chairman Bartlett overruled the objection.
- m. County Attorney Youngblood rested the County's case pending any rebuttal witnesses.
- n. Chairman Bartlett asked Ms. Key if she had any witnesses. She had none. Ms. Key confirmed to the Board she would be testifying on her behalf.
- o. Chairman Bartlett asked Ms. Key if she had taken the oath at the beginning of the appeal hearing. She confirmed she had taken the oath.
- p. Ms. Key began her testimony to the Board in detail. Ms. Key mentioned County Exhibits C-4, C-5, C-6, C-8, and C-9.
- q. County Attorney Youngblood began cross-examination of Ms. Key. Ms. Key responded in detail to all questions posed by County Attorney Youngblood.
- r. The Board began questioning Ms. Key. She responded in detail to all questions posed by the Board. County Attorney Youngblood objected to Ms. Key not

remembering her testimony and reading from the exhibit. Chairman Bartlett overruled the objection.

- s. Ms. Key rested her case.
- t. Chairman Bartlett called for a motion for a break. Mr. Smith made the motion to take a break, second by Ms. Phillips-Hall. No further discussion on the matter made. Motion carried by unanimous vote (5-0).
- u. Chairman Bartlett called the meeting back in session at 3:13 p.m.
- v. County Attorney Youngblood presented rebuttal witness, Director Colin Slay. County Attorney Youngblood began questioning Director Slay. Director Slay responded in detail to all questions posed by County Attorney Youngblood.
- w. Ms. Key had no questions for Director Slay.
- x. The Board began questioning Director Slay. He responded in detail to all questions posed by the Board.
- y. County Attorney Youngblood had no additional rebuttal witnesses.
- z. [TIME CHECK] The Board advised the County had 11 minutes 12 seconds remaining and Appellant had 18 minutes and 46 seconds remaining.
- aa. Chairman Bartlett asked Ms. Key if she had any Exhibits to tender. Ms. Key responded, yes. County Attorney Youngblood stated she would be objecting to the Appellant tendering any exhibits at this point. Chairman Bartlett overruled the objection at this time.
- bb. Ms. Key tendered the following Appellant Exhibits: A-1, A-2, A-3, A-4, A-5, A-6, A-7, A-8, A-9, A-14, and A-17. County Attorney Youngblood objected to Appellant Exhibits A-7, A-9, A-14, and A-17. Chairman Bartlett sustained the objection.
- cc. Chairman Bartlett mentioned the County reserved its right to present closing arguments last.
- dd. Ms. Key began her closing arguments to the Board. County Attorney Youngblood objected to Ms. Key stating her testimony, but she is giving evidence. Chairman Bartlett overruled the objection.
- ee. County Attorney Youngblood began her closing arguments to the Board.

- ff. Matter of Record: Chairman Bartlett asked Ms. Key what was her request on behalf of the Civil Service Board. Ms. Key stated she would like the Board to overturn her termination and be able to put in her notice of resignation.
 - gg. Chairman Bartlett called for a motion to adjourn in Executive Session to discuss *Marquitra Key (Juvenile Court)* – Termination appeal filed June 28, 2019, regarding: “Separated notice dated 6/28/19, disciplinary action form dated 6/28/19, and memorandum dated 6/27/19”. Mr. Smith made a motion to adjourn, second by Vice-Chair Lancaster. No further discussion on the matter made. Motion carried by unanimous vote (5-0).
 - hh. Chairman Bartlett called meeting back in session at 5:07 p.m.
 - ii. Chairman Bartlett called for a motion regarding the *Marquitra Key (Juvenile Court)* – Termination appeal filed June 28, 2019, regarding: “Separated notice dated 6/28/19, disciplinary action form dated 6/28/19, and memorandum dated 6/27/19”. Mr. Smith made a motion to overturn the termination and reinstate the employee, second by Vice-Chair Lancaster. No further discussion on the matter made. Motion carried by unanimous vote (5-0).
2. Executive Session (as needed).
- a. None needed.
3. Other business.
- a. The Board confirmed its next Regular Meeting date would be 9 a.m. on Wednesday, April 28, 2021.
 - b. Chairman Bartlett confirmed its next Special Called Meeting date would be Thursday, April 29, 2021.
 - c. Matter of Record: Dr. Jackson confirmed his vote to overturn the termination and reinstate the employee. Dr. Jackson was having technical problems.
 - d. **NOTE: After the meeting was adjourned, the Board was advised the only meeting date left in the month of April is Wednesday, April 28, 2021.**

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Mr. Smith made the motion to adjourn, second by Dr. Jackson. 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