

REGULAR CALLED CIVIL SERVICE BOARD MEETING

JUNE 23, 2021

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, June 23, 2021, in the Commissioners' Board Room.

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

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris; Police Department Legal Advisor Kenneth Green; County Attorney Michelle Youngblood; Fire Deputy Chief Laura Richardson; Solicitor General Charles Brooks; Transportation & Development Director Jeffrey Metarko; Transportation & Development Assistant Director Keith Rohling; Azizah Muhammad-Haqq; Ann Hall; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:17 a.m.

Matter of Record: Chairman Bartlett stated that himself, Troyce Lancaster, K. Terrance Smith, and Human Resources Director/Civil Service Board Executive Secretary Pamela Ambles were in attendance (in-person) and Board members, Virginia Phillips-Hall, and Dr. Cephus Jackson were participating via Zoom Video Conference.

Chairman Bartlett called for a motion to adopt the agenda. Vice-Chair Lancaster made the motion to adopt the agenda, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

1. Considered for approval the Civil Service Board Meeting Minutes held on **May 19, 2021**.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Dr. Jackson. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

2. Considered for approval the Civil Service Board Meeting Minutes held on **May 26, 2021**.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

3. Considered for approval the Civil Service Board Meeting Minutes held on **May 27, 2021**.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
4. Considered for approval the Civil Service Board's Executive Session Minutes regarding **Civil Service Board Attorney Position Description and Ordinance Number 2021-97**, held on May 26, 2021.
 - a. Chairman Bartlett called for a motion. Mr. Smith made the motion to approve the Minutes, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
5. Considered for approval the Civil Service Board's Executive Session Minutes regarding **Colin Dube (Library System)**, termination appeal heard May 26, 2021, and May 27, 2021.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
6. Considered for approval the Civil Service Board's Decision regarding **Colin Dube (Library System)**, termination appeal heard May 26, 2021, and May 27, 2021. Date Decision Reached: May 27, 2021.
 - a. Chairman Bartlett called for a motion. Mr. Smith made the motion to approve the Decision, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
7. Considered request from Solicitor General Charles Brooks to extend the probationary period of **Azizah Muhammad-Haqq (Solicitor General)**, for an additional six (6) months.
 - a. Chairman Bartlett asked if Ms. Muhammad-Haqq was in attendance.
 - b. Ms. Muhammad-Haqq was in attendance.
 - c. Solicitor General Brooks presented his request in detail.
 - d. Chairman Bartlett asked Ms. Muhammad-Haqq if she had any questions or would like to add anything. She did not have any questions.
 - e. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

8. Considered request from Fire Chief Landry Merkison to extend the promotional probationary period of **Ann Hall (Fire)**, for an additional six (6) months.
 - a. Fire Deputy Chief Laura Richardson presented the request in detail on behalf of Fire Chief Landry Merkison.
 - b. Chairman Bartlett asked if Fire Deputy Chief Ann Hall was in attendance.
 - c. Deputy Chief Hall was in attendance and stated she understood the request and was excitedly looking forward to developing her division.
 - d. Chairman Bartlett asked if the Board had any other questions.
 - e. No questions were asked from the other Board members.
 - f. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

9. Considered request from **Leilani Williams (Fire)**, to use sick leave reserve.
 - a. Fire Deputy Chief Laura Richardson presented the request in detail on behalf of Fire Chief Landry Merkison.
 - b. Chairman Bartlett asked if Ms. Williams was in attendance. She was not in attendance.
 - c. Chairman Bartlett asked Human Resources Director Pamela Ambles if the request met the Civil Service requirements. Human Resources Director Ambles replied in the affirmative.
 - d. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

10. Considered request from **Markco Jenkins (Parks & Recreation)**, for annual leave donation. (Civil Service Board was polled and approved June 11, 2021, by Bartlett, Phillips-Hall, Jackson, Lancaster, and Smith).
 - a. Chairman Bartlett called for a vote to confirm the vote on the record. Dr. Jackson made the motion to confirm the vote, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

11. Discussion item(s).
 - a. Confirmed meeting date(s) for July 2021.
 - i. Wednesday, July 28, 2021, was confirmed as the next Regular Meeting date and Thursday, July 29, 2021, was noted as the next Special Called Meeting date.
 - ii. Chairman Bartlett called for a motion to add July 29, 2021, as a Special Called Meeting date. Mr. Smith made the motion to add July 29, 2021, as the next Special Called Meeting date, second by Vice-Chair Lancaster.

No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

- b. Upcoming cases for July 2021.
 - i. Human Resources Director Ambles advised the Board of the cases to be scheduled for the July Meeting dates.
 - (1) *Robin Stinnett (Superior Court)* – Termination Appeal
 - (2) *Keon Hayward (Police)* – Termination Appeal
 - (3) *Jared O’Jeda (Fire)* – Suspension Appeal
 - (4) *Leonard Ekure (Police)* – Demotion Appeal
- c. Chairman Bartlett requested an update regarding how to the Board would proceed with the recent change in the head of a department.
 - i. Human Resources Director Ambles responded that she had not received a definitive answer regarding the Sheriff’s Office. She advised the hearing officer’s job description had been submitted to establish a pool and that the Civil Service Board Attorney’s position was targeted to be posted on Monday.
 - ii. Chairman Bartlett asked County Attorney Michelle Youngblood if there still would be a challenge for the Civil Service Board to hear Sheriff’s Office cases. County Attorney Youngblood responded in the affirmative.

12. Calendar Call.

- a. **Jokeria Jones (Police Department)** – Termination appeal filed December 19, 2019, regarding: “Termination from Animal Control, lack of work”. Attorney Keith Martin requested a continuance via email on May 20, 2021. The continuance request was granted on May 21, 2021.
 - i. Chairman Bartlett confirmed on the record the case was continued.
- b. **Tameeka Ulysse (Fire & E.M.S.)** – 24 Hours Suspension appeal filed August 30, 2019, regarding: “Suspension”. County Attorney Michelle Youngblood requested a continuance via email on May 25, 2021. The continuance request was granted on May 25, 2021.
 - i. Chairman Bartlett confirmed on the record the case was continued.
- c. **Cassandra Dorismond (Internal Audit)** – Demotion appeal filed March 18, 2020, regarding: “Demotion from Associate Internal Auditor to Audit Assistant”. Attorney Thomas Mew requested a withdrawal via email on June 4, 2021. The withdrawal request was granted on June 7, 2021.

- i. Chairman Bartlett confirmed on the record the case was withdrawn.
 - ii. Chairman Bartlett called for a motion to accept the withdrawal. Vice-Chair Lancaster made a motion accept the withdrawal, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
 - iii. Chairman Bartlett confirmed the case would be removed from the calendar.
 - d. **Donnail Demens (Police Department)** – Five-Day Suspension appeal filed October 1, 2019, regarding: “Violation of CCPD SOP D1, Patrol Operations, Section V. A. 2. A. 1 and CCPD SOP D42, Traffic Enforcement, Section VII. C. 3”. Request from Counsels to remove the case from the agenda pending a joint resolution of this case.
 - i. Chairman Bartlett confirmed that a resolution was being worked out in this matter.
 - ii. Human Resources Director Ambles advised this appeal would remain on the log but would only be removed from this agenda.
 - e. **Sean Cummings (Transportation & Development)** – Termination appeal filed November 15, 2019, regarding: “Termination of employment”.
 - i. Chairman Bartlett asked if Sean Cummings was in attendance. He was in attendance.
 - ii. Chairman Bartlett asked if the County was ready to proceed.
 - iii. County Attorney Michelle Youngblood replied in the affirmative but that one of the County’s witnesses, Brian Truesdale, was out of town. She further advised the County could proceed without him and that the other witnesses were all present.
13. **Appeal** – **Sean Cummings (Transportation & Development)** - Considered Termination appeal filed November 15, 2019, regarding: “Termination of employment”.
- a. Chairman Bartlett asked Sean Cummings if had any witnesses as the Board did not have a witness list for him.
 - b. Mr. Cummings confirmed he did not have any witnesses and he did not provide any exhibits.
 - c. County Attorney Michelle Youngblood asked to swear in all the County’s witnesses, and she would send some back to work.
 - d. Chairman Bartlett stated Civil Service Board Attorney Joe Harris was in attendance via Zoom.
 - e. Chairman Bartlett had all witnesses to stand for Civil Service Board Attorney Harris to administer their oath.

- f. County Attorney Youngblood confirmed the following witnesses were sworn in: Jeffrey Metarko; Keith Rohling; Ronny Davis; John Dumas; Dante Echols; Nikko Jones; Charlie Kelly; Taurean Norman; Clarence Patterson; and Marvin Soto.
- g. Chairman Bartlett confirmed Sean Cummings was sworn in as well.
- h. Chairman Bartlett asked Mr. Cummings to move forward to the Appellant's podium and asked if there was a request for sequestration. Chairman Bartlett explained what sequestration meant.
- i. Mr. Cummings requested an order of sequestration.
- j. County Attorney Youngblood did not have any objections but asked to release some witnesses to go back to work, as she would call them later to testify.
- k. Chairman Bartlett called for a short break. Vice-Chair Lancaster made a motion for a short break, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
- l. Board meeting was called back into session at 9:52 a.m.
- m. Chairman Bartlett explained hearing procedures in detail to Mr. Cummings. Mr. Cummings did not have any questions.
- n. County Attorney Youngblood presented opening statement on behalf of the Transportation & Development Department.
- o. Mr. Cummings presented his opening statement (had to repeat as his audio was low).
- p. Chairman Bartlett confirmed with Mr. Cummings that he was seeking reinstatement, backpay and benefits.
- q. County Attorney Youngblood replied she was ready to proceed on behalf of the County when questioned by Chairman Bartlett. She advised the Board one of her witnesses, Brian Truesdale, was out of town, but that she could proceed with the case, as all other witnesses were present.
- r. County Attorney Youngblood called Charlie Kelly to the witness stand.
- s. Chairman Bartlett explained to Mr. Cummings that he was not allowed to interrupt during questioning, but he could object and would be allowed to ask questions after the County was finished.
- t. He stated his name, where employed, position, tenure, and what his position involved. County Attorney Youngblood began questioning Mr. Kelly. Mr. Kelly responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County Exhibit C-5.
- u. Mr. Cummings began the cross-examination of Mr. Kelly. Mr. Kelly responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was "testifying again". Chairman Bartlett sustained the objection. Board member, Mr. Smith explained to Mr. Cummings that a question had to be asked.
- v. Mr. Cummings continued the cross-examination of Mr. Kelly. County Attorney Youngblood objected as Mr. Cummings was "testifying again". Chairman Bartlett explained to Mr. Cummings that a question had to be asked and not to tell Mr. Kelly what he saw.
- w. Mr. Cummings continued the cross-examination of Mr. Kelly. Mr. Kelly responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as the witness was asking the Appellant questions. Vice-

Chair Lancaster advised the Appellant to ask a specific question and that he would be able to provide a “blow-by-blow”, “frame-by-frame” or “step-by-step” when it was his time to testify.

- x. Mr. Cummings continued the cross-examination of Mr. Kelly. Mr. Kelly responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was not asking a question.
- y. The Board questioned Mr. Kelly. He responded in detail to all questions posed.
- z. Mr. Cummings asked to pose an additional question to Mr. Kelly.
- aa. County Attorney Youngblood advised the Board it knew what her response would be.
- bb. Chairman Bartlett explained he would allow one question, to keep the witness from coming back to testify, but would also allow the County to object.
- cc. Mr. Cumming asked an additional question to Mr. Kelly. County Attorney Youngblood objected as the question called for speculation. The objection was sustained.
- dd. County Attorney Youngblood did not have any questions for Mr. Kelly but asked to have the witness returned to work subject to rebuttal.
- ee. Chairman Bartlett advised Mr. Kelly not to discuss his testimony with anyone. He also advised County Attorney Youngblood to get in touch with any witnesses if they were released and no longer needed.
- ff. County Attorney Youngblood called Transportation & Development Assistant Director Keith Rohling to the witness stand. He stated his name, title, and tenure with the County. County Attorney Youngblood began to question T&D Assistant Director Rohling. T&D Assistant Director Rohling responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County Exhibit C-6 (video).
- gg. Mr. Cummings began the cross-examination of T&D Assistant Director Rohling. T&D Assistant Director Rohling responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected, as Mr. Cummings was testifying. The objection was sustained.
- hh. Mr. Cummings continued the cross-examination of T&D Assistant Director Rohling. T&D Assistant Director Rohling responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was asking multiple questions. The objection was sustained. Mr. Cummings mentioned County Exhibit C-6 (video).

Matter of Record: Vice-Chair Lancaster had technical difficulties with her laptop.

- ii. Mr. Cummings continued the cross-examination of T&D Assistant Director Rohling. T&D Assistant Director Rohling responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was not asking any questions. The objection was sustained.
- jj. Board member Mr. Smith stated that the Board should exercise greater leniency with Mr. Cummings regarding issues. Chairman Bartlett advised the Board had been lenient.

- kk. Mr. Cummings continued the cross-examination of T&D Assistant Director Rohling. T&D Assistant Director Rohling responded in detail to all questions posed by Mr. Cummings.
- ll. The Board questioned T&D Assistant Director Rohling. He responded in detail to all questions posed.
- mm. There being no further questions asked County Attorney Youngblood asked to retain the witness for recall, subject to rebuttal but to return the witness to work.
- nn. County Attorney Youngblood called Clarence Patterson to the witness stand. He stated his name, where employed and tenure. County Attorney Youngblood began questioning Mr. Patterson. Mr. Patterson responded in detail to all questions posed by County Attorney Youngblood.
- oo. Mr. Cummings began the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was talking over and not allowing the witness to respond. Chairman Bartlett told Mr. Cummings to move on.
- pp. Mr. Cummings continued the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed by Mr. Cummings. Chairman Bartlett advised Mr. Cummings to move on from his line of questioning.
- qq. Mr. Cummings continued the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected to Mr. Cummings' question as it called for speculation. The objection was sustained.
- rr. Mr. Cummings continued the cross-examination of Mr. Patterson. County Attorney Youngblood objected as Mr. Cummings' question called for speculation. The objection was sustained.
- ss. Mr. Cummings continued the cross-examination of Mr. Patterson. County Attorney Youngblood objected as Mr. Cummings was talking over the witness and not allowing him to answer. Chairman Bartlett advised Mr. Cummings to allow the witness to answer the question after the question was asked.
- tt. Mr. Cummings continued the cross-examination of Mr. Patterson. County Attorney Youngblood objected as Mr. Cummings' question called for speculation. The objection was sustained. Mr. Cummings mentioned County Exhibit C-6 (video).
- uu. Mr. Cummings continued the cross-examination of Mr. Patterson. County Attorney Youngblood objected. Chairman Bartlett advised Mr. Cummings to ask a specific question.
- vv. Mr. Cummings continued the cross-examination of Mr. Patterson. County Attorney Youngblood objected, as the individual was not present nor was, he the decision-maker. Chairman Bartlett overruled the objection with the Board's understanding he was asking his opinion of what he saw.
- ww. Mr. Cummings continued the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed by Mr. Cummings. Chairman Bartlett had to advise Mr. Cummings "asked and answered" and to move on.
- xx. Mr. Cummings continued the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video).

- yy. Mr. Cummings continued the cross-examination of Mr. Patterson. Mr. Patterson responded in detail to all questions posed. County Attorney Youngblood objected as the question called for speculation. The objection was sustained.
- zz. The Board questioned Mr. Patterson. He responded in detail to all questions posed.
- aaa. There being no further questions County Attorney Youngblood asked to retain the witness for recall, subject to rebuttal but to return the witness to work; and for him not discuss the case with anyone.
- bbb. Vice-Chair Lancaster made a motion for a short five-minute break, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
- ccc. The meeting was called back into session at 11:41 a.m.
- ddd. County Attorney Youngblood called Taurean Norman to the witness stand. He stated his name, where employed and tenure. County Attorney Youngblood began questioning Mr. Norman. Mr. Norman responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County Exhibits C-6 (video) and C-5, page 8.
- eee. County Attorney Youngblood continued questioning Taurean Norman. Mr. Norman responded in detail to all questions posed.
- fff. Mr. Cummings began the cross-examination of Mr. Norman. Mr. Cummings mentioned County Exhibit C-6 (video).
- ggg. Mr. Cummings began the cross-examination. County Attorney Youngblood objected as Mr. Cummings was narrating what he saw. Chairman Bartlett advised he could "recall"; ask one question at a time; and not to interrupt Mr. Norman's response.
- hhh. Mr. Cummings continued the cross-examination of Mr. Norman. Mr. Norman responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video). Chairman Bartlett advised Mr. Cummings to allow Mr. Norman to watch the video then he could tell where he thought you threw a punch. Mr. Cummings said, "I'm waiting". County Attorney Youngblood objected, "argumentative".
- iii. Mr. Cummings continued the cross-examination of Mr. Norman. Mr. Norman responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video). Chairman Bartlett advised Mr. Cummings he could ask a question but not scream the answer.
- jjj. Mr. Cummings continued the cross-examination of Mr. Norman. County Attorney Youngblood objected as Mr. Cummings was testifying. Chairman Bartlett advised Mr. Cummings he was only going to warn him one more time that he could not make any statements.
- kkk. Mr. Cummings continued the cross-examination of Mr. Norman. Mr. Norman responded in detail to all questions posed. County Attorney Youngblood objected to Mr. Cummings's question as it called for speculation. The objection was sustained.
- lll. Mr. Cummings continued the cross-examination of Mr. Norman. Mr. Norman responded in detail to all questions posed.

- mmm. There being no further questions asked County Attorney Youngblood asked to retain the witness for recall, subject to rebuttal but to return the witness to work; and for him not discuss the case with anyone.
- nnn. Chairman Bartlett called for a motion to break for lunch until 1:30 p.m. Vice-Chair Lancaster made the motion.
- ooo. Chairman Bartlett provided Mr. Cummings with the following Timecheck: Appellant used 27 minutes and 47 seconds – County used 18 minutes and 44 seconds. Mr. Smith advised Mr. Cummings to be mindful of his time.
- ppp. Motion was seconded by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
- qqq. Chairman Bartlett confirmed everyone should returned at 1:30 p.m.
- rrr. Board meeting was called back into session at 1:32 p.m.
- sss. County Attorney Youngblood called John Dumas to the witness stand. He stated his name, where employed and tenure. County Attorney Youngblood began questioning Mr. Dumas. Mr. Dumas responded in detail to all questions posed. County Attorney Youngblood mentioned County Exhibit C-5, page 3.
- ttt. County Attorney Youngblood continued questioning Mr. Dumas. Mr. Dumas responded in detail to all questions posed.
- uuu. Mr. Cummings began the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed by Mr. Cummings. County Attorney Youngblood objected as Mr. Cummings was not asking a question. The objection was overruled.
- vvv. Mr. Cummings continued the cross-examination of Mr. Dumas. County Attorney Youngblood objected (no objection stated). Mr. Dumas responded to the question posed.
- www. Mr. Cummings continued the cross-examination. County Attorney Youngblood objected, as the question was “asked and answered”. The objection was sustained.
- xxx. Mr. Cummings continued the cross-examination of Mr. Dumas. County Attorney Youngblood objected as Mr. Cummings was making a statement. The objection was sustained. Chairman Bartlett advised Mr. Cummings to allow the witness to finish answering.
- yyy. Mr. Cummings continued the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed. County Attorney Youngblood objected as Mr. Cummings’ question was argumentative. Chairman Bartlett allowed the witness to respond.
- zzz. Mr. Cummings continued the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed. County Attorney Youngblood objected as Mr. Cummings’ question called for speculation. The objection was sustained.
- aaaa. Mr. Cummings continued the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed. County Attorney Youngblood objected as the question was “asked and answered”. Chairman Bartlett advised Mr. Cummings he could not ask the question again if he did not get the answer he wanted.

- bbbb. Mr. Cummings continued the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed. County Attorney Youngblood objected to the question as it called for speculation.
- cccc. Mr. Cummings continued the cross-examination of Mr. Dumas. Mr. Dumas responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video). Chairman Bartlett advised the video would be played from 43 seconds to 1:41 as it would not be watched over and over unless the witness needed to see it. The video was played.
- dddd. Mr. Cummings continued the cross-examination of Mr. Dumas. County Attorney Youngblood objected to Mr. Cummings' question as the witness had not seen the video before. Chairman Bartlett stated he had to agree with Counsel for the County.
- eeee. Mr. Cummings continued the cross-examination of Mr. Dumas. County Attorney Youngblood objected to Mr. Cummings' question as it was "asked and answered".
- ffff. Mr. Cummings continued the cross-examination of Mr. Dumas. County Attorney Youngblood objected to Mr. Cummings' question as it was "asked and answered". Mr. Cummings stated, "no more questions".
- gggg. The Board questioned Mr. Dumas. He responded in detail to all questions posed.
- hhhh. There being no further questions, County Attorney Youngblood asked to retain the witness for recall, subject to rebuttal but to return the witness to work; and for him not discuss the case with anyone.
- iiii. County Attorney Youngblood called Marvin Soto to the witness stand. He stated his name, where employed, tenure, where currently assigned and where formerly assigned. County Attorney Youngblood began questioning Mr. Soto. Mr. Soto responded in detail to all questions posed. County Attorney Youngblood mentioned County Exhibits C-5, page 10, and C-6 (video).
- jjjj. Mr. Cummings began the cross-examination of Marvin Soto. County Attorney Youngblood objected as Mr. Cummings was asking the witness to describe the room then he would describe the room. The objection was sustained.
- kkkk. Mr. Cummings continued the cross-examination of Mr. Soto. Mr. Soto responded in detail to all questions posed. County Attorney Youngblood objected to Mr. Cummings' question as it was "asked and answered". The objection was sustained.
- llll. Mr. Cummings continued the cross-examination of Mr. Soto. Mr. Soto responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video).
- mmmm. Mr. Cummings continued the cross-examination of Mr. Soto. Mr. Soto responded in detail to all questions posed. County Attorney Youngblood objected as Mr. Cummings was testifying. The objection was sustained.
- nnnn. Mr. Cummings continued the cross-examination of Mr. Soto. Mr. Soto responded in detail to all questions posed. Chairman Bartlett admonished Mr. Cummings "do not go there!" Mr. Cummings stated he did not have any more questions.
- oooo. The Board questioned Mr. Soto. He responded in detail to all questions posed.

- pppp. There being no further questions County Attorney Youngblood asked to retain the witness for recall, subject to rebuttal but to return the witness to work; and for him not discuss the case with anyone.
- qqqq. County Attorney Youngblood called Transportation & Development Director Jeffrey Metarko to the witness stand. He stated his name, position, tenure, and tenure as Director. County Attorney Youngblood began questioning T&D Director Metarko. T&D Director Metarko responded in detail to all questions posed. County Attorney Youngblood mentioned County Exhibits C-5, C-4, C-7, C-10, C-8, and C-9.
- rrrr. Mr. Cummings began the cross-examination of T&D Director Metarko. County Attorney Youngblood objected to Mr. Cummings' question as it was a compound question. Chairman Bartlett advised Mr. Cummings he had asked two questions and that he needed to ask one question at a time.
- ssss. Mr. Cummings continued the cross-examination of T&D Director Metarko. T&D Director Metarko responded in detail to all questions posed. County Attorney Youngblood objected as Mr. Cummings was not asking a question. Chairman Bartlett advised Mr. Cummings he was testifying and explained the camera was focused on the time clock and that he should move on.
- tttt. The Board questioned T&D Director Metarko. He responded in detail to all questions posed.
- uuuu. There being no further questions County Attorney Youngblood advised there were no further witnesses to call at this time (subject to rebuttal). She asked to tender exhibits.
- vvvv. Chairman Bartlett explained to Mr. Cummings what "tendering exhibits" meant and did so one at a time for him to object.
- wwww. County Attorney Youngblood tendered the following County Exhibits:

County Exhibit C-4	Appellant had no objections
County Exhibit C-5	Appellant had no objections
County Exhibit C-6	Appellant had no objections
County Exhibit C-7	Appellant had no objections
County Exhibit C-8	Appellant had no objections
County Exhibit C-9	Appellant had no objections
County Exhibit C-10	Appellant had no objections

- zzzz. County Attorney Youngblood rested the County's case pending rebuttal.
- xxxx. Chairman Bartlett called for a five-minute break. Vice-Chair Lancaster made a motion for a five-minute break, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
- aaaa. The meeting was called back into session at 3:02 p.m.
- bbbb. Mr. Cummings took the witness stand to provide testimony.
- cccc. County Attorney Youngblood cross-examined Mr. Cummings. Mr. Cummings responded in detail to questions posed.
- dddd. The Board questioned Mr. Cummings. He responded in detail to all questions posed.

- eeee. There being no further questions posed. The witness stepped down from the witness stand.
- ffff. Mr. Cummings asked to call Ronny Davis and Dante Echols as witnesses.
- ggggg. T&D Director Metarko stated it would be approximately 10 minutes before the witnesses could arrive.
- hhhhh. [TIMECHECK] County had used 57 minutes and Appellant had used 1 hour and 55 seconds
- yyyy. Chairman Bartlett called for a short 10-minute break until 3:50 p.m. Mr. Smith made a motion to break until 3:50 p.m., second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).
- zzzz. The meeting was called back into session at 3:51 p.m.
- aaaa. Dante Echols was called to the witness stand. Chairman Bartlett asked Mr. Echols to state his name for the record and to confirm he was sworn in for the record.
- bbbb. Mr. Cummings began questioning Mr. Echols. Mr. Echols responded in detail to all questions posed. County Attorney Youngblood objected as Mr. Cummings' question was "asked and answered twice". The objection was sustained.
- cccc. Mr. Cummings continued questioning Mr. Echols. Mr. Echols responded in detail to all questions posed. County Attorney Youngblood objected to Mr. Cummings' questions as to hearsay. The objection was sustained.
- dddd. Mr. Cummings continued questioning Mr. Echols. Mr. Echols responded in detail to all questions posed. County Attorney Youngblood objected to Mr. Cummings' question as to being "asked and answered". The objection was sustained.
- eeee. Mr. Cummings continued questioning Mr. Echols. County Attorney Youngblood objected to Mr. Cummings' question as it called for speculation. The objection was sustained.
- ffff. Mr. Cummings continued questioning Mr. Echols. Mr. Echols responded in detail to all questions posed. County Attorney Youngblood objected to Mr. Cummings' question as it was "asked and answered".
- ggggg. Mr. Cummings continued questioning Mr. Echols. Mr. Echols responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video).
- hhhhh. County Attorney Youngblood did not have any questions for Mr. Echols.
- iiii. The Board questioned Mr. Echols. He responded in detail to all questions posed.
- jjjj. There being no further questions the witness was released. He remained in the audience. Chairman Bartlett explained to Mr. Cummings why Mr. Echols could remain in attendance.
- kkkkk. Mr. Cummings called Ronny Davis to the witness stand. Chairman Bartlett asked Mr. Davis to state his name, where employed and his tenure. County Attorney Youngblood objected to Chairman Bartlett asking these preliminary questions, as they should be asked by the Appellant and taken away from his time.
- llll. Mr. Cummings began questioning Mr. Davis. Mr. Davis responded in detail to all questions posed. County Attorney Youngblood objected (no objection stated). The objection was sustained.
- mmmmm. Mr. Cummings continued questioning Mr. Davis. Mr. Davis responded in detail to all questions posed. County Attorney Youngblood objected to Mr.

Cummings' question as it was "asked and answered". Chairman Bartlett advised Mr. Cummings that Mr. Davis responded he did not know.

nnnnn. Mr. Cummings continued questioning Mr. Davis. Mr. Davis responded in detail to all questions posed. County Attorney Youngblood objected as it called for speculation. The objection was sustained.

ooooo. Mr. Cummings continued questioning Mr. Davis. Mr. Davis responded in detail to all questions posed. Mr. Cummings mentioned County Exhibit C-6 (video).

ppppp. County Attorney Youngblood did not have any questions for Mr. Davis.

qqqqq. The Board questioned Mr. Davis. He responded in detail to all questions.

rrrrr. There being no further questions, the witness was released.

sssss. Mr. Cummings did not have any additional witnesses.

ttttt. [TIMECHECK] Appellant used 1 hour 16 minutes and 15 seconds / County used 38 minutes.

uuuuu. Chairman Bartlett explained what closing arguments were to Mr. Cummings.

vvvvv. Attorney Youngblood deferred to present the County's closing arguments last.

wwwww. Mr. Cummings presented his closing arguments (ran out of time).

xxxxx. Attorney Youngblood presented the County's closing arguments.

yyyyy. Chairman Bartlett called for a motion to adjourn into Executive Session to discuss the Sean Cummings (Transportation & Development) termination appeal filed November 15, 2019. Vice-Chair Lancaster made the motion to adjourn into Executive Session, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

zzzzz. The meeting was called back into session at 5:07 p.m.

aaaaa. Chairman Bartlett called for a motion regarding Sean Cummings (Transportation & Development) termination appeal filed November 15, 2019. Dr. Jackson made the motion to uphold the County, second by Mr. Smith. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

bbbbb. Chairman Bartlett asked Mr. Cummings if he had any questions. He had none.

14. Other business.

a. Special Called Meeting – June 24, 2021.

i. Canceled Special Called Board Meeting


- (1) Chairman Bartlett called for a motion to cancel the Special Called Board Meeting scheduled Thursday, June 24, 2021. Dr. Jackson made the motion to cancel the June 24, 2021, Special Called Meeting date, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a unanimous vote (5-0).

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Mr. Trimble 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 A. BARTLETT
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR