

# ***CIVIL SERVICE BOARD MEETING***

***MARCH 29, 2022***

A special called meeting of the Clayton County Civil Service Board was held on Tuesday, March 29, 2022, in-person and virtually via Zoom Video Communications.

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

Members absent: None

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Fred Zimmerman; County Attorney Michelle Youngblood; Attorney Jack Hancock; Apprintiss Phelps; Corrections Warden Dennis Nelson; Corrections Deputy Warden Ray Amey; Attorney Keith Martin; Senior Staff Attorney John O'Neal; Staff Attorney India Keefover; Sheriff's Office Legal Advisor Alan Parker; various employees from County departments; and other individuals.

Chairman Jackson called the meeting to order at 9:03 a.m.

Chairman Jackson called for a motion to adopt the agenda for March 29, 2022. Ms. Lancaster made the motion to approve the agenda, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

1. Discussion item(s).
  - a. Considered request for Motion and Brief for the Civil Service Board to schedule hearings in the appeals of former employees submitted by Attorney Keith Martin on March 21, 2022.
    - i. Nerissa Edwards – Termination
    - ii. Patrick Fluellen – Termination
    - iii. Michael S. Hensley – Demotion and Termination
    - iv. Michael Johnson – Termination
    - v. Sandy Manning – Demotion and Termination
    - vi. Keith McLaughlin – Demotion and Termination
    - vii. Heather Roscoe – Termination
    - viii. Grace Taylor – Demotion
    - ix. Rebecca Thompson (now Patterson) – Termination

x. Raymond S. Winn – Termination

- (1) Attorney Keith Marin presented the request in detail for the Board to reconsider hearing cases of former Clayton County Sheriff's Office employees to the Board.
- (2) County Attorney Jack Hancock responded in detail to Attorney Martin's request for motion to schedule hearing.
- (3) County Attorney Michelle Youngblood responded in detail to Attorney Martin's Motion and Brief and asked the Board to leave in place the Motion to Stay Proceedings as previously and correctly approved.
- (4) Civil Service Board Attorney Fred Zimmerman presented his recommendations to the Board.
- (5) The Board questioned legal counsel. Attorney Hancock and Attorney Martin responded to all questions posed by the Board.
- (6) County Attorney Hancock noted to the Board that Clayton County is not the employer of the Sheriff's Office employees.
- (7) County Attorney Hancock and Attorney Martin confirmed to the Board that Raymond S. Winn had not submitted any Civil Service appeals and would be removed from this request.
- (8) Human Resources Director Pamela Ambles confirmed to the Board that Personnel Actions are signed by the department head, Office of the Sheriff would be Chief Deputy Roland Boehrer and his compensation had not changed.
- (9) The Board continued questioning both attorneys. County Attorney Hancock and Attorney Martin responded to all questions posed by the Board.
- (10) Chairman Jackson called for a motion to adjourn into Executive Session to discuss legal matters. Vice-Chair Smith made the motion to adjourn into Executive Session, second by Mr. Bartlett. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- (11) Chairman Jackson called the meeting back in session at 10:48 a.m.
- (12) Chairman Jackson called for a motion regarding: Motion and Brief for the Civil Service Board to schedule hearings in the appeals of former Sheriff's Office employees. Ms. Lancaster made the motion to rescind the Stay in Motion Proceedings of the Sheriff's Office cases and approve Attorney Martin's request to schedule hearings and appeals of former Sheriff's Office employees, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

2. Calendar Call.

- a. **Austin Jones (Police Department)** – Termination appeal filed August 4, 2020, regarding: “Termination status”. Attorney Jacob Weldon requested a continuance via email on March 7, 2022. The continuance request was granted on March 7, 2022.
  - i. Chairman Jackson confirmed the continuance request was granted on March 7, 2022.
- b. **Michael Watts (Police Department)** – Termination appeal filed February 15, 2019, regarding: “I was terminated for a use of force incident at the Police Department. I’m appealing being terminated”. Staff Attorney India Keefover requested a continuance via email on March 18, 2022. The continuance request was granted March 21, 2022.
  - i. Chairman Jackson confirmed the continuance request was granted on March 21, 2022.
- c. **Apprintiss Phelps (Corrections/Prison)** – Termination appeal filed December 10, 2021 regarding: “Termination on December 3, 2021”.
  - i. Chairman Jackson asked if the Appellant was present and ready to move forward. Apprintiss Phelps replied in the affirmative.
  - ii. Chairman Jackson asked if the County was ready to move forward. County Attorney Michelle Youngblood replied in the affirmative.

3. **(Appeal) Apprintiss Phelps (Corrections/Prison)** – Termination appeal filed May 7, 2021 regarding: “Termination”.

- a. Civil Service Board Attorney Fred Zimmerman swore in all the witnesses present and via Zoom.
- b. Chairman Jackson asked if there would be any sequestrations for the County and the Appellant. There was no need for sequestration.
- c. Chairman Jackson explained the hearing process and time limits to Apprintiss Phelps.
- d. County Attorney Michelle Youngblood presented County’s opening statement to the Board.
- e. Apprintiss Phelps confirmed to the Board she does not have the Appellant’s opening statement to present to the Board.
- f. County Attorney Youngblood called witness Police Officer Jordan Sidney to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began questioning Officer Sidney. Officer Sidney responded in detail to all questions posed

by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7.

- g. Apprintiss Phelps had no questions for Officer Sidney.
- h. The Board began questioning Officer Sidney. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Officer Sidney. There were none.
- i. Chairman Jackson dismissed Officer Sidney from the witness stand. Officer Sidney was held for rebuttal.
- j. County Attorney Youngblood called witness Correction Warden Dennis Nelson to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began questioning Warden Nelson. Warden Nelson responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-4, C-5, C-6, C-7, C-8, C-9, and C-10.
- k. Apprintiss Phelps had no questions for Warden Nelson.
- l. The Board began questioning Warden Nelson. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Warden Nelson. There were none.
- m. Chairman Jackson dismissed Warden Nelson from the witness stand. Warden Nelson was held for rebuttal.
- n. County Attorney Youngblood tendered County's Exhibits C-4 through C-10. Appellant Apprintiss Phelps had no objections.
- o. County Attorney Youngblood rested but subject for rebuttal.
- p. Appellant Apprintiss Phelps presented her testimony to the Board. County Attorney Youngblood objected to hearsay testimony. Chairman Jackson overruled the objection.
- q. Apprintiss Phelps continued presenting her testimony to the Board.
- r. County Attorney Youngblood began cross-examination of Ms. Phelps. Ms. Phelps responded in detail to all questions posed by County Attorney Youngblood.
- s. The Board began questioning Ms. Phelps. She responded in detail to all questions posed by the Board. County Attorney Youngblood objected to Ms. Phelps giving testimony to direct knowledge. Chairman Jackson sustained the objection.

- t. The Board continued questioning Ms. Phelps. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Ms. Phelps. There were none.
- u. Chairman Jackson called for a motion. Ms. Lancaster made the motion to take a break, second by Mr. Bartlett. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- v. Chairman Jackson called the meeting back in session at 11:51 a.m.
- w. County Attorney Youngblood recalled Warden Nelson for rebuttal. Warden Nelson responded to all questions in detail posed by County Attorney Youngblood.
- x. Apprintiss Phelps had no questions for Warden Nelson.
- y. The Board began questioning Warden Nelson. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Warden Nelson. There were none
- z. Chairman Jackson dismissed Warden Nelson from the witness stand.
- aa. County Attorney Youngblood began cross-examination of Ms. Phelps for rebuttal. She responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-1.
- bb. The Board had no questions for Ms. Phelps.
- cc. Apprintiss Phelps confirmed to the Board she had no other witnesses. The Appellant rested.
- dd. County Attorney Youngblood tendered County Exhibit C-1. Ms. Phelps had no objections.
- ee. Chairman Jackson mentioned the County reserved its right to present the closing arguments last.
- ff. Apprintiss Phelps presented the Appellant's closing arguments to the Board.
- gg. County Attorney Youngblood presented the County's closing arguments to the Board.
- hh. Chairman Jackson called for a motion to adjourn into Executive Session to discuss *Apprintiss Phelps (Corrections/Prison)* – Termination appeal filed December 10, 2021 regarding: "Termination on December 3, 2021". Mr. Bartlett made the motion to adjourn into Executive Session, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

- ii. Chairman Jackson called the meeting back in session at 12:46 p.m.
  - jj. Chairman Jackson called for a motion regarding: *Apprintiss Phelps (Corrections/Prison)* – Termination appeal filed December 10, 2021 regarding: “Termination on December 3, 2021”. Vice-Chair Smith made the motion to rule in favor of the Appellant to return to unpaid administrative leave and allow Ms. Phelps to resign as requested on her appeal, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote of (5-0).
4. Executive Session (as needed).
- a. None needed.
5. Other business.
- a. Confirmed meeting date(s) for April 2022.
    - i. Human Resources Director Pamela Ambles confirmed the date for the next Regular Called Meeting would be April 27, 2022.
  - b. Upcoming cases for April 27, 2022.
    - i. *Cassandra Dorismond (Internal Audit)* – Termination
    - ii. *Austin Jones (Police Department)* – Termination
    - iii. *Michael Watts (Police Department)* – Termination
    - iv. *Brenda Thomas (Sheriff’s Office)* – Termination

***Chairman Jackson stated that all matters have been concluded and called for a motion to adjourn this meeting. Ms. Lancaster made the motion to adjourn, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).***

***Meeting adjourned.***

  
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**DR. CEPHUS JACKSON**  
**CHAIRMAN**

  
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**PAMELA R. AMBLES**  
**HUMAN RESOURCES DIRECTOR**