

# ***CIVIL SERVICE BOARD MEETING***

***APRIL 27, 2022***

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, April 27, 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; Police Legal Advisor Kenneth Green; Police Chief Kevin Roberts; Attorney Keith Martin; Michael Watts; Staff Attorney India Keefover; Attorney Jacob Weldon; Austin Jones; Attorney Jack Knanishu; Brenda Thomas; various employees from County departments; and other individuals.

Chairman Jackson called the meeting to order at 9:04 a.m.

Chairman Jackson called for a motion to adopt the agenda for April 27, 2022. Vice-Chair Smith made the motion to approve the Agenda, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

1. Considered for approval the Civil Service Board's Minutes held on March 23, 2022.
  - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
2. Considered for approval the Civil Service Board's Minutes held on March 29, 2022.
  - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
3. Considered for approval the Civil Service Board's Executive Session Minutes regarding ***Darren Merrill, Building and Maintenance***, termination appeal heard March 23, 2022.

- a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Executive Session Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
4. Considered for approval the Civil Service Board's Executive Session Minutes regarding Motion and Brief for the Civil Service Board to schedule hearings on the appeals of former Sheriff's Office employees held on March 29, 2022.
    - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
  5. Considered for approval the Civil Service Board's Executive Session Minutes regarding *Apprintiss Phelps, Corrections/Prison*, termination appeal heard March 29, 2022.
    - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve Executive Session Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
  6. Considered for approval the Written Civil Service Board's Decision regarding *Darren Merrill, Buildings and Maintenance*, termination appeal heard March 23, 2022. Motion carried by unanimous vote (5-0) to reinstate Appellant to employment and demote from his position of Service Manager to his previous position of Master Trade Specialist.
    - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Decision, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
  7. Considered for approval the Written Civil Service Board's Decision regarding *Danny Starr, Correction/Refuse Control*, suspension and demotion appeal to be heard March 23, 2022. Date Decision Reached: March 23, 2022. [Dismissed – Appellant failed to report]
    - a. Chairman Jackson called for a motion. Ms. Lancaster made the motion to approve the Dismissal, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
  8. Considered for approval the Written Civil Service Board's Decision regarding *Apprintiss Phelps, Corrections/Prison*, termination appeal heard March 29, 2022. Date Decision Reached: March 29, 2022 – Motion carried by unanimous vote (5-0) for Appellant to return to unpaid administrative leave and allow Appellant to resign as requested on her appeal.
    - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Decision, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

9. Considered request from Police Chief Kevin Roberts for leave without pay for **Communications Call Taker Devorah Lane, 911 Communications**, from April 15, 2022 through April 17, 2022. (Civil Service Board was polled and approved April 1, 2022 by Jackson, Smith Lancaster, Phillips-Hall, and Bartlett)
  - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to confirm the vote, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
  
10. Considered request from Police Chief Kevin Roberts, for leave without pay for **Police Officer Johanna Wilson (Police Department)**, from April 13, 2022 through April 15, 2022. (Civil Service Board was polled and approved April 6, 2022 by Jackson, Smith, and Lancaster)
  - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to confirm the vote, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by majority vote (5-0).

Chairman Jackson announced the Board has been in receipt of a motion from County Attorney Michelle Youngblood to recuse all Board members from the Brenda Thomas' case and the Board would refer to the Hearing Officer to make a determination and await the ruling of the Hearing Officer.

11. Calendar Call.
  - a. **Cassandra Dorismond (Internal Audit)** – Termination appeal filed July 24, 2020 regarding: “Termination dated July 15, 2020”. County Attorney Michelle Youngblood requested a continuance via email on April 18, 2022. The continuance request was granted on April 20, 2022.
    - i. Chairman Jackson confirmed the County’s continuance request was granted April 20, 2022.
  
  - b. **Austin Jones (Police Department)** – Termination appeal filed August 4, 2020 regarding: “Termination status”.
    - i. Attorney Jacob Weldon confirmed to the Board that he and Austin Jones was present and ready to move forward via Zoom.
  
  - c. **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 am appealing being terminated”.
    - i. Attorney Keith Martin confirmed to the Board that he and Michael Watts was present and ready to move forward.

- d. **Brenda Thomas (Sheriff's Office)** – Termination appeal filed August 2, 2018 regarding: “Termination”. County Attorney Michelle Youngblood submitted Appellee’s Motion to Recuse Civil Service Board (All Members) on April 18, 2022.
  - i. Chairman Jackson stated the Board would wait on the approval of the Hearing Officer.
  - ii. Attorney Jake Knanishu stated he understands the rules of the Civil Service Board and regarding the alleged conflict of interest.
  - iii. Attorney Knanishu asked the Board if the Hearing Officer would be hearing arguments. Chairman Jackson explained the process of the Hearing Officer.
  - iv. Attorney Knanishu continued questioning the Board. The Board responded to all questions posed by Attorney Knanishu.
  
12. **(Appeal) Austin Jones (Police Department)** – Termination appeal filed August 4, 2020 regarding: “Termination status”.
  - a. County Attorney Michelle Youngblood confirmed to the Board the County is ready to move forward.
  - b. Attorney Jacob Weldon confirmed to the Board the Appellant is ready to move forward.
  - c. County Attorney Michelle Youngblood confirmed to the Board the County’s witnesses are present.
  - d. Human Resources Director Pamela Ambles stated to the Board that Attorney Jacob Weldon did not submit a witness list to Human Resources.
  - e. Civil Service Board Attorney Fred Zimmerman swore in all the witnesses present.
  - f. Chairman Jackson asked if there would be any sequestrations for the County and the Appellant. There were none.
  - g. Chairman Jackson explained the hearing process and time limits to Attorney Jacob Weldon.
  - h. Attorney Weldon stated to the Board that he provided a witness list on February 3, 2022 at 6:25 p.m. to Human Resources Director Pamela Ambles.
  - i. Human Resources Director Pamela Ambles confirmed to the Board that Attorney Weldon did send a witness list directly to her, but normally it should have been sent to Becky Robinson and Noi Souphanthavong and it was an oversight on her behalf.
  - j. Human Resources Director Pamela Ambles announced all the witnesses’ names that were on the Appellant’s witness list: Michael Hobbs, William Kincaid, John Norrod, Charles Hutchens, Cameron Smith, and Brian Busch.

- k. Civil Service Board Attorney Fred Zimmerman swore in Appellant's witness Lieutenant Michael Hobbs via Zoom.
- l. County Attorney Michelle Youngblood requested to the Board for a brief recess to confer with her client regarding the witness list was not supplied by the Appellant.
- m. Chairman Jackson overruled by virtual fact that Human Resources admitted their error and the Board would be open and fair.
- n. Mr. Bartlett recommended that all Board members and the County receives a copy of the Appellant's witness list during a break.
- o. Chairman Jackson called for a motion. Vice-Chair Smith made the motion for a break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- p. Chairman Jackson called the meeting back in session at 9:30 a.m.
- q. County Attorney Michelle Youngblood requested a continuance for Austin Jones case on the basis the witnesses for the Appellant were exposed to the County approximately five minutes ago acting in their inability to prepare for the hearing for today.
- r. **For the Record:** County Attorney Michelle Youngblood stating that she has nothing against Attorney Jacob Weldon or Human Resources, and she isn't criticizing anyone. The County have never heard the names on the Appellant's witness list whom Attorney Weldon plan to call on.
- s. Attorney Jacob Weldon stated that the witnesses he planned to call are predominately character witnesses.
- t. Chairman Jackson stated the County's request is overruled and the hearing will move forward.
- u. County Attorney Fred Zimmerman swore in Appellant's witness Sergeant Charles Hutchens via Zoom.
- v. **For the Record:** County Attorney Youngblood stated the County's objection for these proceedings and the rulings be noted.
- w. County Attorney Michelle Youngblood presented County's opening statement to the Board.
- x. Attorney Jacob Weldon presented the Appellant's opening statement to the Board. County Attorney Youngblood objected to any statements of Attorney Kenneth

Green, he is the Legal Advisor of the Police Department and is privileged and confidential. Chairman Jackson sustained the objection.

- y. Attorney Jacob Weldon continued presenting the Appellant's opening statement to the Board.
- z. County Attorney Youngblood called witness Officer Antonio Kendrick to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Officer Kendrick. Officer Kendrick responded in detail to all questions posed by County Attorney Youngblood. Attorney Weldon objected to cause of speculation. Chairman Jackson sustained the objection.
- aa. County Attorney Youngblood continued questioning Officer Kendrick. Officer Kendrick responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-8 and C-11. Attorney Weldon objected to not being able to see the exhibits. Chairman Jackson requested Information Technology to share the exhibits.
- bb. County Attorney Youngblood continued questioning Officer Kendrick. Officer Kendrick responded in detail to all questions posed by County Attorney Youngblood.
- cc. Attorney Jacob Weldon began cross-examination of Officer Antonio Kendrick. Officer Kendrick responded in detail to all questions posed by Attorney Weldon. County Attorney Youngblood objected to cause of speculations. Chairman Jackson sustained the objection.
- dd. Attorney Weldon continued cross-examination of Officer Kendrick. Officer Kendrick responded in detail to all questions posed by Attorney Weldon.
- ee. The Board began questioning Officer Antonio Kendrick. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Officer Kendrick. There were none.
- ff. Chairman Jackson dismissed Officer Kendrick from the witness stand. Officer Kendrick was held for rebuttal.
- gg. Chairman Jackson called for a motion. Vice-Chair Smith made the motion for a break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by majority vote (5-0).
- hh. Chairman Jackson called the meeting back in session at 10:15 a.m.
- ii. Civil Service Board Attorney Fred Zimmerman swore in Sergeant Charles Thornton.

- jj. County Attorney Youngblood called witness Sergeant Charles Thornton via Zoom. He stated his name, position, and tenure. Attorney Youngblood began questioning Sergeant Thornton. Sergeant Thornton responded in detail to all questions posed by County Attorney Youngblood. Attorney Jacob Weldon objected to cause of speculation. Chairman Jackson overruled the objection. County Attorney Youngblood mentioned County's Exhibit C-8.
- kk. County Attorney Youngblood continued questioning Sergeant Thornton. Sergeant Thornton responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7. Attorney Weldon objected to hearsay testimony. Chairman Jackson overruled the objection.
- ll. County Attorney Youngblood continued questioning Sergeant Thornton. Sergeant Thornton responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-11. Attorney Weldon objected to cause of speculation. Chairman Jackson overruled the objection.
- mm. County Attorney Youngblood continued questioning Sergeant Thornton. Sergeant Thornton responded in detail to all questions posed by County Attorney Youngblood.
- nn. Attorney Jacob Weldon began cross-examination of Sergeant Charles Thornton. Sergeant Thornton responded in detail to all questions posed by Attorney Weldon. County Attorney Youngblood objected to cause of speculation. Chairman Jackson sustained the objection.
- oo. The Board began questioning Sergeant Charles Thornton. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Sergeant Thornton. There were none.
- pp. Chairman Jackson dismissed Sergeant Thornton from the witness stand. Sergeant Thornton was held for rebuttal.
- qq. County Attorney Michelle Youngblood called witness Major Francisco Romero to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Major Romero. Major Romero responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-8 and C-11.
- rr. Attorney Jacob Weldon began cross-examination of Major Francisco Romero. Major Romero responded in detail to all questions posed by Attorney Weldon. County Attorney Youngblood objected to Attorney Weldon need to better direct the witness on the exhibit he is referring to. Attorney Weldon stated he is referring to County's Exhibit C-7. Chairman Jackson stated Attorney Weldon may proceed.

- ss. Attorney Weldon continued cross-examination of Major Romero. Major Romero responded in detail to all questions posed by Attorney Weldon.
- tt. The Board began questioning Major Francisco Romero. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Major Romero. There were none.
- uu. Chairman Jackson dismissed Major Romero from the witness stand. Major Romero was held for rebuttal.
- vv. County Attorney Michelle Youngblood called witness Lieutenant Kenneth Cameron to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Lieutenant Cameron. Lieutenant Cameron responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7, C-8, and C-11.
- ww. Attorney Jacob Weldon began cross-examination of Lieutenant Kenneth Cameron. Lieutenant Cameron responded in detail to all questions posed by Attorney Weldon.
- xx. The Board began questioning Lieutenant Kenneth Cameron. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Cameron. There were none.
- yy. Chairman Jackson dismissed Lieutenant Cameron from the witness stand. Lieutenant Cameron was held for rebuttal.
- zz. [TIME CHECKED] Mr. Smith stated County has used 33 minutes and Appellant has used 41 minutes.

**Discussion:** Chairman Jackson advised Attorney Keith Martin that Michael Watts hearing would not be heard today, and it would be first on May's agenda.

**For the Record:** Staff Attorney India Keefover announced to the Board she would be requesting a continuance for the May's appeal for the Michael Watts' case. Attorney Keith Martin stated to the Board he has no objection to the request.

Human Resources Director Pamela Ambles advised the Board that Michael Watts' case would be second on the May's agenda.

- aaa. Chairman Jackson called for a motion. Vice-Chair Smith made the motion for a lunch break, second by Ms. Lancaster. No further discussion on the motion made. Motin carried by majority vote (5-0).
- bbb. Chairman Jackson called the meeting back in session at 1:24 p.m.



- ccc. County Attorney Michelle Youngblood called witness Sergeant Michael Lowe to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Sergeant Lowe. Sergeant Lowe responded in detail to all questions posed by County Attorney Youngblood. Attorney Weldon objected to repetition testimony. Chairman Jackson overruled the objection.
- ddd. County Attorney Youngblood continued questioning Sergeant Lowe. Sergeant Lowe responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7 and C-8.
- eee. Attorney Jacob Weldon had no questions for Sergeant Michael Lowe.
- fff. The Board had no questions for Sergeant Michael Lowe. Chairman Jackson dismissed Sergeant Lowe from the witness stand.
- ggg. County Attorney Michelle Youngblood called witness Assistant Chief of Police Bruce Parks to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Assistant Chief Parks. Assistant Chief Parks responded in detail to all questions posed by County Attorney Youngblood.
- hhh. Attorney Jacob Weldon began cross-examination of Assistant Chief of Police Bruce Parks. Assistant Chief Parks responded in detail to all questions posed by Attorney Weldon.
- iii. The Board began questioning Assistant Chief of Police Bruce Parks. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Assistant Chief Parks. There were none.
- jjj. Chairman Jackson dismissed Assistant Chief of Police Bruce Parks from the witness stand.
- kkk. County Attorney Michelle Youngblood called witness Lieutenant Jeffery McCaslin to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Lieutenant McCaslin. Lieutenant McCaslin responded in detail to all questions posed by County Attorney Youngblood. Attorney Jacob Weldon objected to witness testifying on unsure exhibit relating to Bruce Parks or Jeffery McCaslin. County Attorney Youngblood restated the question. County Attorney Youngblood mentioned County's Exhibits C-7 and C-8.
- lll. County Attorney Youngblood continued questioning Lieutenant McCaslin. Lieutenant McCaslin responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-11.

- mmm. Attorney Jacob Weldon began cross-examination of Lieutenant Jeffery McCaslin. Lieutenant McCaslin responded in detail to all questions posed by Attorney Weldon.
- nnn. The Board began questioning Lieutenant Jeffery McCaslin. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant McCaslin. None were noted.
- ooo. Chairman Jackson dismissed Lieutenant McCaslin from the witness stand. Lieutenant McCaslin was held for rebuttal.
- ppp. Chairman Jackson called for a motion. Ms. Lancaster made the motion for a break, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- qqq. Chairman Jackson called the meeting back in session at 2:32 p.m.
- rrr. [TIME CHECKED] Mr. Smith stated the County has used 56 minutes and Appellant has used 56 minutes.
- sss. County Attorney Michelle Youngblood called witness Police Chief Kevin Roberts to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Police Chief Roberts. Police Chief Roberts responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-6.
- ttt. Attorney Jacob Weldon began cross-examination of Police Chief Kevin Roberts. Police Chief Roberts responded in detail to all questions posed by Attorney Weldon. Attorney Weldon mentioned Appellant's Exhibit A-1.
- uuu. The Board began questioning Police Chief Kevin Roberts. He responded in detail to all questions posed by the Board.
- vvv. Chairman Jackson dismissed Police Chief Roberts from the witness stand. Police Chief Roberts resumed his seat.
- www. County Attorney Michelle Youngblood tendered County's Exhibits C-5, C-6, C-7, C-8, and C-11. Attorney Jacob Weldon had no objections.
- xxx. Attorney Jacob Weldon called witness Sergeant John Norrod via Zoom. Attorney Weldon began questioning Sergeant Norrod. Sergeant Norrod responded in detail to all questions posed by Attorney Weldon.
- yyy. County Attorney Michelle Youngblood began cross-examination of Sergeant John Norrod. Sergeant Norrod responded in detail to all questions posed by County Attorney Youngblood.

- zzz. The Board began questioning Sergeant John Norrod. Sergeant Norrod responded in detail to all questions posed by the Board.
- aaaa. **For the Record:** County Attorney Michelle Youngblood objected to a question the Board asked the witness regarding seeing in the future.
- bbbb. The Board continued questioning Sergeant Norrod. He responded to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Sergeant Norrod. There were none.
- cccc. Chairman Jackson dismissed Sergeant Norrod from the witness stand.
- dddd. Civil Service Board Attorney Fred Zimmerman swore in Lieutenant Cameron Smith.
- eeee. Attorney Jacob Weldon called witness Lieutenant Cameron Smith via Zoom. He stated his name, position, and tenure. Attorney Weldon began questioning Lieutenant Smith. Lieutenant Smith responded in detail to all questions posed by Attorney Weldon.
- ffff. [TIME CHECKED] Mr. Smith advised Attorney Weldon has used 1 hour and 18 minutes.
- gggg. Attorney Weldon continued questioning Lieutenant Smith. Lieutenant Smith responded in detail to all questions posed by Attorney Weldon.
- hhhh. County Attorney Michelle Youngblood began cross-examination of Lieutenant Cameron Smith. Lieutenant Smith responded in detail to all questions posed by County Attorney Youngblood.
- iiii. The Board began questioning Lieutenant Cameron Smith. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Smith. There were none.
- jjjj. Chairman Jackson dismissed Lieutenant Smith via Zoom.
- kkkk. [TIME CHECKED] Mr. Smith stated County has used 1 hour and 7 minutes and Appellant has used 1 hour and 22 minutes.
- llll. Attorney Jacob Weldon called witness Sergeant Charles Hutchens via Zoom. He stated his name, position, and tenure. Attorney Weldon began questioning Sergeant Hutchens. Sergeant Hutchens responded in detail to all questions posed by Attorney Weldon.

- m m m m. County Attorney Youngblood began cross-examination of Sergeant Hutchens. Sergeant Hutchens responded in detail to all questions posed by County Attorney Youngblood.
- n n n n. The Board had no questions for Sergeant Charles Hutchens.
- o o o o. Chairman Jackson dismissed Sergeant Hutchens via Zoom.
- p p p p. Attorney Jacob Weldon began questioning witness Austin Jones. Mr. Jones responded in detail to all questions posed by Attorney Weldon. County Attorney Michelle Youngblood objected to misleading the witness. Chairman Jackson sustained the objection.
- q q q q. Attorney Weldon continued questioning Mr. Jones. Mr. Jones responded in detail to all questions posed by Attorney Weldon.
- r r r r. County Attorney Michelle Youngblood began cross-examination of Austin Jones. Mr. Jones responded in detail to all questions posed by County Attorney Youngblood.
- s s s s. Chairman Jackson allowed Attorney Weldon to ask Austin Jones follow-up questions and would do the same for the County.
- t t t t. Attorney Jacob Weldon began questioning Austin Jones. Mr. Jones responded in detail to all questions posed by Attorney Weldon. County Attorney Michelle Youngblood objected to testifying on findings of PRIPs. Chairman Jackson recommended rephrasing the question.
- u u u u. Attorney Weldon continued questioning Mr. Jones. Mr. Jones responded in detail to all questions posed by Attorney Weldon.
- v v v v. County Attorney Michelle Youngblood began questioning Austin Jones. Mr. Jones responded in detail to all questions posed by County Attorney Youngblood.
- w w w w. The Board began questioning Austin Jones. Mr. Jones responded in detail to all questions in detail posed by the Board. Chairman Jackson asked the Board if there were any other questions for Mr. Jones. There were none.
- x x x x. Chairman Jackson dismissed Austin Jones via Zoom.
- y y y y. County Attorney Michelle Youngblood recalled Police Chief Kevin Roberts to the witness stand for rebuttal. County Attorney Youngblood began questioning Police Chief Roberts. Police Chief Roberts responded in detail to all questions posed by County Attorney Youngblood.

- zzzz. Attorney Jacob Weldon began questioning Police Chief Kevin Roberts. Police Chief Roberts responded in detail to all questions posed by Attorney Weldon.
- aaaa. The Board had no questions for Police Chief Kevin Roberts.
- bbbbb. Chairman Jackson called for a motion. Vice-Chair Smith made the motion for a break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by majority vote (5-0).
- ccccc. Chairman Jackson called the meeting back in session at 4:20 p.m.
- dddd. [TIME CHECKED] Mr. Smith stated County has used 1 hour, 13 minutes, and 48 seconds and Appellant has used 1 hour, 28 minutes, and 3 seconds.
- eeee. Chairman Jackson mentioned the County reserved the right to present the closing arguments last.
- ffff. Attorney Jacob Weldon presented the Appellant's closing arguments to the Board.
- ggggg. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
- hhhhh. Chairman Jackson called for a motion to adjourn into Executive Session to discuss *Austin Jones (Police Department)* – Termination appeal filed August 4, 2020 regarding: "Termination status". Vice-Chair Smith made the motion to adjourn into Executive Session at 4:37 p.m., second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- iiii. Attorney Jacob Weldon requested to submit recommendations for the Board's review. Chairman Jackson denied the request.
- jjjj. Chairman Jackson called the meeting back in session at 5:35 p.m.
- kkkkk. Chairman Jackson called for a motion regarding: *Austin Jones (Police Department)* – Termination appeal filed August 4, 2020 regarding: "Termination status". Mr. Smith made the motion to uphold the County's decision for termination, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote of (5-0).

**Discussion:** County Attorney Michelle Youngblood submitted Appellee's Motion to Recuse Civil Service Board (All Members) on April 18, 2022

Chairman Jackson made a motion to forward the Appellee's Motion to Recuse Civil Service Board (All Members) to the Hearing Officer to make a determination. There was no second motion.

Vice-Chair Smith made a motion to table the motion until the next Board's meeting in May, second by Ms. Phillips-Hall. Motion failed by a majority vote of (3-2) not to table the motion.

Ms. Lancaster made a motion to deny the motion for recusal of all Board members, second by Vice-Chair Smith. Motion carried by majority vote (3-2) the motion was denied.

Mr. Bartlett commented that he has no interactions and affiliation with the Brenda Thomas' case and therefore, he should not recuse himself from this appeal specifically, but there are some cases he has affiliations with, and he would voluntarily recuse himself.

13. Discussion items.

a. Confirmed meeting date(s) for May 2022.

- i. Human Resources Director Pamela Ambles confirmed to the Board its next Regular Called Meeting date would be Wednesday, May 25, 2022.
- ii. Human Resources Director Pamela Ambles confirmed its next Special Called Meeting date would be Thursday, May 26, 2022.
- iii. Human Resources Director Pamela Ambles confirmed to the Board the May's deadline dates would be: Witness List – May 6<sup>th</sup>, Exhibits – May 11<sup>th</sup>, and Continuance Request – May 16<sup>th</sup>.
- iv. **For the Record:** Human Resources Director Pamela Ambles stated that Human Resources is going to become more diligent when it comes to these records. The Civil Service process is very important to the County and the employees of the County, and it's her responsibility to ensure a fair and unbiased process.

In regard to the Austin Jones' witness list, Director Ambles stated that Attorney Weldon did send her the witness list directly. However, each attorney is responsible for exchanging information to the opposing counsel. Human Resources is usually out of it, and we do not touch the exhibits and the witness list. We do due diligence to make sure the Board has what it needs, but the attorneys need to make sure there is an exchange of their documents. Human Resources will not take ownership of things we should not, and we will hold everyone else accountable as well.

b. Upcoming cases for May 25, 2022.

- i. *Cassandra Dorismond (Internal Audit)* – Termination
- ii. *Michael Watts (Police Department)* – Termination
- iii. *Brenda Thomas (Sheriff's Office)* – Termination
- iv. *DeMarcus Hall (Police Department)* – Termination
- v. *Derek Vasser (Police Department)* – 2-Day Suspension

The Board stated the videos of the Michael Watts case could not open. County Attorney Michelle Youngblood stated she would inform Staff Attorney India Keefover.

c. Add Clarifying Language – Civil Service Rule 8.102-Requirements for Promotion.

i. Human Resources Director Pamela Ambles stated that Human Resources is looking at every procedure and practice that we have in place. We meet every Tuesday from 9:00 a.m. until 1:00 p.m.

(1) Civil Service Rule 8.101 – A non-probationary employee cannot be promoted within the Civil Service System; the employee must hold a permanent status. It can create a decompression within our Compensation System. Human Resources has changed our procedures to align with Civil Service Rule 8.101. Department Heads and Elected Officials have been notified. Civil Service Rule 8.101 is clear; however, clarifying language will be addressed when the Rewrite Committee reconvenes.

14. Executive Session (as needed).

a. None

15. Other business.

a. There were none.

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

***Meeting adjourned.***



**DR. CEPHUS JACKSON  
CHAIRMAN**



**PAMELA R. AMBLES  
HUMAN RESOURCES DIRECTOR**