

CIVIL SERVICE BOARD MEETING

SEPTEMBER 28, 2022

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, September 28, 2021, 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 Joe Harris; County Attorney Michelle Youngblood; Attorney Keith Martin; Police Chief Kevin Roberts; Juvenile Court Director Colin Slay; Solicitor General Chief of Staff Kydra Finn; Solicitor General Chief Investigator Tyrone Walls; Monique Kendrick; Tiffany Moen; James McDonald; Zakiya Pierce; various employees from County departments; and other individuals.

Chairman Jackson called the meeting to order at 9:07 a.m.

Chairman Jackson called for a motion to adopt the agenda for September 28, 2022. Ms. Lancaster made the motion to amend the agenda to add item 9a – Monique Kendrick (Solicitor General) probationary extension, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Chairman Jackson called for a motion to adopt the amended agenda for September 28, 2022. Vice-Chair Smith made the motion to approve the amended agenda, second by Mr. Bartlett. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

1. Considered for approval the Civil Service Board's Minutes for August 24, 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 for August 25, 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 **Michael Watts, Police Department**, termination appeal heard on August 24, 2022.
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Executive Session Minutes, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
4. Considered for approval the Written Civil Service Board's Decision regarding **Michael Watts, Police Department**, termination appeal heard on August 24, 2022. Date the Decision Reached: August 24, 2022 – Motion carried by unanimous vote (5-0) to uphold the County's decision to terminate Mr. Watts.
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Decision, second by Ms. Phillips-Hall. 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 **Robert Mundy, Fire Department**, grievance hearing heard on August 25, 2022.
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Decision, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
6. Considered for approval the Written Civil Service Board's recommendation regarding **Robert Mundy, Fire Department**, grievance hearing heard on August 25, 2022. Date Recommendation Made: August 25, 2022.
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the recommendation, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
7. Considered request from Police Chief Kevin Roberts to extend the probationary period of **Police Officer Alyssa DeJesus, Police Department** for an additional six (6) months until April 23, 2023.
 - a. Police Chief Kevin Roberts presented the request to the Board in detail.
 - b. Police Officer Alyssa DeJesus was not present due to being on Military Leave.
 - c. Chairman Jackson asked if the Board had any questions for Chief Roberts. There were none.
 - d. Chairman Jackson called for a motion. Ms. Phillips-Hall made a motion to approve the request, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

- e. **For the Record:** Human Resources Director Pamela Ambles stated though Officer DeJesus was on Military Leave, she was informed that this meeting would take place today.
8. Considered request from Solicitor General Charles Brooks to extend the probationary period of **Senior Investigator Monique Kendrick, Solicitor General** for an additional six (6) months until April 29, 2023.
 - a. Chief of Staff Kydra Finn presented the request in detail to the Board.
 - b. Chairman Jackson asked if Monique Kendrick was present. She was present.
 - c. The Board explained the hearing process to Ms. Kendrick per her request.
 - d. Chief of Staff Finn clarified to the Board that this request is for an initial hire probationary.
 - e. Chairman Jackson called for a motion. Vice-Chair made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
9. Considered request from **Lieutenant Thomas Campbell, Sheriff's Office** for annual leave donations. (Civil Service Board was polled and approved September 16, 2022 by Jackson, Smith, Phillips-Hall, Bartlett, and Lancaster)
 - a. Chairman Jackson called for a motion. Ms. Lancaster made the motion to confirm the vote, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
10. Other business.
 - a. Management Professional Development Program Certificate – **Tiffany Moen, Juvenile Court**
 - i. Human Resources Director Pamela Ambles presented Tiffany Moen with the Certificate of Achievement Award for completing the Management Professional Development Program.
11. Executive Session.
 - a. Chairman Jackson called for a motion to adjourn into Executive Session at 9:19 a.m. Vice-Chair Smith made the motion for adjournment into Executive Session to discuss Personnel Issues, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
 - b. Chairman Jackson called the meeting back in session at 9:48 a.m.
12. Calendar Call.
 - a. **Zakiya Pierce (Police Department)** – Termination appeal filed October 2, 2021, regarding: “Disciplinary action of being terminated”.

- i. Chairman Jackson asked if Zakiya Pierce was present and ready to move forward. Ms. Pierce replied in the affirmative.
 - ii. Chairman Jackson asked if the County was ready to move forward. County Attorney Michelle Youngblood replied in the affirmative.
 - b. **James McDonald (Police Department)** – Termination appeal filed January 4, 2022, regarding: “Termination”.
 - i. Chairman Jackson asked if James McDonald was present and ready to go forward. Mr. McDonald replied in the affirmative and confirmed he was not represented by an attorney.
 - ii. Chairman Jackson asked if the County was ready to move forward. County Attorney Michelle Youngblood replied in the affirmative.
 - iii. Chairman Jackson advised Mr. McDonald that his case would be first on October’s meeting.
 - c. **Preston Thurman (Corrections)** – Grievance filed July 5, 2022 regarding: “The decision to give a COLA (Cost of Living Adjustment) in varying amounts to the county employees and that Code Enforcement has been excluded specifically, and solely as a public safety entity”. County Attorney Michelle Youngblood submitted a Motion to Dismiss Grievance on September 8, 2022.
 - i. Chairman Jackson called for a motion. Vice-Chair Smith made a motion to uphold the Motion to Dismiss Grievance, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
 - ii. Chairman Jackson confirmed this grievance would be dismissed. Preston Thurman was not present for his hearing.
 - d. **Caroline Brodie (Police Department)** – Termination appeal filed July 25, 2022, regarding: “Dismissal/Termination”. Caroline Brodie requested a continuance via email on September 8, 2022. The continuance request was granted on September 9, 2022.
 - i. Chairman Jackson confirmed Caroline Brodie’s continuance request was granted on September 9, 2022.
- 13. **(Appeal) – Zakiya Pierce (Police Department)** – Termination appeal filed October 2, 2021, regarding: “Disciplinary action of being terminated”. [9:52 a.m.]
 - a. County Attorney Michell Youngblood confirmed to the Board that all her witnesses were present.
 - b. Zakiya Pierce confirmed to the Board she had no witnesses, and she would be testifying.

- c. Civil Service Board Attorney Joe Harris swore in all the witnesses present.
- d. Human Resources Director Pamela Ambles advised the Board if she was called to testify, Human Resources Manager Carol Lowe would be representing her in the Executive Session.
- e. Chairman Jackson explained the hearing process and time limits in detail to Ms. Pierce. Ms. Pierce confirmed to the Board she had no questions.
- f. Chairman Jackson asked Ms. Pierce if she would like for the witnesses to be sequestered. Ms. Pierce stated no.
- g. **For the Record:** County Attorney Michelle Youngblood confirmed witnesses: Kevin Roberts, Gary Flinn, Jeffery Owensby, Krista Green, Casey Fausel, Kelly Gregory, Mercedes Ward, Pamela Ambles, and Noi Souphanthavong were present.
- h. County Attorney Youngblood presented County's opening statement in detail to the Board.
- i. Zakiya Pierce presented the Appellant's opening statement in detail to the Board.
- j. County Attorney Michelle Youngblood called witness Captain Gary Flinn to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Captain Flinn. Captain Flinn responded in detail to all questions posed by County Attorney Youngblood.
- k. Zakiya Pierce had no questions for Captain Gary Flinn.
- l. The Board had no questions for Captain Gary Flinn.
- m. Chairman Jackson dismissed Captain Gary Flinn from the witness stand. Captain Flinn was held for rebuttal.
- n. County Attorney Michelle Youngblood called witness Sergeant Kelly Gregory to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Sergeant Gregory. Sergeant Gregory responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-9, page 113, C-11, pages 191 and 194.
- o. Zakiya Pierce began cross-examination of Sergeant Kelly Gregory. Sergeant Gregory responded in detail to all questions posed by Ms. Pierce.
- p. The Board began questioning Sergeant Kelly Gregory. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Sergeant Gregory. There were none.

- q. Chairman Jackson dismissed Sergeant Kelly Gregory from the witness stand.
- r. County Attorney Michelle Youngblood called witness Sergeant Casey Fausel to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Sergeant Fausel. Sergeant Fausel responded in detail to all questions posed by County Attorney Youngblood.
- s. Zakiya Pierce began cross-examination of Sergeant Casey Fausel. Sergeant Fausel responded in detail to all questions posed by Ms. Pierce.
- t. The Board began questioning Sergeant Casey Fausel. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Sergeant Fausel. There were none.
- u. Chairman Jackson dismissed Sergeant Casey Fausel from the witness stand.
- v. Chairman Jackson called for a motion. Ms. Lancaster made a motion for a break, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- w. Chairman Jackson called the meeting back in session at 10:56 a.m.
- x. County Attorney Michelle Youngblood called witness Sergeant Mercedes Ward to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Sergeant Ward. Sergeant Ward responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-11, page 198.
- y. Zakiya Pierce had no questions for Sergeant Mercedes Ward.
- z. The Board had no questions for Sergeant Mercedes Ward.
- aa. Chairman Jackson dismissed Sergeant Mercedes Ward from the witness stand.
- bb. County Attorney Michelle Youngblood called witness Lieutenant Krista Green to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Lieutenant Green. Lieutenant Green responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7, pages 26, 27, C-8, pages 62, 64, 67, and 68.
- cc. Zakiya Pierce began cross-examination of Lieutenant Krista Green. Lieutenant Green responded in detail to all questions posed by Ms. Pierce.

- dd. The Board began questioning Lieutenant Krista Green. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Green. There were none.
- ee. Chairman Jackson dismissed Lieutenant Krista Green from the witness stand. Lieutenant Green was held for rebuttal.
- ff. County Attorney Michelle Youngblood called witness Detective Deonte Wysinger to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Detective Wysinger. Detective Wysinger responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7, and C-9.
- gg. Zakiya Pierce began cross-examination of Detective Deonte Wysinger. Detective Wysinger responded in detail to all questions posed by Ms. Pierce.
- hh. The Board began questioning Detective Deonte Wysinger. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Detective Wysinger. There were none.
- ii. Chairman Jackson dismissed Detective Deonte Wysinger from the witness stand. Detective Wysinger was held for rebuttal.
- jj. County Attorney Michelle Youngblood called witness Lieutenant Brandyn McKay to the witness stand.
- kk. Civil Service Board Attorney Joe Harris swore in Lieutenant Brandyn McKay.
- ll. County Attorney Michelle Youngblood began questioning Lieutenant Brandyn McKay. He stated his name, position, and tenure. Lieutenant McKay responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-10, page 148, C-11, pages 194, 198, 200, C-12, pages 239, 240, and 242 through 245.
- mm. Zakiya Pierce had no questions for Lieutenant Brandyn McKay.
- nn. The Board began questioning Lieutenant Brandyn McKay. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant McKay. There were none.
- oo. Chairman Jackson dismissed Lieutenant Brandyn McKay from the witness stand. Lieutenant McKay was held for rebuttal.
- pp. Chairman Jackson called for a motion. Vice-Chair Smith made a motion for a lunch break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

- qq. Chairman Jackson called the meeting back in session at 1:43 p.m.
- rr. [TIME CHECKED] Mr. Smith stated County had used 1 hour, 9 minutes, and 51 seconds. Appellant had used 6 minutes and 31 seconds.
- ss. County Attorney Michelle Youngblood called witness Lieutenant Jeffery Owensby to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Lieutenant Owensby. Lieutenant Owensby responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-12, C-19, and C-20.
- tt. Zakiya Pierce had no questions for Lieutenant Jeffery Owensby.
- uu. The Board had no questions for Lieutenant Jeffery Owensby.
- vv. Chairman Jackson dismissed Lieutenant Jeffery Owensby from the witness stand. Lieutenant Owensby was held for rebuttal.
- ww. 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 Chief Roberts. Chief Roberts responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7, page 28, C-4, C-5, C-6, C-13, C-14, C-15, and C-16.
- xx. Zakiya Pierce began cross-examination of Police Chief Kevin Roberts. Chief Roberts responded in detail to all questions posed by Ms. Pierce.
- yy. The Board began questioning Police Chief Kevin Roberts. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Chief Roberts. There were none.
- zz. Chairman Jackson dismissed Chief Kevin Roberts from the witness stand. Chief Roberts was held for rebuttal.
- aaa. County Attorney Michelle Youngblood tendered County's Exhibits C4 through C-20. Appellant Zakiya Pierce had no objections.
- bbb. County Attorney Michelle Youngblood stated the County rest its case and subject for rebuttal.
- ccc. Zakiya Pierce presented her testimony in detail to the Board.
- ddd. County Attorney Michelle Youngblood began cross-examination of Zakiya Pierce. Ms. Pierce responded in detail to all questions posed by County Attorney Youngblood.

- eee. The Board began questioning Zakiya Pierce. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Ms. Pierce. There were none.
- fff. Chairman Jackson dismissed Zakiya Pierce from the witness stand.
- ggg. County Attorney Michell Youngblood called witness Captain Gary Flinn to the witness stand for rebuttal. Captain Flinn responded in detail to all rebuttal questions posed by County Attorney Youngblood.
- hhh. Zakiya Pierce had no rebuttal questions for Captain Gary Flinn.
- iii. The Board began questioning Captain Gary Flinn. He responded to all rebuttal questions in detail posed by the Board. Chairman Jackson asked the Board if there were any other questions for Captain Flinn. There were none.
- jjj. Chairman Jackson dismissed Captain Gary Flinn from the witness stand.
- kkk. County Attorney Michelle Youngblood called witness Lieutenant Krista Green to the witness stand for rebuttal. Lieutenant Green responded in detail to all rebuttal questions posed by County Attorney Youngblood.
- lll. Zakiya Pierce had no rebuttal questions for Lieutenant Krista Green.
- mmm. The Board began questioning Lieutenant Krista Green. She responded to all rebuttal questions in detail posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Green. There were none.
- nnn. Chairman Jackson dismissed Lieutenant Krista Green from the witness stand.
- ooo. [TIME CHECK] Mr. Smith stated the County had five minutes left.
- ppp. County Attorney Michelle Youngblood called witness Police Chief Kevin Roberts to the witness stand for rebuttal. Chief Roberts responded in detail to all rebuttal questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-25, C-26, and C-27.
- qqq. Zakiya Pierce had no rebuttal questions for Police Chief Kevin Roberts.
- rrr. The Board had no rebuttal questions for Police Chief Kevin Roberts.
- sss. Chairman Jackson dismissed Police Chief Kevin Roberts from the witness stand.
- ttt. County Attorney Michelle Youngblood stated the County would reserve its rights to present the closing arguments last.

- uuu. Zakiya Pierce had no closing arguments to present to the Board.
 - vvv. County Attorney Michelle Youngblood tendered County's Exhibits C-25, C-26, and C-27. Zakiya Pierce had no objections.
 - www. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
 - xxx. Chairman Jackson called for motion to adjourn into Executive Session at 2:38 p.m. to discuss **Zakiya Pierce (Police Department)** – Termination appeal filed October 2, 2021, regarding: "Disciplinary action of being terminated". Vice-Chair Smith made the motion for adjournment into Executive Session, second by Ms. Phillips-Hall. No further discussion on the motion. Motion carried by unanimous vote (5-0).
 - yyy. Chairman Jackson called the meeting back to order at 2:59 p.m.
 - zzz. Chairman Jackson called for a motion regarding: **Zakiya Pierce (Police Department)** – Termination appeal filed October 2, 2021 regarding: "Disciplinary action of being terminated". Ms. Phillips-Hall made the motion to uphold the County's decision for termination, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote of (5-0).
14. Upcoming cases for October Calendar.
- a. Human Resources Director Pamela Ambles informed the Civil Service Board that cases listed on the agenda will be those called for that particular meeting. No cases will be listed for the upcoming month.
15. Discussion items.
- a. Confirmed meeting date(s) for October 2022.
 - i. Human Resources Director Pamela Ambles confirmed the next Regular Called Meeting would be October 26, 2022 at 9:00 a.m.

Human Resources Director Pamela Ambles presented the protocol, procedures, and interviewing status of the Hearing Officers in detail to the Board.

For the Record: Human Resources Director Pamela Ambles stated the Hearing Officer interviews would be taking place Thursday, September 29, 2022 at 9:00 a.m.

- b. Upcoming cases for October 2022
 - i. Human Resources Director Pamela Ambles advised the Board that once we get the conflict process in place regarding the Sheriff's Office, we would

include Collucci Meyers' case on the November's calendar call along with the Sheriff's cases.

- ii. James McDonald (Police Department) – Continuance Deadline
- iii. Caroline Brodie (Police Department) – All Deadlines
- iv. Rodney Hakeem (Fire) – All Deadlines
- v. Fatima Khatib (Police Department) – All Deadlines
- vi. Human Resources Director Ambles stated the deadlines for October 26, 2022 Board Meeting would be: Witness List (October 7th) Exhibits (October 12th) and Continuance Request (October 17th).
- vii. **For the Record:** Human Resources Director Pamela Ambles stated the Board recommended the Hearing Officer's Conflict Procedures be sent to the Appellants. Once the procedures are finalized, the procedures will be sent to all the Appellants and/or their counsel, County Attorney Michelle Youngblood, Attorney Keith Martin, and etc.

7. Executive Session.

- a. There were none.

Chairman Jackson called for a motion. Ms. Lancaster made a motion to approve Regular Called Meeting would be November 16, 2022 and December 14, 2022, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

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