

CIVIL SERVICE BOARD MEETING POST SUMMARY



October 2, 2014

Members Present: **Larry A. Bartlett, Chairman
Gbenga Osagie, Member
J. Mark Trimble, Member
Troyce Lancaster, Vice-Chair
Dr. Cephus Jackson, Member**

Others Present: **Human Resources Director Renee Bright and staff; Civil Service Board Attorney Laurel Henderson; County Attorney Michelle Youngblood; Human Resources Officer Pamela Ambles; Fire Chief Landry Merkison; Sheriff's Office Assistant Chief Deputy Shawn Southerland; Attorney Keith Martin; Donna Harris; Richard Meehan; Joseph Rushin; various employees from County departments; and other individuals.**

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1. The meeting was called to order at 9:04 a.m.
 2. The Agenda was adopted.
 3. The Civil Service Board explained the Advisory Opinion and Recommendation regarding the Satira Walker, Mark Cain, Lynda Cook, Kevin Humphries, Clide Moss, Rodney Lee and India Smith, Sheriff's Office – Involuntary Transfer, grievance hearing held on September 3, 2014, was not ready.
 - a. The Board asked that copies be sent electronically to all board members for their review and they would come to Human Resources to sign the document.
 - b. The Board also asked that copies once available be sent to counsel for the Grievants and the County since there is a 45-day time frame.

- c. The Grievants' attorney, Keith Martin confirmed he would advised his clients of these developments.
4. The Civil Service Board explained the Decision regarding the Cassandra Pitts, Sheriff's Office, demotion appeal hearing held on September 4, 2014 was not ready and would be handled in the same manner as item #3.
- a. Board member, Mr. Trimble advised he was absent and asked not to receive a copy.
5. Calendar Call.
- a. **Barry Cauthen, Sheriff's Office** – Termination Appeal continued at the request of Appellant Attorney Thomas Florio due to court conflicts.
 - b. **Sonja Sanchez, Sheriff's Office** – Termination Appeal continued at the request of County Attorney Youngblood due to unavailability of a witness.
 - 1. Appellant's attorney, Keith Martin, did not have any objections.
 - c. **Enrique St. Louis, Sheriff's Office** – Termination Appeal continued at the request of Appellant Attorney Thomas Florio due to court conflicts.
 - d. **Joseph Rushin, Fire/EMS** – Termination Appeal filed October 1, 2012.
 - 1. County Attorney Youngblood was present and ready to proceed.
 - 2. Appellant, Joseph Rushin, was present and ready to proceed.
 - e. **Donna P. Harris, Sheriff's Office** – Two-day suspension appeal filed December 20, 2012.
 - 1. The Board advised this matter was on "standby" today.
 - f. **James S. Long, Police Department** – Three-day suspension appeal filed March 29, 2013.
 - 1. The Board advised this matter had been continued to November.
 - 2. Mr. Long's attorney, Keith Martin, further explained in detail.
6. **Appeal** – Considered appeal filed on October 1, 2012, by Joseph Rushin, Fire/EMS, with regards to: Termination.
- a. The Board heard the appeal and voted unanimously that the department's decision to terminate Mr. Rushin be upheld.

7. **Appeal** – Considered appeal filed on December 20, 2012, by Donna P. Harris, Sheriff’s Office, with regards to: C.C.S.O. rules and regulations violation 7.18 requirement that employees complete all task assigned to them as assigned – I was suspended for two days.
 - a. The Board heard the appeal and voted unanimously that the two-day suspension be overturned and that it be removed from Ms. Harris’ file and she be returned her pay.
8. Discussion item.
 - a. Selection of cases to add to November 2014 agenda.
 - i. A discussion between the Board members.
 - b. Annual Civil Service Board Training Day.
 - i. A discussion between the Board members.
9. Other business.
 - a. There was no other business.
10. The meeting was adjourned.