

CIVIL SERVICE BOARD MEETING POST SUMMARY



September 3, 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; Tamara Duggans, Human Resources Manager/Comp. & Class; Civil Service Board Attorney Joe Harris; County Attorney Michelle Youngblood; Police Department Legal Advisor Kenneth Green; Police Chief Gregory Porter; Fire Chief Landry Merkison; Sheriff's Office Assistant Chief Deputy Shawn Southerland; Juvenile Court Director John P. Johnson, III; Attorney Keith Martin; Joseph Rushin; Donna Harris; Lynda Cook; Mark Cain; India Smith; Satira Walker; James Long; Clide Moss; Kevin Humphries; various employees from County departments; and other individuals.

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1. The meeting was called to order at 9:07 a.m.
 2. The Agenda was adopted with an amendment: remove item #13 at the request of Fire Chief Landry Merkison.
 3. The Board welcomed its new member, Dr. Cephus Jackson.
 4. The Civil Service Board's minutes for August 5, 2014, were approved.
 5. The Civil Service Board's minutes for August 6, 2014, were approved.

6. The Civil Service Board's Executive Session Minutes for the Brian Freeman, Police Department, grievance heard on August 5, 2014, were approved.
7. The Civil Service Board's Opinion regarding Brian Freeman, Police Department, grievance heard on August 5, 2014, was approved.
8. The Civil Service Board's Executive Session Minutes for the Kenneth H. Green, Police Department, grievance heard on August 6, 2014, were approved.
9. The Civil Service Board's Opinion and Recommendation regarding, Kenneth H. Green, Police Department, grievance heard on August 6, 2014, was approved.
10. The request from Juvenile Court Director, John P. Johnson, III to extend the probationary period of Ashley Martin, Juvenile Court, for an additional 12 months was approved for a six-month extension (Director Johnson modified his request to a six-month probation extension).
11. The request from Police Chief Gregory Porter to extend the promotional probationary period of James Long, Police Department, for an additional six months was approved.
12. The request from Police Chief Gregory Porter to extend the promotional probationary period of Johnny R. Frederick, Police Department, for an additional six months was approved.
13. The request from Police Chief Gregory Porter to extend the probationary period of Christian Sobadjian, Police Department, for an additional six months was approved.
14. The request from Police Chief Gregory Porter to extend the probationary period of Joseph Bowie, Jr., Police Department, for an additional six months was approved.
15. The request from Police Chief Gregory Porter to extend the promotional probationary period of John L. Conwell, Police Department, for an additional six months was approved.
16. The request from Fire Chief Landry Merkison to adjust the probationary period of the following EMT certified employees from 18 months to 12 months: ***Nicholas Keene, Matthew Palmer, Micah Cauble, David C. King, Arthur Wagnon, III, Christopher Capps, Hannah Cauble, Ubaldo Gutierrez Ortiz, Jesse Hamson, Raymond Norton, Bartholomew Ritchie, Omonte Ross, Haden Sinnemon, Kyris Barnett, Ethan McEachern, Adalberto Madera and Billy Young, III***, was approved.
17. The request from Fire Chief Landry Merkison to extend the probationary period of Zedrick Carter, Fire/EMS, for an additional six months was approved.
18. Calendar Call.
 - a. **Satira Walker, Mark Cain, Lynda Cook, Kevin Humphries, Clide Moss, Rodney Lee and India Smith, Sheriff's Office** – Involuntary Transfer Grievance.
 1. County and Grievants were present and ready to proceed

- b. **Joseph Rushin, Fire/EMS** – Termination Appeal filed October 1, 2012.
 - 1. County and Appellant were present and ready to proceed.
 - 2. Chairman Bartlett dismissed parties until October.
 - c. **Donna P. Harris, Sheriff's Office** – Suspension Appeal filed October 19, 2012, with regards to: I was suspended for one day for violations 7.13 Neglect of Duty and 7.16 requirement that employees complete all tasks assigned to them as assigned.
 - 1. County and Appellant were present and ready to proceed.
 - 2. Chairman Bartlett dismissed parties until October.
 - d. **Donna P. Harris, Sheriff's Office** – Suspension Appeal filed December 20, 2012, 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.
 - 1. County and Appellant were present and ready to proceed.
 - 2. Chairman Bartlett dismissed parties until October.
19. ***Grievance*** – Considered grievance filed November 2013, by ***Mark Cain, Lynda Cook, Kevin Humphries, Rodney Lee, Clide Moss, India Smith and Satira Walker, Sheriff's Office***, with regards to: Involuntary transfer.
- a. County, Grievants and Grievants' attorney were present and ready to proceed.
 - b. The Board made the following recommendation: Sheriff's Office did not follow the RIF policy in Civil Service Rule 9.201. The Board recommends to consider this as an Involuntary Transfer as stated in Civil Service Rule 8.205. The grievants should be given the same seniority in the Police Department as they were getting in the Sheriff's Office.
20. Discussion item.
- a. Selected a second meeting date in October 2014.
 - i. The Board approved Wednesday, October 1, 2014 as its Regular Meeting date and Thursday, October 2, 2014, as its Special Called Meeting date.
 - b. Board's request to Board of Commissioners to meet three days a week, three times a month.
 - i. Human Resources Director Renee Bright informed the Board that Chairman Turner acknowledged receipt of the request but would like to schedule a meeting to discuss further.

21. Other business.

a. Board's Calendar for September 4, 2014.

i. **Sherice Jones, Police Department** (Termination Appeal)

(1) County advised one of its witnesses had a death in the family and that it would request a continuance.

ii. **Sonja Sanchez, Sheriff's Office** (Termination Appeal)

(1) The Board would address issues with *Sanchez* appeal on September 4, 2014.

iii. **Cassandra Pitts** (Demotion and Termination Appeals)

(1) County advised termination appeal was not resolved.

(2) Chairman Bartlett advised the Board would proceed with hearing the demotion appeal.

(3) Chairman Bartlett advised the Board would hear *Cassandra Pitts* then *Sonja Sanchez* (in this order).

22. The meeting was adjourned.