

CIVIL SERVICE BOARD MEETING POST SUMMARY



July 9, 2014

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

Member Absent: **Lori Favre, Member (resigned as of July 8, 2014)**

Others Present: **Human Resources Renee Bright and various staff members; Civil Service Board Attorney Joe Harris; County Attorney Michelle Youngblood; Police Department Legal Advisor Kenneth Green; Sheriff Assistant Deputy Chief Shawn Southerland; Attorney Lansing Kimmey; Scott Smith; Rhonda Stephens-Peace; various employees from County departments; and other individuals.**

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1. The meeting was called to order at 9:01 a.m.
 2. Chairman Bartlett advised all in attendance that Board member, Lori Favre, had resigned her position with the Civil Service Board and gave additional comments.
 3. The Agenda was adopted with amendments.
 4. The Civil Service Board's minutes for June 11, 2014, were approved.
 5. The request from Rhonda Stephens-Peace, Sheriff's Office, to use sick leave for the care of her mother was approved.
 6. Calendar Call
 - a. Chairman Bartlett called the following cases.
 - i. **Barry Cauthen, Sheriff's Office** - Termination appeal continued at the request of Appellant's Attorney Thomas Florio due to court conflicts.
 - ii. **Scott Smith, Sheriff's Office** - Termination Appeal (pending objection). Attorney Michelle Youngblood and Attorney Lansing Kimmey were present and ready to proceed.
 - iii. **Sherice Jones, Police/Animal Control** - Termination Appeal continued at the

request of Appellant's Attorney Keith Martin due to court conflicts.

- iv. **Cassandra Pitts, Sheriff's Office** - Demotion Appeal continued at the request of Appellant's Attorney Janet Scott due to Appellant's unavailability.
- v. **Sonja Sanchez, Sheriff's Office** - Termination Appeal continued at the request of Appellant's Attorney Keith Martin due to court conflicts.
- vi. **Crystal Harris, Police/Communications** - Termination Appeal. Ms. Crystal Harris was not in attendance. Attorney Youngblood was ready to proceed on behalf of the County.
- vii. **Herbert Feemster, Sheriff's Office** - Termination Appeal withdrawn.
- viii. **Enrique St. Louis, Sheriff's Office** - Termination Appeal continued at the request of Appellant's Attorney Thomas Florio due to court conflicts.
- ix. **Nicholas Swaim, Sheriff's Office** - Termination Appeal. Appellant Attorney Don English stated he had lost contact with Mr. Swaim in the last weeks and that he could not proceed without the Appellant being present.
- x. **Cory Bowen, Fire/EMS** - Grievance withdrawn.
- xi. **David Robinson, Police Department** - Termination Appeal was settled. Kenneth Green, Legal Advisor, Police Department confirmed this matter.

7. Considered objection from Attorney Lansing Kimmey (Scott Smith (Sheriff's Office - Termination Appeal)).

- a. The Board approved a motion to allow the substitution of the County's and Appellant's witness. It would also allow the County time to interview the Appellant's witness prior to any testimony.

8. ***Appeal*** - Considered appeal that was filed on March 23, 2012, by Crystal Harris, Police/Communications, with regards to: Termination.

- a. Attorney Youngblood was present and ready to proceed. Ms. Harris was not in attendance.
- b. The Board approved the County's motion to dismiss Ms. Harris' appeal.

9. ***Appeal*** - Considered appeal that was filed on June 7, 2012, by Nicholas Swaim, Sheriff's Office, with regards to: Termination.

- a. Attorney Youngblood was present and ready to proceed. Attorney Don English informed the Board he could not proceed forward with the appeal case since he had lost contact with Mr. Swaim. Human Resources Director Renee Bright confirmed her department had no contact with Mr. Swaim.

- b. The Board approved the County's motion to dismiss Mr. Swaim's appeal.
10. **Appeal** - Considered appeal that was filed on September 23, 2011, by Scott Smith, Sheriff's Office, with regards to: Terminated by employer on 9/23/11.
- a. The matter was heard on today; however, closing arguments will be heard on July 17, 2014, at a Special Called Meeting.
11. Discussion items.
- a. The Board approved Thursday, July 17, 2014, as a Special Called Meeting date to conclude Scott Smith's appeal hearing.
12. Other business.
- a. The Board agreed to select a second meeting date for August 2014 at the July 17, 2014, Special Called Meeting.
13. The meeting was adjourned.