

CIVIL SERVICE BOARD MEETING POST SUMMARY



August 5, 2014

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

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; Sheriff's Office Assistant Chief Deputy Shawn Southerland; Police Chief Gregory Porter; Deputy Chief of Police Gina Hawkins; Attorney Keith Martin; Attorney Dale Preiser; Brian Freeman; Lynda Cook; Satira Walker; Mark Cain; Kevin Humphries; Clide Moss; Rodney Lee; India Smith; various employees from County departments; and other individuals.**

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1. The meeting was called to order at 9:08 a.m.
 2. The Agenda was adopted.
 3. Calendar Call.
 - a. **Brian L. Freeman, Police Department** – Grievance filed on May 6, 2013, with regards to: Miscalculation of pay grade at the end of my administrative appointment as set forth in the attached letter.
 1. County Attorney Michelle Youngblood, Appellant and his attorney, Dale Preiser, were present and ready to proceed.
 2. Chairman Bartlett dismissed Mr. Freeman and his attorney until 10:00 a.m. today.

- b. **Satira Walker, Sheriff's Office** – Grievance filed November 11, 2013, with regards to: Change in employment status “involuntary”.
 - 1. County, Grievant and her attorney, Keith Martin, were present.
 - 2. Attorney Martin mentioned his motion but reserved further announcement and explained in detail.

- c. **Mark Cain, Sheriff's Office** – Grievance filed November 14, 2013, with regards to: Involuntary transfer.
 - 1. County, Grievant and his attorney, Keith Martin, were present.

- d. **Lynda Cook, Sheriff's Office** – Grievance filed November 19, 2013, with regards to: Personnel Assignment of Deputy Ricky Melendez employee #17403, Deputy Derrick Taylor #18261, Deputy Mekhi Tyre #18990 and Deputy Bruce Jordan #23670 being assigned to Court Services replacing the eliminated positions that was moved involuntarily to CCPD. This move is effective today November 13, 2013.
 - 1. County, Grievant and her attorney, Keith Martin, were present.
 - 2. County advised the Board it was ready to proceed on all grievances but had an objection on Lynda Cook’s grievance (motion was filed).

- e. **Lynda Cook, Sheriff's Office** – Grievance filed November 19, 2013, with regards to: My position with the Clayton County Sheriff’s Office being eliminated and moved to the Clayton County Police Department.
 - 1. County, Grievant and her attorney, Keith Martin, were present.

- f. **Kevin Humphries, Sheriff's Office** – Grievance filed November 19, 2013, with regards to: I was released from the Sheriff’s Dept. without a reason.
 - 1. County, Grievant and his attorney, Keith Martin, were present.

- g. **Clide Moss, Sheriff's Office** – Grievance filed November 25, 2013, with regards to: Involuntary transfer/lay-off (firing), and the selection process.
 - 1. County, Grievant and his attorney, Keith Martin, were present.

- h. **Rodney Lee, Sheriff's Office** – Grievance filed November 26, 2013, with regards to: Involuntary transfer.
 - 1. County, Grievant and his attorney, Keith Martin, were present.

- i. **Yolanda Shumaker, Sheriff's Office** – Grievance filed November 26, 2013, with regards to: Involuntary transfer.
 - 1. County was present and ready to proceed.
 - 2. Yolanda Shumaker was properly notified but was not in attendance.
 - 3. Human Resources Director Renee Bright checked to see if Ms. Shumaker had made contact with her office. She had not.
 - 4. Attorney Youngblood moved to dismiss the grievance.
 - 5. The Board dismissed the grievance and removed it from the agenda.

- j. **India Smith, Sheriff's Office** – Grievance filed November 26, 2013, with regards to: Involuntary transfer.
 - 1. County was present and ready to proceed.
 - 2. India Smith was in attendance but stated her attorney, Michael King, would not be present.
 - 3. Ms. Smith advised the Board that she was now represented by Keith Martin and wanted to be combined with the other grievances.

- k. **Kevin Humphries, Sheriff's Office** – Grievance filed November 27, 2013, with regards to: I was released from the Sheriff Dept. without a reason. I feel that this was unwarranted.
 - 1. County was present and ready to proceed subject to its motion filed regarding Kevin Humphries' grievance.

- l. **Kenneth H. Green, Police Department** – Grievance filed on January 9, 2014, with regards to: On December 17, 2013, The Board of Commissioners adjusted the Sheriff's Legal Advisor pay from grade 31/ step 1 to grade 31/ step 14.
 - 1. Chairman Bartlett confirmed Mr. Green's notice of a court conflict, but would be in attendance this afternoon.
 - 2. Attorney Youngblood advised Mr. Green was expected to be in attendance by the end of the day.

- m. **Kenneth H. Green, Police Department** – Grievance filed on February 7, 2014, with regards to: Denial of due process due to County's delay in responding to a Title VII race discrimination complaint.
 - 1. Chairman Bartlett confirmed Mr. Green's notice of a court conflict, but would be in attendance this afternoon.
 - 2. Attorney Youngblood advised Mr. Green was expected to be in attendance by the end of the day.

- n. **Harold Harden, Jr., Sheriff's Office** – Grievance filed on November 26, 2013, with regards to: Involuntary change in employment status from Sheriff's Office to Police Department. Grievance is moot; retired as of November 22, 2013.
 - 1. Chairman Bartlett confirmed that the grievance is resolved.
 - o. **Sharon Pauls, Sheriff's Office** – Grievance filed on November 26, 2013, with regards to: Involuntary transfer from Sheriff's Office to Police Department. Grievance withdrawn.
 - 1. Chairman Bartlett confirmed the removal of the grievance from the agenda.
 - p. **Phyllis Gant, Sheriff's Office** – Grievance filed on November 26, 2013, with regards to: Involuntary transfer/discriminatory selection. Grievance withdrawn.
 - 1. Chairman Bartlett confirmed the removal of the grievance from the agenda.
 - q. Chairman Bartlett advised all grievances will be addressed individually.
 - r. Chairman Bartlett asked all parties involved if he needed to recuse himself since some had been in his chain of command at the Sheriff's Office. All responded he did not need to. For the record: Attorney Youngblood, Lynda Cook, Mark Cain and Satira Walker had no objections to Chairman Bartlett hearing their grievances.
 - s. Motion made and granted to allow all exhibits to be presented and not subpoena witnesses.
 - t. Motion made and granted to combine grievances and proceed as one.
 - u. Motion made and granted to extend the grievance hearing time limit to 90 minutes.
4. **Grievance** – Considered grievance filed on May 6, 2013, by Brian Freeman, Police Department, with regards to: Miscalculation of pay grade at the end of my administrative appointment as set forth in the attached letter.
- a. The Board's recommendation is that the Police Department calculated the pay correctly and find in favor of the Police Department.
5. **Grievance** – Considered grievance filed on January 9, 2014, by Kenneth H. Green with regards to: On December 17, 2013, the Board of Commissioners adjusted the Sheriff's Legal Advisor pay from grade 31/ step 1 to grade 31/ step 14.
- Grievance** – Considered grievance filed on February 7, 2014, by Kenneth H. Green with regards to: Denial of due process due to County's delay in responding to a Title VII race discrimination complaint.
- a. The Board voted to reconvene the hearings at 9:00 a.m., on Wednesday, August 6, 2014.

6. Discussion item.
 - a. The Board selected the September meeting dates as follows:
 - i. The Board approved Wednesday, September 3, 2014, as its Regular Meeting date and Thursday, September 4 2014, as its Special Called Meeting date.
7. Other business.
 - a. There was no other business.
8. The meeting was adjourned.