

CIVIL SERVICE BOARD MEETING

SEPTEMBER 25, 2019

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, September 25, 2019, in the Commissioners' Board Room.

Members present: Larry A. Bartlett, Chairman
Troyce B. Lancaster, Vice-Chair
Virginia Phillips-Hall, Member

Members absent: J. Mark Trimble, Member
Dr. Cephus Jackson, Member

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris; Attorney Keith Martin; County Attorney Jack Hancock; County Attorney Michelle Youngblood; Sheriff's Chief of Staff Mitzi Bickers; Major Bobby Lane; Sergeant Joseph Spain; Teresa Proctor; Grace Taylor; Brenda Thomas; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:42 a.m.

Chairman Bartlett called for a motion to adopt the August 28, 2019, agenda. Vice-Chair Lancaster made the motion to approve the agenda, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion was carried by unanimous vote (3-0).

1. Considered for approval the Civil Service Board's Meeting Minutes for August 28, 2018.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0).
2. Considered for approval the Civil Service Board's Executive Session Meeting Minutes held on August 28, 2019 for legal matters.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0).
3. Considered for approval request from **Deputy Sheriff Cortney Jamison, Sheriff's Office**, to use sick leave in lieu of annual leave for the care of his Mother.
 - a. Chairman Bartlett stated the Board had a memorandum; signed by a slew of Deputy Jamison's chain of command supporting his request. For matter of record, there was no other information provided.
 - b. Chairman Bartlett called for a motion. Ms. Phillips-Hall made the motion to confirm the approval of the request, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (3-0).

4. Calendar Call.

- a. **Heather Roscoe (Sheriff's Office)** – Demotion appeal filed March 29, 2018, regarding: “Demoted to the position of Correctional Officer”.
 - i. Chairman Bartlett asked if the County was ready to move forward.
 - ii. County Attorney Michelle Youngblood responded yes, but had a motion.
 - iii. Attorney Keith Martin confirmed with the Board Heather Roscoe was present.

- b. **Heather Roscoe (Sheriff's Office)** – Termination appeal filed June 29, 2018, regarding: “Wrongful termination”.
 - i. Chairman Bartlett asked if the County was ready to move forward.
 - ii. Attorney Youngblood responded yes, but had a motion.
 - iii. Attorney Martin confirmed with the Board Heather Roscoe was present.

- c. **Grace Taylor (Sheriff's Office)** – Demotion appeal filed April 30, 2018, regarding: “Demoted”.
 - i. Chairman Bartlett asked if the County was ready to move forward.
 - ii. Attorney Youngblood responded yes, but had a motion.
 - iii. Chairman Bartlett confirmed the motion would apply to this case as well.
 - iv. Attorney Martin confirmed with the Board that he was ready to continue with this case.

- d. **Brenda Thomas (Sheriff's Office)** – Termination appeal filed August 2, 2018, regarding: “Termination of employment”. Attorney James Radford requested a continuance on September 4, 2019. Continuance was granted on September 4, 2019.
 - i. Chairman Bartlett confirmed the continuance was granted on September 4, 2019.

- e. **Monique Kidd (Sheriff's Office)** – Termination appeal filed September 26, 2018, regarding: “I was wrongfully terminated from the Sheriff's Office for failing to take a polygraph test during an Administrative Investigation which I willingly participated in. I refused to take a polygraph because the questions was criminal in nature and they did not read my Miranda warning and refuse to let me invoke my constitutional rights”.
 - i. Chairman Bartlett confirmed Human Resources received an email on September 24, 2019 stating Ms. Kidd was out of town and not available.
 - ii. Ms. Kidd requested a continuance.
 - iii. Chairman Bartlett confirmed there was no one present representing Ms. Kidd.
 - iv. Chairman Bartlett asked if the County was ready to go forward.

- v. Attorney Youngblood stated she was ready to move forward, but for the record, she did not receive a copy of Ms. Kidd's email request.
- vi. Human Resources Director Pamela Ambles confirmed Human Resources received Ms. Kidd's email this morning and her continuance request does not fall within the time limits.
- vii. Chairman Bartlett showed the email to Attorney Youngblood.
- viii. Chairman Bartlett asked, what was the County's position on the continuance request.
- ix. Chairman Bartlett had no objection to the request and recommended the Board followed the guidelines of the Civil Service Board with the production of the documents. Confirmed there was no documents on behalf of the Appellant, but the County did produce their documents.
- x. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the continuance of Monique Kidd's case, second by Ms. Phillips-Hall. DISCUSSION: Chairman Bartlett was reluctant to approve motion allowing continuance since Ms. Kidd emailed Human Resources last night she was not in the state at the moment or prior to. Since no objection on behalf of the County, I will go along with the Board's motion. No further discussion on the motion made. Motion carried by unanimous vote (3-0).
- xi. Chairman Bartlett stated the County had a motion. Attorney Youngblood stated the motion applied for ALL pending cases. County's Motion on behalf of Sheriff Office, was for all Civil Service Board members to recuse themselves due to appeal in Rodney Williams case
- xii. Chairman Bartlett asked County Attorney Joe Harris if he would like to weigh in on this matter. Attorney Harris advised the Board to go into Executive Session.
- xiii. Ms. Phillips-Hall recommended the Board go into Executive Session with discussion before voting on the matter, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (3-0).
- xiv. Chairman Bartlett recommended a delay going into Executive Session because one Attorney was present to represent two of the cases on the calendar for today and should hear from them before going into session so the Board could have all the information before making the determination on the County's motion.
- xv. Attorney Martin stated he did not understand the County's motion to recuse the Board from all pending cases.
- xvi. Attorney Martin stated he did not know exactly what the County's position was.
- xvii. Chairman Bartlett stated he would allow the County to clarify their motion.
- xviii. Chairman Bartlett stated the paramount issue the Board faced on a monthly basis is to ensure both the County and the Appellant receive a fair and equitable hearing before this body.
- xix. Attorney Youngblood apologized for any confusion of her motion.
- xx. Attorney Youngblood continued to explain County's motion in detail.

- xxi. Chairman Bartlett advised the Board would adjourn into Executive Session at 9:39 a.m.
- xxii. Chairman Bartlett called the meeting back to order at 11:02 a.m.
- xxiii. Chairman Bartlett advised, in reference to the motion made on behalf of the County for the Board members to recuse themselves until the conclusion of the appeal through the Georgia Appellant Courts.
- xxiv. Attorney Harris recommended to the Board to deny the motion for recusal without prejudice and another motion would be made some other time and to continue all pending cases before the Board until the (*Rodney Williams*) cases was resolved through the Georgia Appellate Court.
- xxv. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to deny the County's motion to recuse the Board from all pending cases without prejudice for now; however, as part of this motion move that all pending cases be continued until the (*Rodney Williams*) case have been resolved, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0).

5. Discussion items.

a. Confirmed meeting date(s) for October 2019.

- i. The Board confirmed its next Regular Meeting date would be 9 a.m. on Wednesday, October 23, 2019, to conduct normal business of the Civil Service Board.

b. Upcoming cases for October 23, 2019.

- i. None. The Board would continue cases at the conclusion/resolution of the (*Rodney Williams*) cases.

6. Executive Session (as needed)

- i. None needed.

7. Other business.

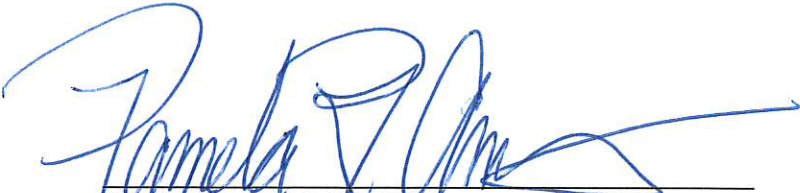
- i. There was none.

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Vice-Chair Lancaster made the motion to adjourn, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (3-0).

Meeting adjourned.



LARRY BARTLETT
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR