

CIVIL SERVICE BOARD MEETING

OCTOBER 27, 2021

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, October 27, 2021, in-person and virtually via Zoom Video Communications.

Members present: Larry Bartlett, Chairman
 K. Terrance Smith, Member
 Virginia Phillips-Hall, Member
 Troyce B. Lancaster, Vice-Chair
 Dr. Cephus Jackson, Member

Members absent: None

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris (via Zoom); County Attorney Michelle Youngblood; Police Chief Kevin Roberts; Police Legal Advisor Kenneth Green; Senior Staff Attorney John O'Neal; Leonard Ekure; Police Captain Gary Flinn; Police Lieutenant Manuel Santiago; Fred Zimmerman, Sabriya Hill; various employees from County departments; and other individuals.

Chairman Bartlett called the meeting to order at 9:04 a.m.

Chairman Bartlett called for a motion to adopt the agenda for October 27, 2021. Dr. Jackson made the motion to approve the agenda, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

1. Considered for approval the Civil Service Board's Minutes for September 22, 2021.
 - a. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion to approve the Minutes, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

2. Considered for approval the Civil Service Board's Executive Session Minutes regarding Administration/Retaining an Attorney for the Civil Service Board held on September 22, 2021.
 - a. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the Executive Session Minutes, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

3. Considered request from Police Chief Kevin Roberts for leave without pay for **Police Officer Ter'Stace Harris, Police Department**, for September 30, 2021 through October 15, 202, tentative.

- a. Police Legal Advisor Kenneth Green presented the request to the Board in detail.
- b. Mr. Green advised the Board Police Officer Ter'Stace Harris had returned to work. Mr. Green confirmed to the Board he would amend the request to October 12, 2021.
- c. Chairman Bartlett asked if the Board had any questions for Mr. Green. There were none.
- d. Chairman Bartlett called for a motion. Dr. Jackson made a motion to approve the request, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

4. Calendar Call.

a. **Keon Hayward (Police Department)** – Termination appeal filed February 13, 2020, regarding: “Civil Service Rule: 9.206(b) Guilty immoral or criminal act; 9.206(e) Guilty of conduct unbecoming an employee of Clayton County; 9.206(i) Guilty of an act of insubordination or disgraceful conduct; 9.206(l) Careless or negligent in the care of property of the County.

- i. Chairman Bartlett asked if County was ready to move forward. Attorney Michelle Youngblood replied in the affirmative.
- ii. Chairman Bartlett asked if Appellant was ready to move forward. Keon Hayward was not present.
- iii. Human Resources Director Pamela Ambles presented the timeline of Mr. Hayward not communicating with Human Resources to the Board in detail.
- iv. The Board had questioned Human Resources Director Ambles. Human Resources Director Ambles responded to all questions posed by the Board in detail.
- v. Chairman Bartlett confirmed there was no representative present for Mr. Hayward's appeal.
- vi. Chairman Bartlett called for a motion. Dr. Jackson made the motion to approve the dismissal, second by Vice-Chair Lancaster. Case of the termination shall be dismissed. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- vii. Chairman Bartlett dismissed any witnesses for Keon Hayward's appeal.

c. **Leonard Ekure (Police Department)** – Demotion appeal filed May 28, 2020, regarding: “The demotion from Sergeant to Master Patrol Officer”.

- i. Chairman Bartlett asked if County was ready to move forward. County Attorney Youngblood replied in the affirmative.
- ii. Chairman Bartlett asked Appellant was ready to move forward. Leonard Ekure replied in the affirmative.
- iii. Chairman Bartlett stated Mr. Ekure's appeal will be first on the calendar.

- d. **Grace Taylor (Sheriff's Office)** – Demotion appeal filed April 30, 2018, regarding: “Demoted”. Attorney Keith Martin requested a continuance via email on October 15, 2021. The continuance request was granted on October 15, 2021.
 - i. Chairman Bartlett confirmed Human Resources Director Pamela Ambles granted Grace Taylor’s continuance request on October 15, 2021. The continuance request was within the guidelines.
- e. **Robin Stinnett (Superior Court)** – Termination appeal filed October 21, 2019, regarding: “Employee Termination”. Attorney Keith Martin requested a continuance via email on October 15, 2021. The continuance request was granted on October 15, 2021.
 - i. Chairman Bartlett confirmed Human Resources Director Pamela Ambles granted Robin Stinnett’s continuance request on October 15, 2021. The continuance request was within the guidelines.
- f. **Brenda Thomas (Sheriff's Office)** – Termination appeal filed August 2, 2018, regarding: “Termination”. Brenda Thomas requested a continuance on October 3, 2021. The continuance request was granted on October 4, 2021.
 - i. Chairman Bartlett confirmed Human Resources Director Pamela Ambles granted Brenda Thomas’s continuance request on October 4, 2021. The continuance request was within the guidelines.

Matter of Record: Chairman Bartlett dismissed any in-person witnesses that was present for Keon Hayward’s appeal hearing.

- 5. **(Appeal) – Leonard Ekure (Police Department)** – Demotion appeal filed May 28, 2020, regarding: “The demotion from Sergeant to Master Patrol Officer”.
 - a. Chairman Bartlett asked if County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.
 - b. Chairman Bartlett asked if Appellant was ready to proceed. Leonard Ekure replied in the affirmative.
 - c. County Attorney Youngblood objected to Mr. Ekure presenting untimely exhibits to be used for this hearing.
 - d. Mr. Ekure asked the Board when did the County submitted their witness list and exhibits.
 - e. Human Resources Director Pamela Ambles confirmed all deadlines was met by the County and the Appellant.

- f. County Attorney Youngblood confirmed she objected to Mr. Ekure submitting additional documents after the deadline for this hearing.
- g. The Board had questioned Director Ambles. Director Ambles responded to all questions posed by the Board in detail.
- h. Human Resources Director Ambles presented Mr. Ekure's Open Records timeline to the Board in detail.
- i. The Board continued to questioned Director Ambles. Director Ambles responded to all questions posed by the Board in detail.
- j. Mr. Ekure advised the Board he received strict direction from Director Ambles not to communicate with Attorney Youngblood; did not want to violate any rule therefore, he did not open any documents.
- k. Chairman Bartlett advised the Board will take a short break for Mr. Ekure to review the untimely documents from County Attorney Youngblood.
- l. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion for a break, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- m. Chairman Bartlett called the meeting back in session at 9:42 a.m.
- n. Mr. Ekure responded to County Attorney Youngblood's objection for the additional exhibits and explained his timeline of his Open Records Request.
- o. Chairman Bartlett questioned Mr. Ekure. Mr. Ekure responded to all questions posed by the Board in detail.
- p. County Attorney Youngblood responded to Mr. Ekure's response to his Open Records Request to the Board in detail.
- q. Chairman Bartlett questioned County Attorney Youngblood. County Attorney Youngblood responded to all questions posed by the Board in detail.
- r. Chairman Bartlett asked the Board if they had any questions for County Attorney Youngblood and Mr. Ekure. The Board questioned Mr. Ekure. Mr. Ekure responded to all questions posed by the Board.
- s. Chairman Bartlett allowed County Attorney Youngblood to respond to Mr. Ekure's statement on his timeline of his Open Record Request. County Attorney Youngblood stated the additional documents should not be accepted.

- t. Chairman Bartlett stated the Board did not make any demands or statements; the County had a timeline to respond to Mr. Ekure.
- u. The Board continued to questioned Mr. Ekure. Mr. Ekure responded to all questions posed by the Board in detail.
- v. Chairman Bartlett called for a motion. Dr. Jackson made the motion to accept the County's objection, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by a vote (4-1). Chairman Bartlett explained his reason for his contrary vote.
- w. Chairman Bartlett explained the sixty (60) minutes time limits, rules and motion for sequestration of witnesses. Mr. Ekure and County Attorney Youngblood stated they both understood.
- x. County Attorney Youngblood went through the witness list to make sure no one was on the Zoom platform.
- y. Chairman Bartlett called for a motion. Dr. Jackson made the motion to take a break, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0)
- z. Chairman Bartlett called the meeting back in session at 10:42 a.m.
- aa. There were no objections for witnesses being sequestered by Appellant Leonard Ekure and County Attorney Michelle Youngblood. Chairman Bartlett advised all witnesses in person has been sequestered.
- bb. County Attorney Youngblood named all witnesses needed to be removed to holding room by IT Department: Andreas Smith, Clifton Williams, William Kincaid, Gazarra Ibarondo, Christian Stearley, Casey Richardson, Bruce Parks, Warren Toro, Robert Wilborn, Darion Frame, and Steven Crawford.
- cc. Chairman Bartlett advised there had not been any request for extended time and K. Terrance Smith will be the timekeeper for today's hearing.
- dd. County Attorney Youngblood presented County's opening statement to the Board in detail.
- ee. Leonard Ekure presented the Appellant's opening statement to the Board in detail.
- ff. County Attorney Youngblood called witness Christian Stearley to the witness stand via Zoom. Civil Service Board Attorney Joe Harris swore in Mr. Stearley.
- gg. County Attorney Youngblood began questioning Mr. Stearley. He stated his name, position, and tenure. Mr. Stearley responded in detail to all questions posed by

County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7, page 27.

- hh. Chairman Bartlett called for a motion. Dr. Jackson made a motion for a break, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- ii. Chairman Bartlett called the meeting back in session at 11:36 a.m.
- jj. County Attorney Youngblood continued questioning Mr. Stearley. Mr. Stearley responded in detail to all questions posed by County Attorney Youngblood.
- kk. Leonard Ekure began cross-examination of Mr. Stearley. Mr. Stearley responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure not stating which vehicle he is talking about. Chairman Bartlett sustained the objection.
- ll. Leonard Ekure continued cross-examination of Mr. Stearley. Mr. Stearley responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure assumed fact not in evidence. Chairman Bartlett sustained the objection.
- mm. Leonard Ekure continued cross-examination of Mr. Stearley. Mr. Stearley responded in detail to all questions posed by Mr. Ekure.
- nn. The Board began questioning Mr. Stearley. He responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Mr. Stearley. There were none.
- oo. Chairman Bartlett allowed Mr. Ekure to recross-examination of Mr. Stearley. County Attorney Youngblood had no objections.
- pp. Mr. Ekure asked Mr. Stearley a follow-up question. Mr. Stearley responded to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure not asking a question. Chairman Bartlett sustained the objection.
- qq. Leonard Ekure continued cross-examination of Mr. Stearley. Mr. Stearley responded in detail to all questions posed by Mr. Ekure.
- rr. County Attorney Youngblood asked Mr. Stearley follow-up questions. Mr. Stearley responded in detail to all questions posed by County Attorney Youngblood.
- ss. The Board had no questions for Mr. Stearley.
- tt. Chairman Bartlett dismissed Mr. Stearley from the witness stand.

- uu. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion for a lunch break until 1:00 p.m., second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- vv. Chairman Bartlett called the meeting back in session at 1:10 p.m.
- ww. County Attorney Youngblood called witness Lieutenant Warren Toro to the witness stand via Zoom. Civil Service Board Attorney Joe Harris swore in Mr. Stearley.
- xx. County Attorney Youngblood began questioning Lieutenant Toro. He stated his name, position, and tenure. Lieutenant Toro responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7, pages 67 - 70 and pages 85 - 105.
- yy. Leonard Ekure began cross-examination of Lieutenant Toro. Lieutenant Toro responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure not stating which vehicle he is talking about. Chairman Bartlett sustained the objection. Mr. Ekure mentioned County Exhibit C-7, pages 95 and 96.
- zz. The Board began questioning Lieutenant Toro. He responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Lieutenant Toro. There were none.
- aaa. Chairman Bartlett dismissed Lieutenant Toro from the witness stand.
- bbb. [TIME CHECKED] Appellant used 20 minutes 46 seconds and County used 6 minutes 26 seconds.
- ccc. Civil Service Board Attorney Joe Harris sworn in Captain Gary Flinn, Chief Kevin Roberts, Detective Michael Lowe, Captain William Kincaid, and Sabriya Hill.
- ddd. County Attorney Youngblood began questioning Captain Gary Flinn. He stated his name, position, and tenure. Captain Flinn responded in detail to all questions posed by County Attorney Youngblood. Mr. Ekure objected to County Attorney; asked Captain Flinn was he on the scene. Chairman Bartlett overruled the objection.
- eee. County Attorney Youngblood continued questioning Captain Flinn. Captain Flinn responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7 pages 30, 31, pages 62 - 65, pages 94 - 97 and pages 98 - 102.
- fff. Leonard Ekure began cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure stating improper statement. Chairman Bartlett sustained the objection. Mr. Ekure mentioned County's Exhibit C-7, page 31.

- ggg. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure.
- hhh. County Attorney Youngblood stated Manuel Santiago and Hollis Kinnett needed to be moved to the holding room via Zoom.
- iii. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure; mentioned a tractor-trailer, not in the incident. Chairman Bartlett asked Mr. Ekure to rephrase his question. Mr. Ekure mentioned Exhibits pages County's Exhibit C-7, pages 183 - 185.
- jjj. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney objected to Mr. Ekure compound question. Chairman Bartlett sustained the objection.
- kkk. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney objected to Mr. Ekure characterization. Chairman Bartlett sustained the objection. Mr. Ekure mentioned County's Exhibit C-7, page 185.
- lll. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney objected to Mr. Ekure causing speculation. Chairman Bartlett sustained the objection.
- mmm. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Mr. Ekure asking/answering. Chairman Bartlett sustained the objection.
- nnn. Leonard Ekure continued cross-examination of Captain Flinn. Captain Flinn responded in detail to all questions posed by Mr. Ekure.
- ooo. The Board began questioning Captain Flinn. He responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Captain Flinn. There were none.
- ppp. Chairman Bartlett allowed County Attorney Youngblood to ask follow-up questions to Captain Flinn. No objections from Appellant Ekure.
- qqq. Mr. Ekure asked Captain Flinn a follow-up question. Youngblood objected to Mr. Ekure asking/answering. Chairman Bartlett sustained the objection.
- rrr. County Attorney Youngblood asked Captain Flinn another follow-up question. He responded to all questions posed by County Attorney Youngblood.

- sss. For the Record: Chairman Bartlett stated Mr. Ekure have no further questions for Captain Flinn.
- ttt. Chairman Bartlett dismissed Captain Flinn from the stand and has been released from rebuttal.
- uuu. County Attorney called Sabriya Hill to the witness stand. For the Record: Ms. Hill confirmed she has been sworn in.
- vvv. County Attorney Youngblood began questioning Sabriya Hill. She stated her name, position, and tenure. Ms. Hill responded in detail to all questions posed by County Attorney Youngblood. Mr. Ekure objected to Ms. Hill reading her testimony from a report. Chairman Bartlett allowed Mr. Ekure to look over Ms. Hill's documents. Attorney Harris confirmed with the Board notes can be used to refresh a witness' memory.
- www. County Attorney Youngblood continued questioning Ms. Hill. Ms. Hill responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7 page 8, pages 20-21, pages 22-23, pages 24 - 27, pages 28 - 31, pages 183 - 185, pages 181, 225, 226, and 273. Mr. Ekure objected to County Attorney Youngblood was misleading. Chairman Bartlett overruled the objection.
- xxx. County Attorney Youngblood continued questioning Ms. Hill. Ms. Hill responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7, page 273.
- yyy. Leonard Ekure began cross-examination of Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to Ms. Hill testifying to something she cannot remember without looking at her notes. Chairman Bartlett asked Mr. Ekure to repeat the question to Ms. Hill. Mr. Ekure mentioned County Exhibit C-7, pages 264 - 266.
- zzz. Leonard Ekure continued cross-examination of Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to compound questioning. Mr. Ekure rephrased the question.
- aaaa. Leonard Ekure continued cross-examination of Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure.
- bbbb. [TIMED CHECKED] Appellant used 37 minutes and 35 seconds.
- cccc. Leonard Ekure continued cross-examination of Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure. Mr. Ekure mentioned County's Exhibit C-7, page 252. County Attorney Youngblood objected to Mr. Ekure telling Ms. Hill what to testify. Chairman Bartlett sustained the objection.

- dddd. Leonard Ekure continued to cross-examine Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure. Mr. Ekure mentioned County's Exhibit C-7, pages 254 - 256. County Attorney Youngblood objected to Mr. Ekure giving Ms. Hill her testimony.
- eeee. Leonard Ekure continued to cross-examine Ms. Hill. Ms. Hill responded in detail to all questions posed by Mr. Ekure. Mr. Ekure mentioned County's Exhibit C-7, pages 256, 232, 233, 235, and 236.
- ffff. The Board began questioning Ms. Hill. She responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Ms. Hill. There were none.
- gggg. Chairman Bartlett dismissed Ms. Hill from the witness stand. Ms. Hill will be on hold for rebuttal.
- hhhh. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion for a break, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0)
- iiii. Chairman Bartlett called the meeting back in session at 3:09 p.m.
- jjjj. County Attorney Youngblood began examination of Michael Lowe. He stated his name, position, and tenure. Mr. Lowe responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7, pages 31, 225, and 263 - 265.
- kkkk. [TIME CHECKED] Appellant used 50 minutes 28 seconds.
- llll. Leonard Ekure continued to cross-examine Michael Lowe. Mr. Lowe responded in detail to all questions posed by Mr. Ekure. County Attorney Youngblood objected to asking/answering. Chairman Bartlett sustained the objection. Mr. Ekure mentioned County's Exhibit C-7, page 7.
- mmmm. Mr. Smith advised Mr. Ekure he had used 56 minutes and 10 seconds and advised he need time for his closing testimony.
- nnnn. Leonard Ekure continued to cross-examine Michael Lowe. Mr. Lowe responded in detail to all questions posed by Mr. Ekure.
- oooo. The Board began questioning Mr. Lowe. He responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Mr. Lowe. There were none.

- pppp. Chairman Bartlett allowed County Attorney Youngblood to ask Mr. Lowe follow-up questions. Mr. Ekure did not have any objections. Mr. Lowe responded in detail to all questions posed by County Attorney Youngblood.
- qqqq. Chairman Bartlett allowed Mr. Ekure to ask Mr. Lowe follow-up questions. Mr. Lowe responded in detail to all questions posed by Mr. Ekure.
- rrrr. Mr. Ekure requested the Board to allow him to review a video that is an hour long.
- ssss. Chairman Bartlett polled the Board to extend the time limit to allow Mr. Ekure to review the video. Civil Service Board was polled and denied the request to review the video by unanimous vote (5-0).
- tttt. Chairman Bartlett dismissed Mr. Lowe from the witness stand. Mr. Lowe would be on standby for rebuttal.
- uuuu. [TIME CHECKED] County used 42 minutes 16 seconds.
- vvvv. County Attorney Youngblood began questioning Chief Kevin Roberts. He stated his name, position, and tenure. Chief Roberts responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-4, C-5, C-6, C-8, C-9, C-10, page 4, C-11, C-12, C-13, C-14, and C-15.
- wwww. Leonard Ekure began to cross-examine Chief Kevin Roberts. Chief Roberts responded in detail to all questions posed by Mr. Ekure. County Attorney objection to no evidence. Chairman Bartlett sustained the objection.
- xxxx. The Board began questioning Chief Kevin Roberts. He responded in detail to all questions posed by the Board. Chairman Bartlett asked the Board if there were any other questions for Chief Roberts. There were none.
- yyyy. Chairman Bartlett dismissed Chief Kevin Roberts from the witness stand.
- zzzz. County Attorney Youngblood tendered the following County's Exhibits: C-4, C-5, C-6, C-7, C-8, C-9, C-10, C-11, C-12, C-13, C-14, C-15, C-16, and C-17.
- aaaaa. Appellant Leonard Ekure objected to the following County's Exhibit: C-5 – Chairman Bartlett overruled the objection.
- bbbbb. [TIME CHECKED] Appellant had 1 minute 10 seconds left and County used 51 minutes 23 seconds.
- ccccc. Chairman Bartlett confirmed Mr. Ekure did not have any witnesses on his behalf.

- dddd. Chairman Bartlett called for a motion. Vice-Chair Lancaster made the motion for a break, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- eeee. Chairman Bartlett called the meeting back in session at 4:13 p.m.
- ffff. Chairman Bartlett advised IT Department to release all witnesses in holding room via Zoom.
- gggg. Chairman Bartlett mentioned the County reserve the right to present closing remarks last.
- hhhh. Chairman Bartlett made a motion to allow Mr. Ekure five (5) extra minutes for closing remarks. Vice-Chair Lancaster made the motion to approve five (5) extra minutes, second by Mr. Smith. No further discussion on the motion. Motion carried by unanimous vote (5-0).
- iiii. Chairman Bartlett advised to add five (5) minutes to County and Appellant time.
- jjjj. Leonard Ekure presented Appellant's closing argument. County Attorney Youngblood objected to Mr. Ekure not stating closing statement. Chairman Bartlett overruled the objection.
- kkkk. Leonard Ekure continued to present the Appellant's closing argument.
- llll. Chairman Bartlett added thirty (30) extra seconds to Mr. Ekure closing arguments.
- mmmm. County Attorney Youngblood presented the County's closing argument.
- nnnn. Chairman Bartlett called for motion to adjourn into Executive Session at 4:30 p.m. to discuss *Leonard Ekure (Police Department)* – Demotion appeal filed May 28, 2020, regarding: “The demotion from Sergeant to Master Patrol Officer”. Dr. Jackson made the motion for adjournment into Executive Session, second by Vice-Chair Lancaster. No further discussion on the motion. Motion carried by unanimous vote (5-0).
- oooo. Chairman Bartlett called the meeting back to order at 4:48 p.m.
- pppp. Chairman Bartlett called for a motion. Dr. Jackson made the motion to uphold the demotion, second by Mr. Smith. No further discussion on the motion. Motion carried by unanimous vote (5-0).

6. Discussion items.
 - a. Confirmed meeting date(s) for November 2021 and December 2021.
 - i. Chairman Bartlett confirmed the next Regular Called Meeting would be November 17, 2021, at 9:00 a.m.
 - ii. Chairman Bartlett confirmed its next Regular Called Meeting would be 9:00 a.m. on Wednesday December 15, 2021.
 - b. Upcoming cases for November 17, 2021.
 - i. Robin Stinnett (Superior Court) – Continuance Deadline
 - ii. Grace Taylor (Sheriff's Office) – Continuance Deadline
 - iii. Brenda Thomas (Sheriff's Office) - Continuance Deadline
 - iv. Nadia Tompkins (Community Development) – All Deadlines
 - v. Monique Kidd (Sheriff's Office) – All Deadlines
 - vi. Vincent Handsford (Sheriff's Office) – All Deadlines
 - vii. Human Resources Director Ambles stated the deadlines for November 17, 2021 Board Meeting would be: Witness List (October 29th) Exhibits (November 3rd) and Continuance Request (November 8th).
 - viii. Human Resources Director Ambles requested County Attorney Youngblood to give an update on Donnail Demens (Police Department) suspension appeal.
 - ix. County Attorney Youngblood confirmed with Human Resources Director Ambles the County has reached an agreement and waiting on documentation.
7. Executive Session.
 - a. There were none.
8. Other business.
 - a. Chairman Bartlett reminded the Board of the Special Called Meeting would be held Thursday, October 28, 2021 at 9:00 a.m.
 - b. Chairman Bartlett stated the interview for the Civil Service Board Attorney would take place during the Executive Session.
 - c. Human Resources Director Ambles advised the Board Chief Operating Officer Detrick Stanford and Chief Staff Attorney Chuck Reed would be on the interview panel.

Chairman Bartlett stated that all matters have been concluded and called for a motion to adjourn this meeting. Dr. Jackson made the motion to adjourn, second by Ms. Virginia-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Meeting adjourned.



**LARRY BARTLETT
CHAIRMAN**



**PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR**