

\CIVIL SERVICE BOARD MEETING

FEBRUARY 23, 2022

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, February 23, 2022, in-person and virtually via Zoom Video Communications.

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

Members absent: None

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Fred Zimmerman; County Attorney Michelle Youngblood; Police Legal Advisor Kenneth Green; Attorney Keith Martin; Senior Chief Staff Attorney John O'Neal; Staff Attorney India Keefover; Police Chief Kevin Roberts; Attorney Jacob Weldon; Appellant DeRonald Davis; Fire Chief Landry Merkison; Community Development Assistant Director Cheryl Brooks; Captain Gary Flinn; Lieutenant Eugene Littles; Lieutenant Ashanti Marbury; Detective Edilberto Soto; various employees from County departments; and other individuals.

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

Chairman Jackson called for a motion to adopt the agenda for February 23, 2022. Vice-Chair Smith made the motion to approve the agenda, second by Ms. 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 held on January 26, 2022.
 - a. Chairman Jackson called for a motion. Ms. Lancaster made the motion to table the Minutes until corrections were made, second by Ms. Phillips-Hall. 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 Personnel Matters held on January 26, 2022.
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the Executive Session Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

3. Considered request from **Communications Dispatcher Ashley Munroe, 911 Communications**, to use sick leave reserve. (Civil Service Board was polled and approved January 27, 2022 by Bartlett, Lancaster, Jackson, and Smith)
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to confirm the vote, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

4. Considered request from Police Chief Kevin Roberts, to extend the probationary period (3rd Extension) of **Police Officer Patricia Davis, Police Department**, for six (6) months until August 23, 2022.
 - a. Police Legal Advisor Kenneth Green presented the request to the Board in detail.
 - b. The Board had questions for Legal Advisor Green. Legal Advisor Green responded in detail to all questions posed by the Board.
 - c. The Board had questions for Police Chief Kevin Roberts. Police Chief Roberts responded in detail to all questions posed by the Board.
 - d. Chairman Jackson called for a motion. Ms. Lancaster made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by majority vote (4-1).

5. Considered request from Community Development Director Patrick Ejike for leave without pay for **Planning and Zoning Administrator Tiras Petrea, Community Development**, from February 14, 2022 through February 28, 2022.
 - a. Community Development Assistant Director Cheryl Brooks presented the request on behalf of Director Patrick Ejike to the Board in detail.
 - b. Chairman Jackson asked the Board if there were any questions for Community Development Assistant Director Brooks. There were none.
 - c. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

6. Considered request from **Civil Engineer Inspector I Kenneth Upton, Transportation and Development**, to receive annual leave donations. (Civil Service Board was polled and approved February 14, 2022 by Jackson, Smith, Lancaster, Phillips-Hall, and Bartlett)
 - a. Chairman Jackson called for a motion. Vice-Chair Smith made the motion to confirm the vote, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

7. Considered request from **Fire Lieutenant Collin Veasley, Fire Department**, to use sick leave reserve.
 - a. Fire Chief Landry Merkison presented the request to the Board in detail.
 - b. Chairman Jackson asked the Board if there were any questions for Fire Chief Merkison. There were none.
 - c. Chairman Jackson called for a motion. Ms. Lancaster made the motion to approve the request, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

8. Calendar Call.
 - a. **Robin Stinnett (Superior Court)** – Termination appeal filed October 21, 2019, regarding: “Please see attached – Termination of Employment”.
 - i. County Attorney Michelle Youngblood is in the process of approval by the Board of Commissioners of the proposed resolution of this appeal.
 - (1) County Attorney Youngblood confirmed to the Board the proposed resolution was submitted and approved by the Board of Commissioners and the documentation will be provided at the next Civil Service Board meeting.
 - (2) Appellant Attorney Keith Martin confirmed to the Board he had no objections on the proposed resolution.

 - b. **Shilet Stinfil (Police Department)** – 15-Day Suspension appeal filed November 11, 1029, regarding: “9.206(f) violation of any lawful or official regulation or order, 9.206(c) willful, wanton, or culpable negligence resulting in hostility, CCPD S.O.P. A-5 use of force, section IV, A”. Attorney Grady Dukes requested a withdrawal via email on February 8, 2022. The withdrawal request was granted on February 11, 2022. The withdrawal is for the 15-Day Suspension and 5-Day Suspension.
 - i. Chairman Jackson confirmed the 15-Day Suspension and the 5-Day Suspension appeals would be removed from the calendar.

 - c. **Cassandra Dorismond (Internal Audit)** – Termination appeal filed July 24, 2020 regarding: “Termination dated July 15, 2020”.
 - i. Due to multiple changes in attorneys, Human Resources Director Pamela Ambles in her role as Secretary to the Civil Service Board will reset all deadlines in this case to ensure a fair equitable process to give counsels the opportunity to prepare for this case.
 - (1) Chairman Jackson confirmed Cassandra Dorismond case would be reschedule by Human Resources Director Pamela Ambles.

- d. **Charisse Willis (Transportation & Development)** – Termination appeal filed August 12, 2020 regarding: “Termination”. Charisse Willis requested a withdrawal via email on February 18, 2022. The withdrawal request was granted on February 18, 2022.
 - i. Chairman Jackson confirmed Charisse Willis’ case would be removed from the agenda.
 - e. **DeRonald Davis (Police Department)** – Termination appeal filed August 3, 2020 regarding: “Termination”.
 - i. DeRonald Davis confirmed to the Board he was present via Zoom.
 - ii. Chairman Jackson asked if the County was ready to move forward. County Attorney Michelle Youngblood replied in the affirmative.
 - iii. Chairman Jackson asked if the Appellant was ready to move forward. DeRonald Davis replied in the affirmative.
 - f. **Austin Jones (Police Department)** – Termination appeal filed August 4, 2020 regarding: “Termination status”.
 - i. Appellant Attorney Jason Weldon and Austin Jones confirmed they were present via Zoom.
 - ii. Chairman Jackson asked if the Appellant was ready to move forward. Attorney Jason Weldon replied in the affirmative.
 - iii. Chairman Jackson asked if the County was ready to move forward. County Attorney Michelle Youngblood replied in the affirmative.
 - iv. Chairman Jackson stated Austin Jones’ case would be on standby until 1:00 p.m. to determine if the case would move forward or rescheduled for the next agenda.
 - v. County Attorney Michelle Youngblood advised any witnesses for this case would be removed via Zoom until further noticed.
9. **(Appeal) DeRonald Davis (Police Department)** – Termination appeal filed August 3, 2020 regarding: “Termination”.
 - a. DeRonald Davis confirmed to the Board he does not have an attorney and witnesses.
 - b. County Attorney Michelle Youngblood confirmed to the Board the County’s witnesses that are testifying are present.
 - c. Civil Service Board Attorney Fred Zimmerman swore in all the witnesses present.
 - d. Chairman Jackson asked if there would be any sequestrations for the County and the Appellant. Mr. Davis stated he would like to invoke the rule.

- e. **For the Record:** County Attorney Youngblood roll-called all witnesses present and had been sworn in: Chief Kevin Roberts, Captain Gary Flinn, Lieutenant Ashanti Marbury, Lieutenant Eugene Littles, Detective Edilberto Soto, and Appellant DeRonald Davis.
- f. Chairman Jackson explained the hearing process and time limits to Mr. Davis.
- g. County Attorney Michelle Youngblood presented County's opening statement to the Board.
- h. DeRonald Davis presented the Appellant's opening statement to the Board.
- i. County Attorney Youngblood called witness Lieutenant Ashanti Marbury to the witness stand. She stated her name, position, and tenure. Attorney Youngblood began questioning Lieutenant Marbury. Lieutenant Marbury responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-7 and C-12.
- j. Mr. Davis began cross-examination of Lieutenant Marbury. Lieutenant Marbury responded in detail to all questions posed by Mr. Davis. Mr. Davis mentioned County's Exhibit C-7.
- k. **For the Record:** County Attorney Youngblood confirmed all the County's exhibits are numbered and the same for everyone.
- l. Mr. Davis continued questioning Lieutenant Marbury. Lieutenant Marbury responded in detail to all questions posed by Mr. Davis. County Attorney Youngblood objected to a compound question. Chairman Jackson sustained the objection.
- m. The Board began questioning Lieutenant Marbury. She responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Marbury. There were none.
- n. Chairman Jackson dismissed Lieutenant Marbury from the witness stand. Lieutenant Marbury was held for rebuttal.
- o. County Attorney Youngblood called witness Lieutenant Eugene Littles to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began questioning Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7.
- p. Mr. Davis began cross-examination of Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by Mr. Davis. County Attorney Youngblood objected to Mr. Davis making a statement and not asking a question. Chairman Jackson sustained the objection.

- q. Mr. Davis continued questioning Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by Mr. Davis. County Attorney Youngblood objected to a compound question. Chairman Jackson sustained the objection.
- r. **Discussion:** The Board questioned what exhibits Mr. Davis were referring to during his questioning of the witnesses. Chairman Jackson explained the procedures to Mr. Davis to identify what exhibits he wants to discuss.
- s. Mr. Davis continued questioning Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by Mr. Davis. Mr. Davis mentioned County's Exhibit C-7.
- t. [TIME CHECKED] Mr. Smith stated Appellant had used 18 minutes and 59 seconds.
- u. Mr. Davis continued questioning Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by Mr. Davis. County Attorney objected to Mr. Davis making a statement and not asking a question. Chairman Jackson sustained the objection.
- v. Mr. Davis continued questioning Lieutenant Littles. Lieutenant Littles responded in detail to all questions posed by Mr. Davis. County Attorney objected to answering/asking question. Chairman Jackson sustained the objection.
- w. [TIME CHECKED] Mr. Smith stated Appellant has used 25 minutes and 53 seconds.
- x. The Board began questioning Lieutenant Littles. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Lieutenant Littles. There were none.
- y. Chairman Jackson dismissed Lieutenant Littles from the witness stand. Lieutenant Littles was held for rebuttal.
- z. Chairman Jackson called for a motion. Ms. Lancaster made the motion to take a break, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- aa. Chairman Jackson called the meeting back in session at 10:55 a.m.
- bb. [TIME CHECKED] Mr. Smith stated County had used 15 minutes and 21 seconds.
- cc. County Attorney Youngblood called witness Captain Gary Flinn to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began 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.

- dd. Mr. Davis began cross-examination of Captain Gary Flinn. He responded in detail to all questions posed by Mr. Davis.
- ee. [TIME CHECKED] Mr. Smith stated Appellant has used 35 minutes and 49 seconds.
- ff. Mr. Davis continued cross-examination of Captain Flinn. He responded in detail to all questions posed by Mr. Davis. Mr. Davis mentioned County's Exhibit C-7.
- gg. The Board had no questions for Captain Flinn.
- hh. Chairman Jackson dismissed Captain Flinn from the witness stand. Captain Flinn was held for rebuttal.
- ii. County Attorney Youngblood called witness Detective Edilberto Soto to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began questioning Detective Soto. Detective Soto responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7.
- jj. Mr. Davis began cross-examination of Detective Soto. Detective Soto responded in detail to all questions posed by Mr. Davis. Mr. Davis mentioned County's Exhibit C-7. County Attorney Youngblood objected to a compound question. Chairman Jackson sustained the objection.
- kk. Mr. Davis continued cross-examination of Detective Soto. Detective Soto responded in detail to all questions posed by Mr. Davis.
- ll. The Board began questioning Detective Soto. He responded to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Detective Soto. There were none.
- mm. Chairman Jackson dismissed Detective Soto from the witness stand. Detective Soto was held for rebuttal.
- nn. County Attorney Youngblood called witness Chief Kevin Roberts to the witness stand. He stated his name, position, and tenure. Attorney Youngblood began questioning Chief Roberts. Chief Roberts responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-5, C-6, C-8, C-9, C-10, C-11, and C-12.
- oo. Mr. Davis began cross-examination of Chief Roberts. He responded to all questions posed by Mr. Davis. County Attorney Youngblood objected to cause of speculations. Chairman Jackson sustained the objection.

- pp. Mr. Davis continued cross-examination of Chief Roberts. He responded to all questions posed by Mr. Davis. County Attorney Youngblood objected to a compound question. Chairman Jackson sustained the objection.
- qq. Mr. Davis continued cross-examination of Chief Roberts. He responded to all questions posed by Mr. Davis. County Attorney Youngblood objected to Mr. Davis testifying and not asking a question. Chairman Jackson sustained the objection. Mr. Davis mentioned County's Exhibit C-7.
- rr. Mr. Davis continued cross-examination of Chief Roberts. He responded to all questions posed by Mr. Davis. County Attorney Youngblood objected to reading a statement and not asking a question. Chairman Jackson sustained the objection.
- ss. Mr. Davis continued cross-examination of Chief Roberts. He responded to all questions posed by Mr. Davis. County Attorney Youngblood objected a compound question. Chairman Jackson sustained the objection.
- tt. The Board began questioning Chief Roberts. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Chief Roberts. There were none.
- uu. Chairman Jackson dismissed Chief Roberts from the witness stand.
- vv. Chairman Jackson called for a motion. Ms. Lancaster made the motion to take a break, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- ww. Chairman Jackson called the meeting back in session at 12:43 p.m.
- xx. Chairman Jackson advised Attorney Jacob Weldon that Austin Jones' case would be the first to be heard at the next Board's meeting.
- yy. Chairman Jackson called for a motion. Vice-Chair Smith made the motion for a lunch break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- zz. Chairman Jackson called the meeting back in session at 1:55 p.m.
- aaa. County Attorney Youngblood tendered County Exhibit's C-5 through C-12. Appellant Mr. Davis had no objections.
- bbb. [TIME CHECKED] Mr. Smith stated Appellant had used 1 hour.
- ccc. Mr. Davis presented his testimony to the Board.

- ddd. County Attorney Youngblood stated Mr. Davis was presenting his argument and not giving his testimony.
- eee. Civil Service Board Attorney Fred Zimmerman advised the Board that Mr. Davis would be allowed to continue his testimony.
- fff. Mr. Davis continued presenting his testimony to the Board.
- ggg. County Attorney Youngblood had no questions for Mr. Davis.
- hhh. Mr. Davis rested his case.
- iii. The Board began questioning Mr. Davis. He responded in detail to all questions posed by the Board.
- jjj. Chairman Jackson called for a motion. Ms. Lancaster made the motion to take a break, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- kkk. Chairman Jackson called the meeting back in session at 3:01 p.m.
- lll. County Attorney Youngblood called rebuttal witness Detective Edilberto Soto to the witness stand. Detective Soto responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7.
- mmm. [TIME CHECKED] Mr. Smith stated Appellant had used 1 hour, 7 minutes, and 16 seconds.
- nnn. Mr. Davis began recross-examination of Detective Soto. He responded in detail to all questions posed by Mr. Davis. County Attorney Youngblood objected interruption and not allowing witness to answer. Chairman Jackson sustained the objection.
- ooo. The Board began questioning Detective Soto. He responded in detail to all questions posed by the Board. Chairman Jackson asked the Board if there were any other questions for Detective Soto. There were none.
- ppp. Chairman Jackson dismissed Detective Soto from the witness stand.
- qqq. County Attorney Youngblood called witness Sergeant Matthew Price to the witness stand. Civil Service Board Attorney Fred Zimmerman swore in Mr. Price. He stated his name, position, and tenure. Attorney Youngblood began questioning Sergeant Price. Sergeant Price responded in detail to all questions posed by County Attorney Youngblood.

- rrr. Mr. Davis began cross-examination of Sergeant Price. Sergeant Price responded in detail to all questions posed by Mr. Davis. County Attorney Youngblood objected to interrupting witness and not allowing him to answer.
- sss. The Board began questioning Sergeant Price. Sergeant Price responded in detail to all questions posed by the Board.
- ttt. Chairman Jackson dismissed Sergeant Price from the witness stand.
- uuu. County Attorney Youngblood had no additional rebuttal witnesses. The County rested.
- vvv. Chairman Jackson mentioned the County reserved its right to present the closing arguments last.
- www. Mr. Smith advised Mr. Davis had used 1 hour and 13 minutes.
- xxx. Mr. Davis presented his closing arguments to the Board.
- yyy. [TIME CHECK] Mr. Smith stated County had used 1 hour and 7 minutes.
- zzz. County Attorney Youngblood presented the County's closing arguments to the Board.
- aaaa. Chairman Jackson called for a motion to adjourn into Executive Session to discuss *DeRonald Davis (Police Department) – Termination appeal filed August 3, 2020* regarding: "Termination". Vice-Chair Smith made the motion to adjourn into Executive Session, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- bbbb. Chairman Jackson called the meeting back in session at 4:13 p.m.
- cccc. Chairman Jackson called for a motion regarding: *DeRonald Davis (Police Department) – Termination appeal filed August 3, 2020* regarding: "Termination". Dr. Jackson made the motion to uphold the County's decision for termination, second by Mr. Bartlett. No further discussion on the motion made. Motion carried by unanimous vote of (5-0).

10. Discussion items.

- a. Confirmed meeting date(s) for March 2022.
 - i. Human Resources Director Pamela Ambles confirmed to the Board its next Regular Called Meeting date would be Wednesday, March 23, 2022.
 - ii. Human Resources Director Pamela Ambles confirmed its next Special Called Meeting date would be Tuesday, March 29, 2022.

- iii. Human Resources Director Pamela Ambles confirmed to the Board the March deadline dates would be: Witness List – March 4th, Exhibits – March 9th, and Continuance Request – March 14th.


- b. Upcoming cases for March 23, 2022.
 - i. *Austin Jones (Police Department) – Termination*
 - ii. *Michael Watts (Police Department) – Termination*
 - iii. *DeMarcus Hall (Police Department) – Termination*
 - iv. *Derek Vasser (Police Department) – 2-Day Suspension*
 - v. *Brandon Rose (Police Department) – Termination*
 - vi. *Cassandra Dorismond (Internal Audit) – Termination – Human Resources Director Pamela Ambles confirmed to the Board Cassandra Dorismond’s case would be heard at April’s meeting.*
 - vii. County Attorney Michelle Youngblood stated Chief Kevin Roberts would not be available for March 23, 2022 meeting.
 - viii. The Board recommended to Human Resources Director Pamela Ambles to respond by email as to which cases would go forward for the March meeting.

- 11. Executive Session (as needed).
 - a. None needed.

- 12. Other business.
 - a. Chairman Jackson called for a motion. Ms. Lancaster made the motion to approve the Minutes with corrections, second by Vice-Chair Smith. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

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

Meeting adjourned.



DR. CEPHUS JACKSON
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR