

CIVIL SERVICE BOARD MEETING

September 27, 2023

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, September 27, 2023, in-person and virtually via Zoom Video Communications.

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

Members absent: None

Also present: Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Fred Zimmerman; County Attorney Michelle Youngblood; Appellant Attorney Jennifer Sands; Nicholas Deaton; Kyle Sherrit; Police Chief Kevin Roberts; Fire Chief Tim Sweat; Paralegal Leah Barton; Brian Godboldt; Police Legal Advisor Tom Kirkbride; Police Legal Advisor Kenneth Green; Human Resources Manager Angela Woods; Ayana Bethea; Sabrina Parham; Staff Attorney India Mitchell; Clerk of Superior Court Chanae Clemons; Shelia Martin; Fire Chief of Staff Laura Richardson; Kandace Copemann; Richard Elliott; Gary Flinn, Randy Brashears; Michael Lowe; William Kincaid; Richard Elliott; employees from County departments; and other individuals.

Chairman Smith called the meeting to order at 9:08 a.m.

Chairman Smith called for a motion to adopt the agenda for September 27, 2023. Vice-Chair Jackson 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 for August 23, 2023.
 - a. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
2. Consider request from *Fire Fighter EMT Sierra Stearley, Fire Department*, to use sick leave reserve. (Civil Service Board was polled and approved September 1, 2023 by Smith, Jackson, Phillips-Hall, Lancaster, and Watkins).

- a. Chairman Smith called for a motion. Vice-Chair Jackson 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).
3. Consider request from ***Fire Sergeant Kyle Sherrit, Fire Department***, to use sick leave reserve.
 - a. Fire Chief Tim Sweat presented the request in detail to the Board.
 - b. Chairman Smith asked Sergeant Kyle Sherrit if he had any additional information. There were none.
 - c. Human Resources Director Pamela Ambles confirmed to the Board that the request falls within the guidelines.
 - d. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the request, second by Ms. Watkins. No further discussion made on the motion. Motion carried by unanimous vote (5-0).
4. Consider request from ***Police Services Clerk Bennie Boston, Police Department***, for annual leave donations. (Civil Service Board was polled and approved on September 11, 2023 by Smith, Jackson, Lancaster, Phillips-Hall, and Watkins)
 - a. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to confirm the vote, second by Ms. Watkins. No further discussion on the motion made. Motion carried unanimous vote (5-0).
5. Consider request from Police Chief Kevin Roberts for leave without pay for ***Police Services Clerk Bennie Boston, Police Department***, from August 30, 2023 until tentative.
 - a. Police Legal Advisor Kenneth Green presented the request in detail to the Board
 - b. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried unanimous vote (5-0).
6. Consider request from Police Chief Kevin Roberts for leave without pay for ***Communications Dispatcher Dominique Thompson, Central Communications***, from October 6, 2023 through October 10, 2023.
 - a. Police Legal Advisor Kenneth Green presented the request in detail to the Board..
 - h. Chairman Smith called for a motion. Ms. Lancaster made the motion to approve the request, seconded by Vice-Chair Jackson. No further discussion on the motion made. Motion carried by majority vote (5-0).
7. Consider request from Clerk of Superior Court Chanae Clemons to extend the probationary period of ***Deputy Court Clerk I Sheila Martin, Clerk of Superior Court***, for an additional six (6) months until April 7, 2024.

- a. Clerk of Superior Court Chanae Clemons presented the request in detail to the Board.
 - b. The Board had questions for Clerk Clemons. She responded in detail to all questions posed by the Board.
 - c. Human Resources Director Pamela Ambles stated to the Board that this is an ADAA issue and Human Resources is working with Ms. Martin to obtain final documentation from her doctor to determine if we can accommodate her or not.
 - d. The Board had questions for Director Ambles. Director Ambles responded in detail to all questions posed by the Board.
 - e. Chairman Smith made the motion to approve the request, second by Vice-Chair Jackson. No further discussion on the motion made. Motion carried unanimous vote (5-0).
8. Consider request Human Resources Director Pamela Ambles to extend the promotional probationary period of *Human Resources Analyst Ayana Bethea, Human Resources/Benefits*, for an additional six (6) months until May 4, 2024.
- a. Human Resources Director Pamela Ambles announced to the Board that Ayana Bethea is present and commented on how much she appreciates Ms. Bethea.
 - b. Human Resources Manager Angela Woods presented the request in detail to the Board.
 - c. Chairman Smith asked Ms. Bethea if she has any comments to add. There were none.
 - d. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried unanimous vote (5-0).
9. Consider request Human Resources Director Pamela Ambles to extend the promotional probationary period of *Human Resources Analyst Sabrina Parham, Human Resources/Benefits*, for an additional six (6) months until May 4, 2024.
- a. Human Resources Director Pamela Ambles announced to the Board that Sabrina Parham is present and commented on how much she appreciates Ms. Parham.
 - b. Human Resources Manager Angela Woods presented the request in detail to the Board.
 - c. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the request, second by Ms. Phillis-Hall. No further discussion on the motion made. Motion carried unanimous vote (5-0).
 - d. Human Resources Director Pamela Ambles commented that Benefits is the most technical area in Human Resources and want to thank the Board for their approval again how much she appreciates Ms. Bethea and Ms. Ayana very much for all they do.

10. Calendar Call.
 - a. **Nicholas Deaton (Police Department)** – Demotion appeal filed on January 12, 2023 regarding: “Demotion”.
 - i. Chairman Smith asked if the County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.
 - ii. Chairman Smith asked if the Appellant was ready to proceed. Appellant Attorney Jennifer Sands replied in the affirmative.
 - b. **Brian Godboldt (Police Department)** – Grievance appeal filed on April 20, 2023 regarding: “Hostile Work Environment”.
 - i. Chairman Smith asked if the County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.
 - ii. Chairman Smith asked if the Appellant was ready to proceed. Brian Godboldt replied in the affirmative.
 - c. **Kyle Sherrit (Fire Department)** – Grievance filed on May 17, 2023 regarding: “I received a formal written reprimand placed in my personnel file for receiving an 80% grade on a homework assignment for a volunteer class May 4, 2012 and for pointing out an email that was in conflict with the CCFES employee manual at the time April 30, 2012”.
 - i. Chairman Smith asked if the County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.
 - ii. Chairman Smith asked if the Appellant was ready to proceed.
 - iii. Kyle Sherrit requested to the Board if he could get additional time since these grievances are two separate entities.
 - iv. Chairman Smith stated that there would be no additional time, the grievances would be heard at the same time, and the time limit would be 30 minutes.
 - v. Chairman Smith announced after confirming with Attorney Michelle Youngblood and Attorney Jennifer Sands that Mr. Sherrit’s case would be first to be heard.

11. ***(Grievance) Kyle Sherrit (Fire Department)*** – Grievance filed on May 17, 2023 regarding: “I received a formal written reprimand placed in my personnel file for receiving an 80% grade on a homework assignment for a volunteer class May 4, 2012 and for pointing out an email that was in conflict with the CCFES employee manual at the time April 30, 2012”. [9:30 a.m.]
 - a. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Fire Chief Tim Sweat, Fire Chief Richard Elliott, Human Resources Director Pamela Ambles, and Fire Chief of Staff Laura Richardson]

- b. Chairman Smith explained the hearing process and time limits in detail to Appellant Sergeant Kyle Sherrit and announced that Ms. Lancaster would be the timekeeper.
- c. Appellant Sergeant Kyle Sherrit presented the Appellant's opening statement in detail to the Board.
- d. County Attorney Michelle Youngblood deferred the County's opening statement.
- e. Appellant Sergeant Kyle Sherrit called Chief Richard Elliott to the witness stand. Sergeant Sherrit began questioning Chief Elliott. Chief Elliott responded in detail to all questions posed by Sergeant Sherrit. County Attorney Michelle Youngblood objected to no question being asked. Chairman Smith sustained the objection.
- f. Appellant Sergeant Kyle Sherrit continued questioning Chief Richard Elliott. Chief Elliott responded in detail to all questions posed by Sergeant Sherrit.
- g. County Attorney Michelle Youngblood began cross-examination of Chief Richard Elliott. Chief Elliott responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-6.
- h. The Board began questioning Chief Richard Elliott. Chief Elliott responded in detail to all questions posed by the Board.
- i. Chairman Smith asked if there were any other questions for Chief Richard Elliott. There were none.
- j. Chairman Smith dismissed Chief Richard Elliott from the witness stand.
- k. County Attorney Michelle Youngblood called Fire Chief Tim Sweat to the witness stand. He stated his name, position, and tenure. County Attorney Michelle Youngblood began questioning Chief Sweat. Chief Sweat responded in detail to all questions posed by County Attorney Youngblood. Appellant Sergeant Kyle Sherrit objected to irrelevant testimony. County Attorney Youngblood responded to Sergeant Sherrit objection. Chairman Smith overruled the objection. County Attorney Youngblood mentioned County's Exhibits C-5 and C-6.
- l. County Attorney Michelle Youngblood continued questioning Fire Chief Tim Sweat. Chief Sweat responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7.
- m. Appellant Sergeant Kyle Sherrit began cross-examination of Fire Chief Tim Sweat. Chief Sweat responded to all questions posed by Sergeant Sherrit. Sergeant Sherrit mentioned County's Exhibit C-7.
- n. The Board had no questions for Fire Chief Tim Sweat.

- o. Chair Smith dismissed Fire Chief Tim Sweat from the witness stand.
- p. County Attorney Michelle Youngblood called Human Resources Director Pamela Ambles to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Director Ambles. Director Ambles responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-8.
- q. Appellant Sergeant Kyle Sherrit began cross-examination of Human Resources Director Pamela Ambles. Director Ambles responded in detail to all questions posed by Sergeant Sherrit.
- r. The Board had no questions for Human Resources Director Pamela Ambles.
- s. Chairman Smith dismissed Human Resources Director Pamela Ambles from the witness stand.
- t. County Attorney Michelle Youngblood called Fire Chief of Staff Laura Richardson to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Chief Richardson. Chief Richardson responded in detail to all questions posed by County Attorney Youngblood.
- u. Appellant Sergeant Kyle Sherrit had no questions for Fire Chief of Staff Laura Richardson.
- v. The Board had no questions for Fire Chief of Staff Laura Richardson.
- w. Chairman Smith dismissed Fire Chief of Staff Laura Richardson from the witness stand.
- x. County Attorney Michelle Youngblood tendered County's Exhibits C-5, C-6, C-7, and C-8. Appellant Sergeant Kyle Sherrit had no objections.
- y. County Attorney Michelle Youngblood had no additional witnesses. The County rested.
- z. Appellant Sergeant Kyle Sherrit presented the Appellant's closing arguments to the Board.
- aa. [TIME CHECK] Ms. Lancaster stated the County had 15 minutes remaining.
- bb. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
- cc. Chairman Smith called for a motion to adjourn into Executive Session at 10:35 a.m. to discuss *Sergeant Kyle Sherrit (Fire Department)* – Grievance filed May 17,

2023, regarding: “I received a formal written reprimand placed in my personnel file May 4, 2012 and for pointing out an email that was in conflict with the CCFES employee manual in April 30, 2012”. Vice-Chair Jackson made the motion to adjourn into Executive Session, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

- dd. Human Resources Director Pamela Ambles announced that Chief Administrative Officer Noi Souphanthavong would be representing her in the Executive Session since Director Ambles was a witness on this case.
- ee. Chairman Smith called the meeting back to order at 10:54 a.m.
- ff. Chairman Smith called for a motion regarding *Sergeant Kyle Sherrit (Fire Department)* – Grievance filed May 17, 2023 regarding: “I received a formal written reprimand placed in my personnel file May 4, 2012 and for pointing out an email that was in conflict with the CCFES employee manual in April 30, 2012”. Vice-Chair Jackson made the motion to deny the grievance, second by Ms. Watkins. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- gg. Chairman Smith addressed Sergeant Kyle Sherrit regarding the Civil Service Policy to although there are no limitation for grievance

12. **(Grievance) *Brian Godboldt (Police Department)*** – Grievance appeal filed on April 20, 2023 regarding: “Hostile Work Environment”. [10:57 a.m.]

- a. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Police Chief Kevin Roberts, Human Resources Director Pamela Ambles, Major Anthony Thuman, Brian Godboldt, and Captain William Kincaid]
- b. Chairman Smith explained the hearing process and time limits in detail to Appellant Sergeant Brian Godboldt and announced that Ms. Lancaster would be the timekeeper.
- c. Appellant Sergeant Brian Godboldt presented the Appellant’s opening statement in detail to the Board.
- d. **Discussion:** The Board, County Attorney Michelle Youngblood, and Appellant Sergeant Brian Godboldt discussed on whether this grievance should be withdrawn or proceed since Sergeant Godboldt stated he felt like things had changed and what he had asked for has been done.
- e. **On the Record:** Appellant Sergeant Brian Godboldt stated he would withdraw his grievance.

- f. Chairman Smith called for a motion. Ms. Lancaster made the motion to take a break at 11:16 a.m., second by Vice-Chair Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
 - g. Chairman Smith called the meeting back in session at 11:38 a.m.
13. **(Grievance) Nicholas Deaton (Police Department)** – Demotion appeal filed on January 12, 2023 regarding: “Demotion”. [11:40 a.m.]
- a. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Police Chief Kevin Roberts, Nicholas Deaton, Captain William Kincaid, Captain Gary Flinn, Lieutenant Randy Brashears, and Sergeant Michael Lowe]
 - b. Chairman Smith explained the hearing process and time limits in detail to Appellant Attorney Jennifer Sands and announced that Ms. Lancaster would be the timekeeper.
 - c. Chairman Smith announced he would recuse himself because Nicholas Deaton worked for him when Chairman Smith were employed with the Police Department. Vice-Chair Jackson will be presiding over this hearing.
 - d. County Attorney Michelle Youngblood and Appellant Attorney Jennifer Sands agreed that County’s Exhibit C-1 through C-15, C-19, and C-22 through C-25 would be stipulated.
 - e. Appellant Jennifer Sands requested that all witnesses be sequestered. Vice-Chair Jackson dismissed all witnesses until 1:15 p.m.
 - f. County Attorney Michelle Youngblood presented the County’s opening statement to the Board.
 - g. Appellant Attorney Jennifer Sands presented the Appellant’s opening statement to the Board.
 - h. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion to adjourn for lunch until 1:15 p.m., second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - i. Vice-Chair Jackson called the meeting back in session at 1:18 p.m.
 - j. County Attorney Michelle Youngblood and Appellant Jennifer Sands had agreed to show County Exhibit C-7 Video to all witnesses presented at the same time.
 - k. County Attorney Michelle Youngblood called Captain William Kincaid to the witness stand. He stated his name, position, and tenure. County Attorney Youngblood began questioning Captain Kincaid. Captain Kincaid responded in detail to all questions posed by County Attorney Youngblood. County Attorney

Youngblood mentioned County's Exhibit C-7, page 9 and pages 15-20. Appellant Jennifer Sands objected to witness Kincaid did not have a role in this case to make a determination for the agency. County Attorney Youngblood responded to the Appellant's objection. Vice-Chair Jackson overruled the objection.

- l. County Attorney Michelle Youngblood continued questioning Captain William Kincaid. Captain Kincaid responded in detail to all questions posed by County Attorney Youngblood.
- m. Appellant Jennifer Sands began cross-examination of Captain William Kincaid. Captain Kincaid responded in detail to all questions posed by Appellant Sands. Appellant Sands mentioned County's Exhibit C-7, page 16.
- n. County Attorney Michelle Youngblood began follow-up questions for Captain William Kincaid. Captain Kincaid responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibit C-7, pages 9, and 13.
- o. The Board began questioning Captain William Kincaid. Captain Kincaid responded in detail to all questions posed by the Board.
- p. Vice-Chair Jackson asked if there were any other questions for Captain William Kincaid. There were none.
- q. Vice-Chair Jackson dismissed Captain William Kincaid from the witness stand. Captain Kincaid was held for rebuttal.
- r. County Attorney Michelle Youngblood called Police Chief Kevin Roberts to the witness stand. He stated his name, position, and tenure. County 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 Exhibit C-5, page 4, C-6, page 2, C-7, pages 9, 10, 13, and 14, C-8, page 2, C-9, C-11 through C-13, C-15 through C-17.
- s. Appellant Attorney Jennifer Sands began cross-examination of Police Chief Kevin Roberts. Chief Roberts responded in detail to all questions posed by Appellant Attorney Sands. Appellant Attorney Sands mentioned County's Exhibit C-7, pages 12 and 14, C-13, Appellant's Exhibits A-7, 3rd page from the end of A-7.
- t. **For the Record:** Appellant Attorney Sands stated she is referring to Appellant's transcripts 1D, 2D, and 4D Incident Review Board. County Attorney Michelle Youngblood objected to the Appellant's transcripts because they are not certified. Vice-Chair Jackson sustained the objection.
- u. Appellant Attorney Jennifer Sands continued questioning Police Chief Kevin Roberts. Chief Roberts responded in detail to all questions pose by Appellant

Attorney Sands. Appellant Attorney Sands mentioned County's Exhibits, C-5, page 2, C-9, page 2, and C-11.

- v. County Attorney Michele Youngblood began follow-up questions for Police Chief Kevin Roberts. Chief Roberts responded in detail to all questions posed by County Attorney Youngblood,
- w. The Board began questioning Police Chief Kevin Roberts. Chief Roberts responded in detail to all questions posed by the Board.
- x. The Board asked if there were any other questions for Police Chief Kevin Roberts. There were none.
- y. Vice-Chair Jackson dismissed Police Chief Kevin Roberts for the witness stand.
- z. **[TIME CHECK]** Ms. Lancaster announced the Appellants had 14 minutes and 33 seconds remaining, and the County had 25 minutes and 54 seconds remaining.
- aa. Appellant Attorney Jennifer Sands requested to the Board additional 15 minutes extended time each for the County and the Appellant. The Board suggested they would defer until the hearing gets to that point in the case.
- bb. Vice-Chair Jackson made 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 (4-0).
- cc. Vice-Chair Jackson called the meeting back in session at 3:05 p.m.
- dd. County Attorney Michelle Youngblood confirmed to the Board that all the County's Exhibits had been admitted, the County rest, and subjected for rebuttal.
- ee. Appellant Attorney Jennifer Sands called Captain Gary Flinn to the witness stand. Appellant Attorney Sands began questioning Captain Flinn. Captain Flinn responded in detail to all questions posed by Appellant Attorney Sands. Appellant Attorney Sands mentioned Appellant's Exhibit A-4, seven pages from the end of A-4.
- ff. County Attorney Michelle Youngblood began cross-examination of Captain Gary Flinn. Captain Flinn responded in detail to all questions posed by County Attorney Youngblood.
- gg. The Board had no question for Captain Gary Flinn.
- hh. Vice-Chair Jackson dismissed Captain Gary Flinn from the witness stand.

- ii. **[TIME CHECK]** Ms. Lancaster announced the Appellant had 6 minutes and 35 seconds remaining.
- jj. Appellant Attorney Jennifer Sands called Lieutenant Randy Brashears to the witness stand. Appellant Attorney Sands began questioning Lieutenant Brashears. Lieutenant Brashears responded in detail to all questions posed by Appellant Attorney Sands. Appellant Attorney Sands mentioned Appellant's Exhibit A-1b.
- kk. County Attorney Michelle Youngblood began cross-examination of Lieutenant Randy Brashears. Lieutenant Brashears responded in detail to all questions posed by County Attorney Youngblood.
- ll. The Board had no questions for Lieutenant Randy Brashears.
- mm. Vice-Chair Jackson dismissed Lieutenant Randy Brashears from the witness stand.
- nn. **[TIME CHECK]** Ms. Lancaster announced the Appellant had 3 minutes and 43 seconds remaining. Vice-Chair Jackson announced the Board would grant the Appellant and the County additional 15 minutes each of time limits. Appellant now had 18 minutes and 43 seconds remaining and the County had 36 minutes and 8 seconds remaining.
- oo. Appellant Attorney Jennifer Sands called Sergeant Michael Lowe to the witness stand. Civil Service Board Attorney Fred Zimmerman swore in Sergeant Lowe.
- pp. Appellant Attorney Jennifer Sands began questioning Sergeant Michael Lowe. Sergeant Lowe responded in detail to all questions posed by Appellant Attorney Sands. Appellant Attorney Sands mentioned Appellant's Exhibit A-2, A-2b, and A-3.
- qq. County Attorney Michelle Youngblood began cross-examination of Sergeant Michael Lowe. Sergeant Lowe responded in detail to all questions posed by County Attorney Youngblood.
- rr. Appellant Attorney Jennifer Sands began follow-up questions for Sergeant Michael Lowe. Sergeant Lowe responded in detail to all questions posed by Appellant Attorney Sands.
- ss. The Board had no questions for Sergeant Michael Lowe.
- tt. County Attorney Michelle Youngblood began follow-up questions for Sergeant Michael Lowe. Sergeant Lowe responded in detail to all questions posed by County Attorney Youngblood.
- uu. Vice-Chair Jackson dismissed Sergeant Michael Lowe from the witness stand.

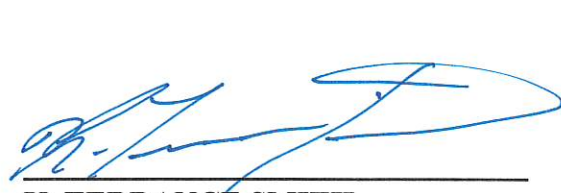
- vv. [TIME CHECK] Ms. Lancaster announced the Appellant had 14 minutes and 57 seconds remaining and the County had 31 minutes and 51 seconds remaining.
- ww. Appellant Attorney Jennifer Sands called Sergeant Nicholas Deaton to the witness stand. Appellant Attorney Sands began questioning Sergeant Deaton. Sergeant Deaton responded in detail to all questions posed by Appellant Attorney Sands. Appellant Attorney Sands mentioned Appellant's Exhibit A-4b, A-7, page 1.
- xx. County Attorney Michelle Youngblood began cross-examination of Sergeant Nicholas Deaton. Sergeant Deaton responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned Appellant's Exhibit A-4b.
- yy. The Board began questioning Sergeant Nicholas Deaton. Sergeant Deaton responded in detail to all questions posed by the Board.
- zz. Vice-Chair Jackson asked if there were any other questions for Sergeant Nicholas Deaton. There were none.
- aaa. Vice-Chair Jackson dismissed Sergeant Nicholas Deaton from the witness stand.
- bbb. Appellant Attorney Jennifer Sands announced the Appellant had rested and there are no additional witnesses.
- ccc. Appellant Attorney Jennifer Sands tendered Appellant's Exhibits A-1 through A-7. County Attorney Michelle Youngblood objected to Appellant's Exhibits A-1d through A-5. The County did not object to Appellant's Exhibits A-1b, A-2b, A-4b, A-6, and A-7. Appellant Attorney Sands responded to County's objection.
- ddd. **For the Record:** The Board, Appellant Attorney Jennifer Sands, and County Attorney Michelle Youngblood had a discussion on submission of Exhibits. Appellant Attorney Jennifer Sands stated the Appellant do not object any of the County's Exhibits. County's Exhibit C7 is the same as Appellant's video.
- eee. Vice-Chair Jackson dismissed all witnesses presented.
- fff. [TIME CHECK] Ms. Lancaster announced the Appellant had 3 minutes and 45 seconds remaining.
- ggg. Appellant Attorney Jennifer Sands presented the Appellants closing arguments to the Board.
- hhh. [TIME CHECK] Ms. Lancaster announced the County had 23 minutes and 6 seconds remaining.

- iii. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
 - jjj. Vice-Chair Jackson called for a motion to adjourn into Executive Session at 4:35 p.m. to discuss *Sergeant Nicholas Deaton (Police Department)* – Demotion appeal filed on January 12, 2023 regarding: “Demotion”. Ms. Lancaster made the motion to adjourn into Executive Session, second by Ms. Watkins. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
 - kkk. Vice-Chair Jackson called the meeting back to order at 5:16 p.m.
 - III. Vice-Chair Jackson called for a motion regarding *Sergeant Nicholas Deaton (Police Department)* – Demotion appeal filed on January 12, 2023 regarding: “Demotion”. Ms. Lancaster made the motion to uphold the County's decision of demotion, second by Ms. Watkins. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
14. Discussion items.
- a. Confirmed meeting date(s) for October 2023.
 - i. Human Resources Director Pamela Ambles confirmed the next Regular Called Meeting would be October 25, 2023 at 9:00 a.m.
 - ii. Human Resources Director announced there will be a Special Called Meeting on October 18, 19, and 26, 2023.
 - b. Upcoming cases for October 18 and 19, 2023. (Regular Called)
 - i. *Grace Taylor (Sheriff's Department)* – Demotion
 - ii. *Kenyota Rountree (Sheriff's Department)* – Termination
 - iii. *Tavisa Thomas (Sheriff's Department)* – Termination
 - iv. *Desmond Coleman (Sheriff's Department)* – Termination
 - v. *Tavares Daniels (Sheriff's Department)* – Termination
 - vi. Human Resources Director Pamela Ambles announced the deadlines for October 18 and October 19, 2023 Board meetings would be: Witness List (October 2nd), Exhibits (October 4th), and Continuance Request (October 9th)
 - c. Upcoming cases for October 25, 2023 (Special Called)
 - i. *Kathryn Thrift (Police Department)* – Termination
 - ii. *John Murphy (Corrections)* – Grievance
 - iii. *Joleane Hughey (Juvenile Court)* - Suspension
 - iv. Human Resources Director Pamela Ambles announced the deadlines for October 25, 2023 Board meetings would be: Witness List (October 6th), Exhibits (October 11th), and Continuance Request (October 16th).

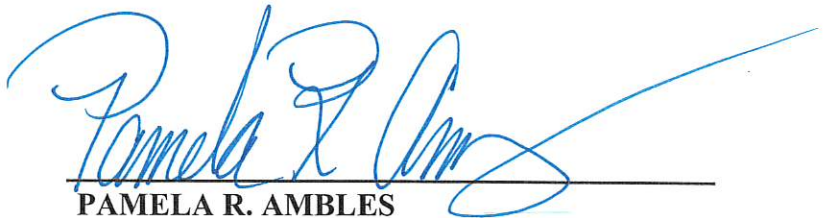
- v. Human Resources Director Pamela Ambles announced October 26, 2023 Special Called meeting would be a rollover for cases not heard on October 19, 2023.
- d. Amendment to Appendix A – 2023 Police Promotional Procedure
 - i. Ambles presented the revised language of Appendix A. Session 2.2.1 – Promotion from the highly qualified list first with exceptions. The revised language will be presented to the Board of Commissioners.
 - ii. Chairman Smith call for a motion. Vice-Jackson made the motion to approve the Appendix A revised language, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- 15. Executive Session (as needed).
 - a. None needed.
- 16. Other business.
 - a. There were none.

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

Meeting adjourned at 5:25 p.m.



K. TERRANCE SMITH
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR