

CIVIL SERVICE BOARD MEETING

DECEMBER 20, 2023

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, December 20, 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 Anita Thomas; Major Jason Martin; Appellant Attorney Keith Martin; Desmond Coleman; Interim Fire Chief Tim Sweat; Rebecca James; Library Services Director Scott Parham; Police Legal Advisor Kenneth Green; Rubynell Taylor; County Attorney Joshua Kirschner via Zoom; Terry Lee via Zoom; Sheriff's Office Legal Advisor Alan Parker; County Attorney Michelle Youngblood via Zoom; 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 December 20, 2023. Ms. Lancaster made the motion to approve the agenda with the amendments to move item 13c (Fire Promotional Procedures Revision) to 11a, second by Vice-Chair Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Chairman Smith called for a motion to adopt the amended agenda for December 20, 2023. Vice-Chair Jackson made the motion to approve the amended agenda, second by Ms. Philips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

1. Considered for approval the Civil Service Board's Meeting Minutes held on November 15, 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. Considered for approval the Civil Service Board's Meeting Minutes held on November 16, 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).
3. Considered for approval the Civil Service Board's Executive Session Minutes regarding **George Murphy, Corrections**, grievance heard on November 16, 2023.
 - a. Chairman Smith called for a motion. Ms. Lancaster made the motion to approve the Minutes, second by Vice-Chair Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
4. Considered for approval the Written Civil Service Board's Decision regarding **George Murphy, Corrections**, grievance heard on November 16, 2023. Motion carried by unanimous vote (5-0) to deny the Appellant's grievance.
 - a. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the Decision, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
5. Considered request from Chief Kevin Roberts for leave without pay for **Police Service Clerk Bennie Boston, Police Department**, from November 29, 2023 through December 18, 2023. (Civil Service Board was polled and approved on December 6, 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. Watkins. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
6. Considered request from Chief Kevin Roberts for leave without pay for **Police Officer Tiffany Michel, Police Department**, for December 29, 2023.
 - a. Police Legal Advisor Kenneth Green presented the request in detail to the Board.
 - b. Chairman Smith asked the Board if there were any questions for Attorney Green. There were none.
 - c. Chairman called for a motion. Ms. Lancaster made the motion to approve the request, second by Vice-Chair Jackson. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
7. Considered request from Interim Fire Chief Tim Sweat to extend the probationary period of **Fire Fighter Recruit Antonio Bivens, Fire/EMS**, for an additional six (6) months until July 7, 2024.
 - a. Interim Fire Chief Tim Sweat presented the request in detail to the Board.

- b. The Board had questions for Chief Sweat. Chief Sweat responded in detail to all questions posed by the Board.
 - c. 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 by unanimous vote (5-0).
8. Considered request from *Probation Officer Eleanor Richardson, Office of Probation Services*, to receive annual leave donations.
- a. Chairman Smith asked if Officer Richardson or a representative was present. No one was in attendance.
 - b. Human Resources Director Pamela Ambles confirmed to the Board that Human Resources notified Ms. Richardson of this meeting; the request falls within the guidelines; and Director Shonda Gilkey does not have any issues with this request.
 - c. Chairman Smith called for a motion. Vice-Chair Jackson made the motion to approve the request, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
9. Considered request from Library Services Director Scott Parham to extend the probationary period of *Library Youth Services Assistant Rubynell Taylor, Library Services*, for an additional six (6) months until June 28, 2024.
- a. Library Services Director Scott Parham presented the request in detail to the Board.
 - b. Rubynell Taylor responded in detail to Director Parham's issues to extend Ms. Taylor's probation.
 - c. The Board had questions for Director Parham and Ms. Taylor. Director Parham and Ms. Taylor responded in detail to all questions posed by the Board.
 - 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 by unanimous vote (5-0).
 - e. **For the Record:** Human Resources Director Pamela Ambles stated that FMLA, Workers Compensation, Americans with Disabilities, and whatever the case may be, Clayton County Human Resources will make sure that we align our behavior and practices with all the laws and Ms. Taylor will be treated fairly regardless of her workers comp situation.
10. Appendix B – Fire Promotional Procedures Revision.
- a. Human Resources Director Pamela Ambles and Interim Fire Chief Tim Sweat presented the Fire Promotional changes in detail to the Board.
 - b. The Board had questions for Director Ambles and Chief Sweat. Director Ambles and Chief Sweat responded in detail to all questions posed by the Board.

11. Calendar Call.

- a. **Desmond Coleman (Sheriff's Office)** – Termination appeal filed on January 9, 2019 regarding: “My Termination of employment from the Clayton County Sheriff’s Office on January 8, 2019”. At last month’s meeting, Human Resources Director Pamela Ambles and Appellant Attorney Keith Martin informed the Board that a settlement is pending per conversation with County Attorney Anita Thomas.
 - i. County Attorney Anita Thomas announced to the Board that the County was unsuccessful in the discussion of a settlement and would be making a motion.
 - ii. Chairman Smith asked if the Appellant was ready to proceed. Appellant Attorney Keith Martin replied in the affirmative.
- b. **Kathryn Thrift (Police Department)** – Termination appeal filed on May 18, 2020 regarding: “My Termination”. Appellant Attorney Donald English requested a continuance on November 17, 2023. Human Resources Director Pamela Ambles granted the request on November 20, 2023.
 - i. Chairman Smith confirmed Human Resources Director Pamela Ambles granted the continuance request.
- c. **Christopher Abbott (Sheriff's Office)** – Termination appeal filed on November 19, 2018 regarding: “I am appealing my termination”. Appellant Attorney Donald English requested a continuance on December 8, 2023. Human Resources Director Pamela Ambles granted the request on December 8, 2023.
 - i. Chairman Smith confirmed Human Resources Director Pamela Ambles granted the continuance request.

Chairman Smith announced he would recuse himself from Desmond Coleman’s case and Vice-Chair Jackson would preside.

12. ***(Termination)*** **Desmond Coleman (Sheriff's Office)** – Termination appeal filed on January 9, 2019 regarding: “My Termination of employment from the Clayton County Sheriff’s Office on January 8, 2019”.
- a. County Attorney Anita Thomas made a motion for the Board to reconsider its position or motion for a continuance because of the inappropriate involvement of Chairman Smith, who by his own admission having bias in with respect to Desmond Coleman. County Attorney Thomas stated that Chairman Smith should not have been involved in any aspect of the case or the proceedings that would have an impact on the outcome of this hearing. Since a continuance was not granted, the County was placed at a considerable disadvantage in terms of being able to provide exhibits and witnesses.

- b. Appellant Attorney Keith Martin responded to the County's motion for reconsideration of a continuance and requested the Board to deny the County's reconsideration for a continuance.
- c. The Board responded to the County's and the Appellant's arguments regarding the County's request for reconsideration for a continuance.
- d. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion to deny the County's continuance request, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- e. County Attorney Anita Thomas reserved the right to present the County's opening statement last.
- f. Vice-Chair Jackson explained the hearing process and time limits in detail to County Attorney Anita Thomas.
- g. **For the Record:** Ms. Lancaster would be the timekeeper.
- h. Appellant Attorney Keith Martin waived the Appellant's opening statement.
- i. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Appellant Desmond Coleman and Major Jason Martin]
- j. County Attorney Anita Thomas presented the County's opening statement to the Board.
- k. County Attorney Anita Thomas called Major Jason Martin to the witness stand.
- l. Appellant Attorney Keith Martin objected to the County calling any witnesses and stated he waived the Appellant's opening statement because the County had not presented a witness list. County Attorney Anita Thomas responded to the Appellant's objection.

Civil Service Board Attorney Fred Zimmerman acknowledged that Major Jason Martin is a representative of the Sheriff's Office. Attorney Zimmerman stated that he did not think Major Martin could testify if the County did not provide a list to the Appellant.

Vice-Chair Jackson sustained the Appellant's objection.

- m. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion for a break, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- n. Vice-Chair Jackson called the meeting back to order at 10:05 a.m.

- o. County Attorney Anita Thomas responded to the Board's sustained objection. County Attorney Thomas stated that Major Martin is a corporate representative. The County has used that same procedure in each case that they presented before this Board with or without listing Major Martin as a witness. Major Martin can testify about policies, procedures, regulations, and his interpretation of those and the type of conduct that rises to the level of a violation under those policy.
- p. Appellant Attorney Keith Martin responded to County Attorney Anita Thomas' comments on the Board's sustained objection.
- q. Civil Service Board Attorney Fred Zimmerman confirmed to the Board that Major Jason Martin may be allowed to testify on the policies and procedures of the Sheriff's Office.
- r. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion to allow Major Jason Martin to testify, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- s. Appellant Attorney Keith Martin requested to make a motion in limine. Appellant moved in limine to exclude any testimony by Major Jason Martin as to the contents of a policy unless the policy is provided to the Board and all he is testing to is his recollection. County Attorney Anita Thomas responded to the Appellant's motion in limine. Vice-Chair Jackson denied the Appellant's motion.
- t. County Attorney Anita Thomas called Major Jason Martin to the witness stand. He stated his name, position, and tenure. County Attorney Thomas began questioning Major Martin. Major Martin responded in detail to all questions posed by County Attorney Thomas.
- u. Civil Service Board Attorney Fred Zimmerman swore in Terry Lee via Zoom. County Attorney Anita Thomas requested Mr. Lee to be sequestered.
- v. County Attorney Anita Thomas continued questioning Major Jason Martin. Major Martin responded in detail to all questions posed by County Attorney Thomas. Vice-Chair Jackson advised County Attorney Thomas she is leading the witness and making statements. County Attorney Thomas rephrased the question.
- w. Appellant Attorney Keith Martin began cross-examination of Major Jason Martin. Major Martin responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to the Appellant's line of questions and requested to the Board that Appellant Attorney Martin provide the IA document to the witness to be able to answer questions properly. Appellant Attorney Martin responded to the County's request. Vice-Chair Jackson overruled the objection. County Attorney Thomas responded to Vice-Chair Jackson's ruling. Appellant Attorney Martin responded to the County's comments. Vice-Chair Jackson again, overruled the County's objection.

- x. Appellant Attorney Keith Martin continued questioning Major Jason Martin. Major Martin responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to asking the witness questions without providing documents. Vice-Chair Jackson overruled the County's objection.
- y. Appellant Attorney Keith Martin continued questioning Major Jason Martin. Major Martin responded in detail to all questions posed by Appellant Attorney Martin.
- z. The Board had no questions for Major Jason Martin.
- aa. County Attorney Anita Thomas requested to recross/redirect Major Jason Martin. Appellant Attorney Keith Martin objected to the County's redirect or recross. Vice-Chair Jackson overruled the objection.
- bb. County Attorney Anita Thomas began requestioning Major Jason Martin. Major Martin responded in detail to all questions posed by County Attorney Thomas. County Attorney Thomas requested to the Board if she could provide Major Martin the IA report to answer her questions. Appellant Attorney Keith Martin objected to the showing of the IA report. County Attorney Thomas responded to the Appellant's objection. Vice-Chair Jackson sustained the objection and did not allow the IA report to be shown to the witness.

County Attorney Anita Thomas requested to the Board to be allowed to ask Major Jason Martin questions surrounding the IA report that Appellant Attorney Martin opened with his line of questions. Vice-Chair Jackson allowed County to proceed with questions of Major Martin.
- cc. County Attorney Anita Thomas continued requestioning Major Jason Martin. Major Martin responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to sexual line of questions. Vice-Chair Jackson sustained the objection.
- dd. County Attorney Anita Thomas continued requestioning Major Jason Martin. Major Martin responded in detail to all questions posed by County Attorney Thomas.
- ee. Appellant Attorney Keith Martin began recross-examination of Major Jason Martin. Major Martin responded in detail to all questions posed by Appellant Attorney Martin.
- ff. The Board began questioning Major Jason Martin. Major Martin responded in detail to all questions posed by the Board.
- gg. Vice-Chair Jackson dismissed Major Jason Martin from the witness stand.

- hh. County Attorney Anita Thomas confirmed to the Board the County had no other witnesses and the County rest.
- ii. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion for a break, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
- jj. Vice-Chair Jackson called the meeting back to order at 11:28 a.m.
- kk. **[TIME CHECK]** Ms. Lancaster announced the County had 1 hour, 16 minutes remaining, and the Appellant had 1 hour and 4 minutes remaining.
- ll. Appellant Attorney Keith Martin called Desmond Coleman to the witness stand. He stated his name, former position, and tenure. Appellant Attorney Martin began questioning Mr. Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to the relevancy. Vice-Chair Jackson overruled the County's objection.
- mm. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to characterization and lack of foundation. Vice-Chair Jackson overruled the County's objection.
- nn. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson sustained the County's objection.
- oo. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson overruled the County's objection.
- pp. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to leading the witness. Appellant Attorney Martin responded to the County's objection. Vice-Chair Jackson requested Appellant Attorney Martin to rephrase the question.
- qq. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson overruled the County's objection.
- rr. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin.

County Attorney Anita Thomas objected to asking questions about personnel forms that was not admitted as evidence. Appellant Attorney Martin rephrased the question. Vice-Chair Jackson allowed Appellant Attorney Martin to continue with the question.

- ss. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Appellant Attorney Martin responded to the County's objection. County Attorney Thomas responded to the Appellant's comments on the objection. Vice-Chair Jackson sustained the County's objection.

Discussion continued with Vice-Chair Jackson, County Attorney Anita Thomas, and Appellant Attorney Keith Martin regarding the County's objection on hearsay and document being submitted.

For the Record: County Attorney Keith Martin recited the Clayton County Civil Service Rule 11.306 (Formality of Appeal Hearing).

- tt. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson overruled the County's objection.
- uu. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to leading the witness. Vice-Chair Jackson sustained the County's objection.
- vv. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to speculation. Appellant Attorney Martin withdrew the question.
- ww. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to leading the witness. Vice-Chair Jackson sustained the County's objection.
- xx. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to asking-answered. Vice-Chair Jackson overruled the County's objection.
- yy. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin.

County Attorney Anita Thomas objected to leading the witness. Vice-Chair Jackson sustained the County's objection.

- zz. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to cause for speculation. Vice-Chair Jackson overruled the objection and asked Civil Service Board Attorney Fred Zimmerman for advisement. Civil Service Board Attorney Zimmerman recommended to sustain the objection. Vice-Chair Jackson sustained the County's objection.
- aaa. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to coaching the witness. Vice-Chair Jackson sustained the County's objection.
- bbb. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson overruled the County's objection.
- ccc. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to withdrawal of the question. Appellant Attorney Martin rephrased the question.
- ddd. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to asked and answered. Appellant Attorney Martin rephrased the question.
- eee. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to speculation and no foundation. Vice-Chair Jackson sustained the County's objection.
- fff. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Appellant Attorney Martin rephrased the question.
- ggg. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected and moved to strike the testimony. Appellant Attorney Martin stated he would withdraw the question.

For the Record: Appellant Attorney Keith Martin stated that the Civil Service Rule 11.306 has been the paradigm of this Board to model. Vice-Chair Jackson allowed appellant Attorney Martin to proceed with questioning the witness.

- hhh. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to leading the witness. Vice-Chair Jackson sustained the County's objection.
- iii. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson asked Appellant Attorney Martin to rephrase the question.
- jjj. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected and moved to strike the testimony. Vice-Chair Jackson stated the County cannot object the witness answer. Vice-Chair Jackson overruled the County's objection and referred to Civil Service Board Attorney Fred Zimmerman for advice.

Civil Service Board Attorney Fred Zimmerman stated "the witness should be quiet so you (the Board) may rule on the objection. The witness' answered the question, and you've heard it, but the County's objection would be sustained."

Vice-Chair Jackson sustained the County's objection.

- kkk. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Appellant Attorney Martin responded to the County's objection. Vice-Chair Jackson sustained the County's objection.
- lll. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to leading the witness. Vice-Chair Jackson sustained the County's objection.
- mmm. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay. Appellant Attorney Martin rephrased the question.
- nnn. Vice-Chair Jackson called for a motion. Ms. Lancaster made the motion for a break, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

- ooo. Vice-Chair Jackson called the meeting back to order at 12:34 p.m.
- ppp. Appellant Attorney Keith Martin continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by Appellant Attorney Martin. County Attorney Anita Thomas objected to hearsay and lack of authentication. Vice-Chair Jackson overruled the County's objection. Appellant Attorney Martin mentioned Appellant's Exhibits A-2, A-3, and A-4.
- qqq. Appellant Attorney Keith Martin tendered Appellant's Exhibits A-2, A-3, A-4, and A-5 (Recording). County Attorney Anita Thomas objected to the Appellant's exhibits.
- rrr. County Attorney Anita Thomas began cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas.

Discussion: Vice-Chair Jackson, County Attorney Anita Thomas, Appellant Attorney Keith Martin, and Civil Service Board Attorney Fred Zimmerman on allowing a document to be shown to the witness for testimony. Vice-Chair Jackson denied the County submitting their document.

For the Record: County Attorney Anita Thomas stated she is not seeking admission, she wants to show the document to the witness prior to asking him questions.

- sss. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to reading the policy then asking a question. Vice-Chair Jackson sustained the objection.
- ttt. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to reading the policy then asking a question. Vice-Chair Jackson sustained the objection.

Discussion: Vice-Chair Jackson and County Attorney Anita Thomas on reading the policy and procedures document. County Attorney Thomas objected to Vice-Chair Jackson's ruling but respect his position.

- uuu. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. County Attorney Thomas requested move to strike unresponsive and irrelevant answer from witness. Vice-Chair Jackson requested the witness to answer to the best of his ability.
- vvv. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County

Attorney Thomas. County Attorney Thomas objected to hearsay and move to strike. Vice-Chair Jackson overruled the County's objection.

www. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to hearsay. County Attorney Thomas withdrew the question.

xxx. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to asking questions about what someone had said. Vice-Chair Jackson sustained the objection.

yyy. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas.

For the Record: County Attorney Anita Thomas stated that Vice Chair Smith, who recused himself from the proceedings, was sitting next to the Board's Council and that during the last exchange of testimony by the witness, Chairman Smith was urging the Council to stand up. County Attorney Thomas objected that Chairman Smith should not be involved in any aspect of this proceedings.

Vice-Chair Jackson requested Chairman Smith to move to another seating area away from Civil Service Board Attorney Fred Zimmerman.

zzz. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. County Attorney Thomas requested move to strike unresponsive from the witness. Vice-Chair Jackson overruled the request.

aaaa. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. County Attorney Thomas objected to move to strike and hearsay. Vice-Chair Jackson overruled the County's objection.

bbbb. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. Appellant Attorney Keith Martin objected to hearsay. Vice-Chair Jackson sustained the Appellant's objection. County Attorney Thomas commented on Vice-Chair Jackson's ruling.

cccc. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas.

- dddd. [TIME CHECK] Ms. Lancaster announced the County had 20 minutes remaining.
- eeee. County Attorney Anita Thomas continued cross-examination of Desmond Coleman. Mr. Coleman responded in detail to all questions posed by County Attorney Thomas. County Attorney Thomas mentioned Appellant's Exhibit A-2.
- County Attorney Anita Thomas objected to the witness explaining his answer. Civil Service Board Attorney Fred Zimmerman stated the witness is allowed to explain his testimony. Vice-Chair Jackson allowed Mr. Coleman to explain his answer in detail.
- ffff. The Board began questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by the Board. County Attorney Anita Thomas objected to hearsay. Vice-Chair Jackson advised County Attorney Thomas that she cannot object to the Board's questioning the witness.
- gggg. The Board continued questioning Desmond Coleman. Mr. Coleman responded in detail to all questions posed by the Board.
- hhhh. Appellant Attorney Keith Martin stated the Appellant rested.
- iiii. County Attorney Anita Thomas reserved the right to close last.
- jjjj. [TIME CHECK] Ms. Lancaster announced the County had 13 minutes remaining and the Appellant had 29 minutes remaining.
- kkkk. Appellant Attorney Keith Martin presented the Appellant's closing arguments to the Board.
- llll. County Attorney Anita Thomas presented the County's closing arguments to the Board.
- mmmm. Vice-Chair Jackson called for a motion to adjourn to Executive Session at 2:12 p.m. to discuss *Desmond Coleman (Sheriff's Office)* – Termination appeal filed on January 9, 2019 regarding: "My Termination of employment from the Clayton County Sheriff's Office on January 8, 2019". Ms. Watkins made the motion to adjourn to Executive Session, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (4-0). *Chairman Smith - Recused*
- nnnn. Vice-Chair Jackson called the meeting back to order at 2:37 p.m.
- oooo. Vice-Chair Jackson called for a motion regarding *Desmond Coleman (Sheriff's Office)* – Termination filed January 9, 2019 regarding: "Termination appeal filed on January 9, 2019 regarding: "My Termination of employment from the Clayton County Sheriff's Office on January 8, 2019". Ms. Watkins made the motion to

overturn the County's decision for termination and reinstate the Appellant, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0). *Chairman Smith – Recused*

Vice-Chair Jackson made an announcement referencing the Sheriff's Office cases: He wanted to make it clear that the Board is unbiased of any department and any individual. The Board hears every case and base its decision on the standards of all evidence. The Board has ruled in favor of the Sheriff's Department more than the Appellants. County Attorney Anita Thomas stated her comments was not meant to disparage, it was an indirect response to comments made from the witness stand and the County completely understand.

13. Chairman Smith presided over the remainder of the Civil Service Board meeting.
14. Discussion item(s).
 - a. Confirmed meeting dates(s) for January 2024
 - i. Human Resources Director Pamela Ambles confirmed the next Regular Called Meeting would be January 24, 2024 at 9:00 a.m.
 - ii. Human Resources Director Pamela Ambles proposed to the Board for Special Called Meetings for either January 25 and 26, 2024 or January 30 and 31, 2024. The Board stated that January 30 and 31, 2024 works best for all members.
 - iii. Human Resources Director Pamela Ambles confirmed that January 30 and 31, 2024 would be the Civil Service Board's Special Called Meeting.
 - b. Upcoming cases for January 24, 2024 (Regular Called)
 - i. *Christopher Abbott (Sheriff's Department)* – Termination
 - ii. *Kathryn Thrift (Police Department)* – Termination
 - iii. Human Resources Director Pamela Ambles announced the deadlines for January 24, 2024 Board meetings would be: Witness List (January 5th), Exhibits (January 10th), and Continuance Request (January 15th)
 - c. Upcoming cases for January 30 and 31, 2024 (Special Called)
 - i. *Heather Roscoe (Sheriff's Office)* – Demotion
 - ii. *Rebecca Thompson (Sheriff's Office)* – Termination
 - iii. *Patrick Fluellen (Sheriff's Office)* – Termination
 - iv. *Terry Lee (Sheriff's Office)* – Termination
 - v. Attorney Keith Martin will be representing all four cases.
 - vi. **NOTED:** There was a conflict with Civil Service Board Member Teresa Watkins on these cases.

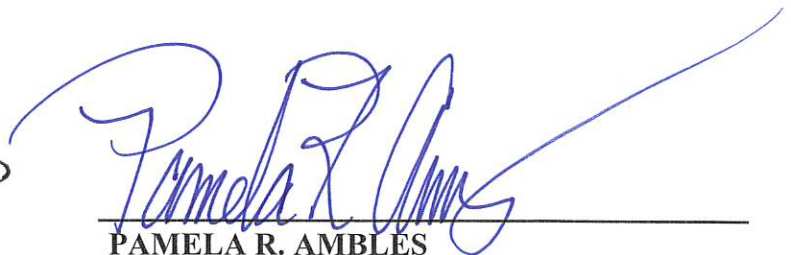
- vii. **DISCUSSION:** Chairman Smith and Human Resources Director Pamela Ambles regarding the Hearing Officer determination on conflict with Board members.
 - viii. Human Resources Director Pamela Ambles announced the deadlines for January 30 and 31, 2024 Board meetings would be: Witness List (January 12th), Exhibits (January 17th), and Continuance Request (January 22nd)
15. Executive Session (as needed).
- a. None needed.
16. Other business.
- a. Human Resources Director Ambles announced she is very happy with the Board of Commissioners' reappointment of Ms. Phillips-Hall and Vice-Chair Jackson. **Reminder:** The Civil Service Board's January agenda will include the selection of a Chair and Vice-Chair to serve for Fiscal Year 2024.

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. Watkins. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Meeting adjourned at 3:02 p.m.



K. TERRANCE SMITH
CHAIRMAN



PAMELA R. AMBLES
HUMAN RESOURCES DIRECTOR