

# ***CIVIL SERVICE BOARD MEETING***

***FEBRUARY 28, 2024***

A regular called meeting of the Clayton County Civil Service Board was held on Wednesday, February 28, 2024, in-person and virtually via Zoom Video Communications.

Members present:     Teresa B. Watkins, Chair  
                          K. Terrance Smith, Vice-Chair (via Zoom Teleconferencing)  
                          Virginia Phillips-Hall, Member  
                          Troyce Lancaster, Member  
                          Dr. Cephus Jackson, Member

Members absent:     None

Also present:         Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Fred Zimmerman; County Attorney Michelle Youngblood; Police Chief Kevin Roberts; Police Legal Advisor Kenneth Green; Master Police Officer Vannakhan Souwan; Appellant Attorney Donald English; Appellant Attorney Keith Martin; Fire Chief Tim Sweat, Fire Chief of Staff Laura Richardson; Fire Captain Lawrence Adams; Sergeant Kyle Sherrit; Chief Magistrate Court Judge Keisha Wright Hill; Legal Assistant Yachtta Thomas-Stanley; Shalanda Riley; Associate Magistrate Court Judge Latrevia Kates-Johnson; Principal Secretary Haley Miller; Principal Secretary Shanice Hockless; Judiciary Secretary Rachel Baskin; Chief of Staff Chandra Phillips; employees from County departments; and other individuals.

Chair Watkins called the meeting to order at 9:04 a.m.

**NOTE:** Vice-Chair Smith attended this meeting via Zoom Video Communications and Ms. Virginia Phillips-Hall will be joining the meeting later part of this morning.

Chair Watkins called for a motion to adopt the agenda for February 28, 2024. Dr. Jackson made the motion to approve the agenda, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

1.     Considered for approval the Civil Service Board's Meeting Minutes held on January 24, 2024.
  - a.     Chair Watkins called for a motion. Ms. Lancaster made the motion to approve the Minutes, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

2. Considered for approval the Civil Service Board’s Executive Session Minutes regarding ***Human Resources purposes for Administrative/Governance*** that was held on January 24, 2024.
  - a. Chair Watkins called for a motion. Dr. Jackson made the motion to approve the Minutes, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  
3. Considered request from ***Code Enforcement Officer Nila Cox-Aldridge, Corrections/Prison***, to receive annual leave donations. (Civil Service Board was polled and approved on February 6, 2024 by Watkins, Smith, Jackson, Phillips-Hall, and Lancaster)
  - a. Chair Watkins called for a motion. Dr. Jackson made the motion to confirm the vote, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  
4. Considered request from Police Chief Kevin Roberts to use sick leave in lieu of annual leave for ***Master Police Officer Vannakhan Souwan, Police Department***, March 12, 2024 through April 30, 2024.
  - a. Police Legal Advisor Kenneth Green presented the request in detail to the Board.
  - b. Human Resources Director Pamela Ambles confirmed to the Board that the request falls within the guidelines.
  - c. Chair Watkins called for a motion. Dr. Jackson made the motion to approve the request, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  
5. Considered request from Police Chief Kevin Roberts for Leave without Pay for ***Police Recruit Akin Benton, Police Department***, from March 13, 2024 through March 16, 2024.
  - a. Police Legal Advisor Kenneth Green presented the request in detail to the Board.
  - b. Chair Watkins called for a motion. Ms. Lancaster made the motion to approve the request, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  
6. Calendar Call.
  - a. **Kathryn Thrift (Police Department)** – Termination appeal filed on May 18, 2020 regarding: “My Termination”.
    - i. Appellant Attorney Donald English announced to the Board that Kathryn Thrift would not be present and understands that it would be a dismissal of her appeal.
    - ii. County Attorney Michelle Youngblood requested the Board to move for a dismissal for want of prosecution.

- iii. Chair Watkins called for a motion. Dr. Jackson made the motion to approve the County's request for appeal dismissal, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  
- b. **Shalanda Riley (Magistrate Court)** – Termination appeal filed on November 15, 2023 regarding: "My Termination on November 7, 2023".
  - i. Chair Watkins asked if the Appellant was ready to proceed. Appellant Shalanda Riley replied in the affirmative.
  - ii. Chair Watkins asked if the County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.
  
- c. **Kyle Sherrit (Fire Department)** – Grievance filed on November 15, 2023 regarding: "CCFES has changed the Personal Holiday section of Resolution #2023-134 in their latest update to CCFES Policy 1046.6".
  - i. Chair Watkins asked if the Appellant was ready to proceed. Appellant Kyle Sherrit replied in the affirmative.
  - ii. Chair Watkins asked if the County was ready to proceed. County Attorney Michelle Youngblood replied in the affirmative.

Ms. Lancaster made a motion to amend the agenda to allow Appellant Sergeant Kyle Sherrit's grievance to go first since grievances are thirty minutes. Chair Watkins approved the motion.

Chair Watkins called for a motion. Ms. Lancaster made the motion to take a break, second by Dr. Jackson. No further discussion on the motion made. Motion carried by unanimous vote (4-0).

Chair Watkins called the meeting back to order at 9:18 a.m.

- 7. ***(Grievance) Kyle Sherrit (Fire Department)*** – Grievance filed on November 15, 2023 regarding: "CCFES has changed the Personal Holiday section of Resolution #2023-134 in their latest update to CCFES Policy 1046.6". [9:19 a.m.]
  - a. Chair Watkins explained the hearing process and the time limits in detail to Appellant Sergeant Kyle Sherrit.
  - b. Chair Watkins announced Ms. Troyce Lancaster would be the timekeeper.
  - c. Appellant Sergeant Kyle Sherrit presented the Appellant's opening statement to the Board.
  - d. **For the Record:** County Attorney Michelle Youngblood stated for clarification that the Fire Departmental Policy 1046.6 was approved in Resolution 2023-134 and this is the sole issue for today's hearing.

- e. The Board had questions for County Attorney Michelle Youngblood. County Attorney Youngblood responded in detail to all questions posed by the Board.
- f. County Attorney Michelle Youngblood presented the County's opening statement to the Board.
- g. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Fire Chief Tim Sweat, Fire Chief of Staff Laura Richardson, and Fire Captain Lawrence Adams]
- h. Appellant Sergeant Kyle Sherrit called Fire Chief Tim Sweat to the witness stand. Sergeant Sherrit began questioning Chief Sweat. Chief Sweat responded in detail to all questions posed by Sergeant Sherrit. County Attorney Michelle Youngblood objected to giving testimony and not asking a question. Chair Watkins sustained the objection. Sergeant Sherrit mentioned County's Exhibit C-12.
- i. Appellant Sergeant Kyle Sherrit continued questioning Fire Chief Tim Sweat. Chief Sweat responded in detail to all questions posed by Sergeant Sherrit. County Attorney Michelle Youngblood objected to facts that's not evidence. Sergeant Sherrit responded to Chair Watkins' ruling stating that the Appellant's Exhibit A-4 and the County's Exhibit C-12 are correlated to his question to Chief Sweat. Chair Watkins sustained the County's objection.
- j. County Attorney Michelle Youngblood began cross examination of Fire Chief Tim Sweat. Chief Sweat 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-7, and C-13.
- k. The Board had no questions for Fire Chief Tim Sweat. Chair Watkins dismissed Chief Sweat from the witness stand.
- l. Appellant Sergeant Kyle Sherrit called Fire Captain Lawrence Adams to the witness stand. Sergeant Sherrit began questioning Captain Adams. Captain Adams responded in detail to all questions posed by Sergeant Sherrit. Sergeant Sherrit mentioned Appellant's Exhibits A-4, A-5, and A-8, County's Exhibits C-4 and C-12. County Attorney Michelle Youngblood objected to Sergeant Sherrit testifying and not asking a question. Sergeant Sherrit rephrased the question.
- m. County Attorney Michelle Youngblood began cross-examination of Fire Captain Lawrence Adams. Captain Adams responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-5, C-7, C-8, C-9, C-10, C-11, C-12 and C-14.
- n. The Board had no questions for Fire Captain Lawrence Adams. Chair Watkins dismissed Captain Adams from the witness stand.

- o. Appellant Sergeant Kyle Sherrit confirmed to the Board that he had no other witness and he rested his case.
- p. **[TIME CHECKED]** Ms. Lancaster announced the County had 7 minutes and 43 seconds remaining and the Appellant had 9 minutes 26 seconds remaining.
- q. County Attorney Michelle Youngblood recalled Fire Chief Tim Sweat to the witness stand. County Attorney Youngblood began questioning Chief Sweat. Chief Sweat responded in detail to all questions posed by County Attorney Youngblood.
- r. Appellant Sergeant Kyle Sherrit began cross examination of Fire Chief Tim Sweat. Chief Sweat responded in detail to all questions posed by Sergeant Sherrit.
- s. The Board began questioning Fire Chief Tim Sweat. Chief Sweat responded in detail to all questions posed by the Board.
- t. Chair Watkins asked the Board if there were any other questions for Fire Chief Tim Sweat. There were none.
- u. Chair Watkins dismissed Fire Chief Tim Sweat from the witness stand.
- v. County Attorney Michelle Youngblood tendered County's Exhibits C-4 through C-14. Appellant Sergeant Kyle Sherrit confirmed to the Board he had no objections and have no exhibits to tender.
- w. Appellant Sergeant Kyle Sherrit presented the Appellant's closing arguments to the Board.
- x. **[TIME CHECKED]** Ms. Lancaster announced the County had 6 minutes 49 seconds remaining.
- y. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
- z. Chair Watkins called for a motion to adjourn into Executive Session at 10:22 a.m. to discuss **Kyle Sherrit (Fire Department)** – Grievance filed on November 15, 2023 regarding: “CCFES has changed the Personal Holiday section of Resolution #2023-134 in their latest update to CCFES Policy 1046.6”. Dr. Jackson made the motion to adjourn into Executive Session, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0). *Virginia Phillips-Hall was not present.*
- aa. Chair Watkins called the meeting back to order at 10:35 a.m.
- bb. Chair Watkins called for a motion regarding **Kyle Sherrit (Fire Department)** – Grievance filed on November 15, 2023 regarding: “CCFES has changed the

Personal Holiday section of Resolution #2023-134 in their latest update to CCFES Policy 1046.6”. Dr. Jackson made the motion to deny the grievance, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0). *Virginia Phillips-Hall was not present.*

- cc. Chair Watkins called for a motion. Dr. Jackson made the motion for a break, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  - dd. Chair Watkins called the meeting back to order at 10:47 a.m.
8. ***(Termination) Shalanda Riley (Magistrate Court)*** – Termination appeal filed on November 15, 2023 regarding: “My Termination on November 7, 2023”. [10:48 a.m.]
- a. Civil Service Board Attorney Fred Zimmerman swore in all witnesses present. [Chief Magistrate Court Judge Keisha Wright Hill, Associate Magistrate Court Judge Latrevia Kates-Johnson, Chief of Staff Chandra Phillips, Legal Assistant Yachtta Thomas-Stanley, and Principal Secretary Shanice Hockless]
  - b. Appellant Shalanda Riley confirmed to the Board that she would not be testifying.
  - c. Chair Watkins explained the hearing process and the time limits in detail to Appellant Shalanda Riley.
  - d. Chair Watkins announced that Ms. Troyce Lancaster would be the timekeeper.
  - e. County Attorney Michelle Youngblood presented the County’s opening statement to the Board.
  - f. Appellant Shalanda Riley presented the Appellant’s opening statement to the Board.
  - g. County Attorney Michelle Youngblood called Associate Magistrate Court Judge Latrevia Kates-Johnson to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Judge Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County’s Exhibits C-5, C-8, and C-9.
  - h. Appellant Shalanda Riley began cross-examination of Associate Magistrate Court Judge Latrevia Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by Ms. Riley. Ms. Riley mentioned County’s Exhibit C-9 and Appellant’s Exhibit A-17. County Attorney Michelle Youngblood objected to Appellant’s Exhibit A-17 stating that she have not received the Appellant’s exhibits.

- i. **DISCUSSION:** The Board, Human Resources Director Pamela Ambles, and County Attorney Michelle Youngblood discussed the submittal of the Appellant's exhibits.
- j. Chair Watkins called for a motion. Ms. 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).
- k. Chair Watkins called the meeting back to order at 11:50 a.m.
- l. The Board had questions for Human Resources Director Pamela Ambles. Director Ambles explained in detail the process of submitting exhibits to Human Resources and submitting them to the opposing party and to the Board.
- m. **For the Record:** County Attorney Michelle Youngblood stated that she has not receive an email referencing the Appellants exhibits by hard copy and electronically in advance, but did receive an envelope from Bessie Robinson this morning.
- n. **For the Record:** Human Resources Director Pamela Ambles stated that as your Executive Secretary, Human Resources tries to go above and beyond to make sure that the process is fair and when it gets to the Board, it flows as freely as possible. Human Resources sends out information telling each side exactly what they need to do and who it needs to go to. Director Ambles stated that she would meet with the Human Resources team and give a status after lunch on the Appellant's exhibits situation.
- o. Chair Watkins called for a motion. Dr. Jackson made the motion for a lunch break and to handle administration matters until 1:30 p.m., second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- p. Chair Watkins called the meeting back to order at 1:31 p.m.
- q. Chair Watkins recapped the meeting by stating Appellant Shalanda Riley attempted to question witness Associate Magistrate Court Judge Latrevia Kates-Johnson about Appellant's Exhibit A-17; however, County Attorney Michelle Youngblood objected the exhibit.
- r. County Attorney Michelle Youngblood stated to the Board that she did not receive a copy in advance and Bessie Robinson did give her an envelope in the parking lot this morning, but the exhibits were not properly tendered and certainly not timely tendered to the County. County Attorney Youngblood objected showing the exhibit on that basis.
- s. Human Resources Pamela Ambles stated that after collaborating with the Human Resources team, Becky Robinson did leave the hard copies at Human Resources

front office as the normal routine and evidently got distracted on her way back to her office and did not send the e-mail to Michelle; therefore, Michelle is correct. Director Ambles reiterated what a great job Becky does, and stated that everyone who works with her knows that.

Director Ambles stated the notification letter also clearly states that there should be an exchange of exhibits between councils or in this case, non-represented appellants.

- t. Chair Watkins announced that with consideration of all explanations about the Appellant's exhibits, unfortunately Shalanda Riley will not be able to refer to the exhibits, which the opposing Counsel does not have receipt of; therefore, the County's objection is sustained.
- u. Appellant Shalanda Riley responded to Chair Watkins' ruling stating that it will be highly presidential against her if any of the evidence that she presented is not used today, because she did submit the information to Human Resources and although opposing Council may have not received an e-mail from Human Resources, they did advise her about the pickup on the 17th of February. If the evidence is not going to be submitted today then Ms. Riley would like to request a continuance so that opposing Counsel can have an opportunity to examine the exhibits.
- v. County Attorney Michelle Youngblood responded to Ms. Riley's continuance request. County Attorney Youngblood reiterated that Human Resources Director Pamela Ambles just clarified that the e-mail to pick up the exhibits was not sent and she would double check in which she confirmed that the County did not receive the email. Furthermore, if a case is continued, it doesn't do anything about resetting any of the deadlines, we are here and we have witnesses sworn in, cases underway, and the County objected to this matter being continued.
- w. Dr. Jackson stated the Appellant was negligent in not forwarding the exhibits directly to the County. It was her responsibility and not the responsibility of Human Resources to ensure that they were received by the County.
- x. **DISCUSSION:** The Board, Human Resources Director Pamela Ambles, County Attorney Michelle Youngblood, and Appellant Shalanda Riley referencing the Appellant's exhibits.
- y. Chair Watkins announced that Appellant Shalanda Riley may proceed with her hearing but without the Appellant's exhibits.
- z. Appellant Shalanda Riley continued cross-examination of Associate Magistrate Court Judge Latrevia Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by Ms. Riley. County Attorney Michelle Youngblood objected to irrelevant. Chair Watkins sustained the County's objection.



- aa. Appellant Shalanda Riley continued cross-examination of Associate Magistrate Court Judge Latrevia Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by Ms. Riley. County Attorney Michelle Youngblood objected to Ms. Riley's showing a document and objected to her reading it into the record. Chair Watkins sustained the County's objections.
- bb. Appellant Shalanda Riley continued cross-examination of Associate Magistrate Court Judge Latrevia Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by Ms. Riley. County Attorney Michelle Youngblood objected to being argumentative. Chair Watkins sustained the County's objection.
- cc. The Board began questioning Associate Magistrate Court Judge Latrevia Kates-Johnson. Judge Kates-Johnson responded in detail to all questions posed by the Board.
- dd. Chair Watkins asked the Board if there were any other questions for Associate Magistrate Court Judge Latrevia Kates-Johnson. There were none.
- ee. Chair Watkins dismissed Associate Magistrate Court Judge Latrevia Kates-Johnson from the witness stand. Judge Kates-Johnson was held for rebuttal.
- ff. County Attorney Michelle Youngblood called Principal Secretary Haley Miller to the witness stand. Civil Service Board Attorney Fred Zimmerman swore in Ms. Miller. She stated her name, position, and tenure. County Attorney Youngblood began questioning Ms. Miller. Ms. Miller responded in detail to all questions posed by County Attorney Youngblood.
- gg. Appellant Shalanda Riley began cross-examination of Principal Secretary Haley Miller. Ms. Miller responded in detail to all questions posed by Ms. Riley.
- hh. The Board began questioning Principal Secretary Haley Miller. Ms. Miller responded in detail to all questions posed by the Board.
- ii. Chair Watkins asked the Board if there were any other questions for Principal Secretary Haley Miller. There were none.
- jj. Chair Watkins dismissed Principal Secretary Haley Miller from the witness stand.
- kk. County Attorney Michelle Youngblood called Principal Secretary Shanice Hockless to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Ms. Hockless. Ms. Hockless responded in detail to all questions posed by County Attorney Youngblood.
- ll. Appellant Shalanda Riley began cross-examination of Principal Secretary Shanice Hockless. Ms. Hockless responded in detail to all questions posed by Ms. Riley.

- mm. The Board had no questions for Principal Secretary Shanice Hockless.
- nn. Chair Watkins dismissed Principal Secretary Shanice Hockless from the witness stand.
- oo. County Attorney Michelle Youngblood called Judiciary Secretary Rachel Baskin to the witness stand. Civil Service Board Attorney Fred Zimmerman swore in Ms. Baskin. She stated her name, position, and tenure. County Attorney Youngblood began questioning Ms. Baskin. Ms. Baskin responded in detail to all questions posed by County Attorney Youngblood.
- pp. Appellant Shalanda Riley began cross-examination of Judiciary Secretary Rachel Baskin. Ms. Baskin responded in detail to all questions posed by Ms. Riley.
- qq. The Board had no questions for Judiciary Secretary Rachel Baskin.
- rr. Chair Watkins dismissed Judiciary Secretary Rachel Baskin from the witness stand.
- ss. County Attorney Michelle Youngblood called Chief of Staff Chandra Phillips. She stated her name, position, and tenure. County Attorney Youngblood began questioning Ms. Phillips. Ms. Phillips responded in detail to all questions posed by County Attorney Youngblood.
- tt. Appellant Shalanda Riley began cross-examination of Chief of Staff Chandra Phillips. Ms. Phillips responded in detail to all questions posed by Ms. Riley.
- uu. The Board had no questions for Chief of Staff Chandra Phillips.
- vv. Chair Watkins dismissed Chief of Staff Chandra Phillips from the witness stand.
- ww. County Attorney Michelle Youngblood called Legal Assistant Yachtta Thomas-Stanley to the witness stand. She stated her name, position, and tenure. County Attorney Youngblood began questioning Ms. Thomas-Stanley. Ms. Thomas-Stanley responded in detail to all questions posed by County Attorney Youngblood.
- xx. Appellant Shalanda Riley began cross-examination of Legal Assistant Yachtta Thomas-Stanley. Ms. Thomas-Stanley responded in detail to all questions posed by Ms. Riley.
- yy. The Board began questioning Legal Assistant Yachtta Thomas-Stanley. Ms. Thomas-Stanley responded in detail to all questions posed by the Board.
- zz. Chair Watkins asked the Board if there were any other questions for Legal Assistant Yachtta Thomas-Stanley. There were none.

- aaa. Chair Watkins dismissed Legal Assistant Yachtta Thomas-Stanley from the witness stand.
- bbb. Chair Watkins 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).
- ccc. Chair Watkins called the meeting back to order at 2:58 p.m.
- ddd. **[TIME CHECK]** Ms. Lancaster announced the County had 36 minutes and 3 seconds remaining and the Appellant had 1 hour and 7 minutes remaining.
- eee. County Attorney Michelle Youngblood called Chief Magistrate Court Judge Keisha Wright Hill to the witness stand. She stated her name, position and tenure. County Attorney Youngblood began questioning Judge Wright Hill. Judge Wright Hill responded in detail to all questions posed by County Attorney Youngblood. County Attorney Youngblood mentioned County's Exhibits C-3, C-4, C-6, pages 1 and 2, C-11, and C-12.
- fff. Appellant Shalanda Riley began cross-examination of Chief Magistrate Court Judge Keisha Wright Hill. Judge Wright Hill responded in detail to all questions posed by Ms. Riley. Ms. Riley mentioned County's Exhibit C-7. County Attorney Michelle Youngblood objected to being argumentative. Chair Watkins sustained the County's objection.
- ggg. Appellant Shalanda Riley continued questioning Chief Magistrate Court Judge Keisha Wright Hill. Judge Wright Hill responded in detail to all questions posed by Ms. Riley.
- hhh. The Board began questioning Chief Magistrate Court Judge Keisha Wright Hill. Judge Wright Hill responded in detail to all questions posed by the Board.
- iii. Chair Watkins asked the Board if there were any other questions for Chief Magistrate Court Judge Keisha Wright Hill. There were none.
- jjj. Chair Watkins dismissed Chief Magistrate Court Judge Keisha Wright Hill from the witness stand.
- kkk. County Attorney Michelle Youngblood tendered County's Exhibits C-3 through C-9, C-11, and C-12. Appellant Shalanda Riley had no objections.
- lll. County Attorney Michelle Youngblood deferred to present the County's closing arguments last.

- mmm. Appellant Shalanda Riley presented the Appellant's closing arguments to the Board. County Attorney Michelle Youngblood objected to stating facts that's not in evidence. Chair Watkins sustained the County's objection.
- nnn. Appellant Shalanda Riley continued presenting the Appellant's closing arguments to the Board.
- ooo. [TIME CHECK] Ms. Lancaster announced the County had 7 minutes and 56 seconds remaining.
- ppp. County Attorney Michelle Youngblood presented the County's closing arguments to the Board.
- qqq. Chair Watkins called for a motion to adjourn into Executive Session at 4:08 p.m. to discuss *Shalanda Riley (Magistrate Court)* – Termination appeal filed on November 15, 2023 regarding: “My Termination on November 7, 2023”. Dr. Jackson made the motion to adjourn into Executive Session to discuss the merits of this case, second by Ms. Phillips-Hall. No further discussion on the motion made. Motion carried by unanimous vote (5-0).
- rrr. Chair Watkins called the meeting back to order at 4:45 p.m.
- sss. Chair Watkins called for a motion regarding *Shalanda Riley (Magistrate Court)* – Termination appeal filed on November 15, 2023 regarding: “My Termination on November 7, 2023”. Dr. Jackson made the motion to uphold the County's decision to terminate the Appellant, second by Ms. Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (5-0).

Chair Watkins called for a motion. Dr. Jackson 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).

Chair Watkins called the meeting back to order at 4:52 p.m.

- 9. Discussion item(s).
  - a. Confirmed meeting dates(s) for March 2024.
    - i. Human Resources Director Pamela Ambles confirmed the next Regular Call meeting would be March 27, 2024 at 9:00 a.m.
  - b. Upcoming cases for March 27, 2024
    - i. Human Resources Director Pamela Ambles announced that there will be no cases to be heard.

- ii. The Rewrite Committee would start on February 29, 2024
- iii. Human Resources Director Pamela Ambles presented to the Board an update on the pending Sheriff's Office cases.
  - The Board of Commissioners would like to look at all cases at the March 5, 2024 Board Meeting to make a determination.
  - Human Resources has worked in conjunction with the Finance Department and requested itemized statements for all the Sheriff's Appellants.
  - Once Human Resources receive the itemized statements, they will be forwarded to the Counsel for the County. Then the Counsel for the County will work with the Appellant's Counsel and unrepresented Appellants so negotiation can begin.
  - Human Resources does not take part in any of the negotiations process.
  - Human Resources Director Pamela stated that she is giving the Finance Department all the credit for their working diligently on getting the needed information.
- iv. The Board had questions for Human Resources Director Pamela Ambles. Director Ambles responded in detail to all questions posed by the Board.

10. Executive Session (as needed).

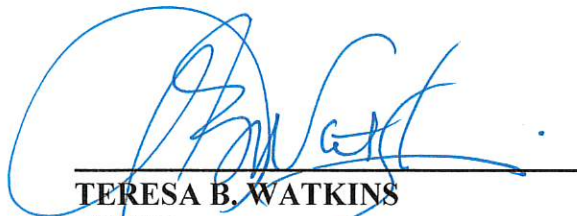
- a. None needed.

11. Other business.

- a. There were none.

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

***Meeting adjourned at 5:02 p.m.***



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**TERESA B. WATKINS**  
**CHAIR**



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**PAMELA R. AMBLES**  
**HUMAN RESOURCES DIRECTOR**