



CIVIL SERVICE BOARD

APPOINTED BOARD MEMBERS

William Cutts, Chair
James Register, Vice Chair
Edythe Abdullah
C. Popham Decunto
Tameka Holly
William J. Miller
Wendy Norfleet
Warren Smith
Karen Weaver

Nicole Brantley
Chief Administrative Officer
231 E. Forsyth Street, Suite 420
Jacksonville, Florida 32202
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MINUTES

Meeting Date: August 7, 2025

Convened: 2:01 pm **Adjourned:** 5:12 pm

Board Members Present: Bill Cutts (Chair) James Register (Vice-chair), Karen Weaver, Poppy Decunto, and Wendy Norfleet

Board Members Absent: Will Miller, Edythe Abdullah, Tameka Holly, and Warren Smith

Board's Legal Advisor: Tiffany Pinkstaff, Esq.

Court Reporter: Margie Rubin, River City Legal

Security: Damian Wolf, First Coast Security

Disciplinary Appeal Hearing

Employee/Department: Vernon Smith advs. JEA
CSB Case# 2025-147-D

Abstentions: None

Employer's Attorney: Kristy Gavin, Esq.

Employee's Attorney: Pro se

Pre-Hearing Motion: N/A

Alleged Rule Violation(s): Civil Service Rule 9.05.(1)(f)

Alleged Grounds for Dismissal: Been incompetent or inefficient in the performance of the duties of the position

Witnesses:

Employer: Juan Bedoya
Nick Grover
William Thomassen
Nate Rouse
Tom Wigand

Employee:

Action taken by the Board:

Immediate Suspension without Pay Pending Dismissal

- -Chair opened floor for discussion
- -J. Register commented that employee missed a significant amount of time from work and did not utilize resources available to help employees address personal issues
- P. Decunto made a motion to uphold discipline
- The motion was seconded by J. Register
- Motion passed unanimously; 5-0 vote

Request for Civil Service Status for the following individuals:

Name/Position	Board Action
Maria Aviles, Paralegal, Office of General Counsel	Approved
Ilir Patori, Legal Assistant, Office of General Counsel	Approved

Election of Chair and Vice-Chair for 2025-2026 Term

Board nominations for July 1, 2025, through June 30, 2026, term

- P. Decunto made a motion to postpone vote until next meeting
 - Motion seconded by K. Weaver
 - P. Decunto amended motion to postpone vote until seven (7) Board members are in attendance
 - Motion seconded by K. Weaver. Vote 5-0.

Public Comments

- None

Additional Items Discussed

- CAO updated Board that a settlement agreement had been reached for CSB Disciplinary Appeal case# 2025-087-D Delmar Presley v. Parks. Employee has withdrawn hearing request as part of settlement. The August 19, 2025 Board meeting will be cancelled.

Minutes Prepared by:

Nicole Brantley, Chief Administrative Officer - Civil Service Board