



# ***CIVIL SERVICE BOARD***

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## **APPOINTED BOARD MEMBERS**

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

Nicole Brantley  
Chief Administrative Officer  
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## **MINUTES**

**Meeting Date:** October 9, 2025

**Convened:** 2:00 pm      **Adjourned:** 4:42 pm

**Board Members Present:** Will Miller (Chair), Poppy Decunto (Vice-chair), Warren Smith, Edythe Abdullah, Tameka Holly, Wendy Norfleet, Bill Cutts, and James Register

**Board Members Absent:** Karen Weaver

**Board's Legal Advisor:** Tiffany Pinkstaff, Esq.

**Court Reporter:** Margie Rubin, River City Legal

**Security:** Saif Flayyih, First Coast Security

## **Disciplinary Appeal Hearing**

**Employee/Department:** Damion Blair advs. Solid Waste Division  
CSB Case# 2025-167-D

**Abstentions:** None

**Employer's Attorney:** Laura Boeckman, Esq. and Katelyn Johnston, Esq.

**Employee's Attorney:** Pro se

**Pre-Hearing Motion:** N/A

**Alleged Rule Violation(s):** Civil Service Rule 9.05.(1)(a)(d)(e )

**Alleged Grounds for Reduction in Pay:** (a) Violated any lawful official regulation or order or failed to obey any proper directive made and given by a superior officer; (d) Been guilty of disgraceful conduct  
(e ) Been offensive in conduct or language in public or towards the public, officials, or employees

**Witnesses:**

**Employer:** Michael Picnkey  
Eric Carter

**Employee:** Damion Blair

**Action taken by the Board:**

**Reduction in Pay Upheld by Board**

- Chair W. Miller opened the floor for a motion
- P. Decunto made a motion to uphold City's discipline. Stated that the employee failed to follow protocol, escalated the circumstance, and the employer's action were not manifestly unjust
- E. Abdullah seconded the motion
- Chair called for Board discussion on the motion
- J. Register commented that Blair's actions were incorrect and the discipline was not manifestly unjust
- B. Cutts expressed concern about progressive discipline; the prior year's formal counsel presented is not considered discipline and should be removed
- P. Decunto added that CSPRR 9.05 unbecoming conduct is clear
- Motion passed in unanimous 8-0 vote; City's discipline upheld by Board

**Request for Civil Service Status for the following individuals:**

Name/Position

Board Action

Brittany Rubino, Assistant General Counsel, Office of General Counsel

Approved 8-0

Natalie Wheeler, Assistant General Counsel, Office of General Counsel

Approved 8-0

**Public Comments**

- None

**Additional Items Discussed**

- Current Board Chair Will Miller recognized Bill Cutts with a plaque for his two years of service as CSB Chair from July 2023-September 2025.

**Minutes Prepared by:**

Nicole Brantley, Chief Administrative Officer - Civil Service Board