



CIVIL SERVICE BOARD

APPOINTED BOARD MEMBERS

William Cutts, Chair
James Register, Vice Chair
Edythe Abdullah
James Branch Jr.
C. Popham Decunto
Wendy Norfleet
Karen Weaver

Nicole Brantley
Chief Administrative Officer
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MINUTES

Meeting Date: November 8, 2023

Convened: 2:00 pm **Adjourned:** 7:20 pm

Board Members Present: William Cutts (chairman), James Register (vice-chair), Karen Weaver, James Branch Jr., Wendy Norfleet, and Poppy Decunto.

Board Members Absent: Edythe Abdullah

Board's Legal Advisor: Craig Feiser, Esq.

Court Reporter: Margie Rubin, River City Legal

Security: Donnie, First Coast Security

Introduced new Board Member – C. Popham Decunto

Disciplinary Hearing

Employee/Department: Ricky Rand advs. Public Works Department
CSB Case #2023-099-D

Abstentions: None

Employer's Attorney: Laura Boeckman-Cauley, Esq. and Matthew Whiddon, Esq.

Employee's Attorney: P. Dan Williams, Esq.

Pre-Hearing Motion: No motions filed

Alleged Rule Violation: Civil Service Rules and Regulations 9.05 Article 1,(a), (b), (d)
ES Directive #0401 – Drug Free Workplace Policy
ES Directive #0403 – Alcohol and/or Controlled Substances Abuse
Testing Procedures - DOT

Witnesses:

Employer		Employee
Ricky Rand	Dawn Salas	Ricky Rand
Leah Hayes	Danika Dixon	
Dawn Daly	Fallon Gelsleichter	

Action taken by the Board: **Immediate Suspension without Pay Pending Dismissal overturned by Board.**

Motion/Vote:

- James Register made a motion to sustain employee termination. Citing the City had met their burden of proof, and the employee did not comply. Karen Weaver seconded the motion. Motion failed. Vote 2-4
In favor – J. Register and K. Weaver
Opposed – P. Decunto, W. Norfleet, J. Branch and W. Cutts
- C. Popham Decunto made a motion to reinstate employment. W. Norfleet seconded the motion. Motion rescinded during vote. Vote incomplete.
In favor – C. Decunto, W. Norfleet
Opposed – J. Register
- C. Popham Decunto amended motion to reinstate employment with backpay to 10/11/13. W. Norfleet seconded motion. Motion passed. Vote 5-1
- In favor – C. Decunto, W. Norfleet, J. Branch, K. Weaver, W. Cutts
- Opposed – J. Register

Public Comments

- None

Additional Items Discussed

- None

Minutes Prepared by:

Nicole Brantley, Chief Administrative Officer