



CIVIL SERVICE BOARD

APPOINTED BOARD MEMBERS

William Cutts, Chair
James Register, Vice Chair
Edythe Abdullah
James Branch Jr.
Geraldine Lockett
Wendy Norfleet
Karen Weaver

Nicole Brantley
Chief Administrative Officer

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MINUTES

Meeting Date: September 14, 2023

Convened: 2:00 pm **Adjourned:** 5:23 pm

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

Board Members Absent: Geraldine Lockett

Board's Legal Advisor: Craig Feiser, Esq.

Court Reporter: Margie Rubin, River City Legal

Security: Damien Wolf, First Coast Security

Grievance Hearing

Employee/Department: Sean Nicholson vs. Employee Services & Jacksonville Fire and Rescue Department
CSB Case #2023-054-G

Abstentions: Vice-Chair James Register completed and filed Form 8B Voting Conflict in advance of the meeting. He did not participate in any case discussion and abstained from voting on the matter.

Employer's Attorney: Adina Teodorescu, Esq.

Employee's Attorney: Jeffery Regan, Esq.

Pre-Hearing Motion: Employer's attorney, Adina Teosoescu, filed a motion to dismiss employee's grievance.

Alleged Grounds for Dismissal:

- A. The grievance was untimely at Step 1.
- B. The grievance is moot because the relief requested is not available.

Action taken by the Board: **Chair granted employers motion to dismiss employee's grievance based on the grievance being untimely at Step 1. It is legally insufficient.**
Vote: No vote to overturn Chair's decision.

Employee/Department: Bryan Regan vs. Employee Services & Jacksonville Fire and Rescue Department
CSB Case #2022-078-G

Abstentions: Vice-Chair James Register completed and filed Form 8B Voting Conflict in advance of the meeting. He did not participate in any case discussion and abstained from voting on the matter.

Employer's Attorney: Adina Teodorescu, Esq.
Employee's Attorney: Jeffery Regan, Esq.
Pre-Hearing Motion: Employer's attorney, Adina Teosorescu, filed a motion to dismiss employee's grievance.

Alleged Grounds for Dismissal:

- A. Employee did not specify a grievable rule at Step 1 and did not sufficiently allege a violation of a grievable rule.
- B. The Board cannot give the relief requested.
- C. The grievance is untimely.
- D. Employee is attempting to grieve matters that are not grievable.

Action taken by the Board: **Chair granted employers motion to dismiss employee's grievance based on the employee not citing to a grievance rule. The Chair also found the grievance was untimely. It is legally insufficient.**
Vote: No vote to overturn Chair's decision.

Employee/Department: Fire Lieutenant Suppression Group 56 vs. Employee Services & Jacksonville Fire and Rescue Department
Case #2023-057-G
Bryan Regan vs. Employee Services and Jacksonville Fire and Rescue Department
Case #2023-078-G

Employer's Attorney: Adina Teodorescu, Esq.
Employee's Attorney: Pro se – Employee failed to appear at hearing
Motion: Employer's attorney, Adina Teosorescu, filed a motion dismiss employee's grievance.

Alleged Grounds for Dismissal:

- A. Employee did not specify a grievable rule at Step 1 and did not sufficiently allege a violation of a grievable rule.
- B. The Board cannot give the relief requested.

Action taken by the Board: **Chair granted employers motion to dismiss employee's grievance based on the employee not citing to a grievance rule. The employee also failed to appear waiving their right to the grievance.**
Vote: No vote to overturn Chair's decision.

Legal Sufficiency Hearing

Employee/Department: Freddy Meija-Ortiz vs. Employee Services & Jacksonville Fire and Rescue Department
CSB Case #2023-065-G

Abstentions: None
Employer's Attorney: Adina Teodorescu, Esq.
Employee's Attorney: Pro se
Pre-Hearing Motion: Employer's attorney, Adina Teosorescu, filed a motion to dismiss employee's grievance.



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Alleged Grounds for Dismissal:

- A. The grievance was untimely at Step 1.
- B. Employee’s own actions contradict his allegations.
- C. Employee cannot argue a violation of the Federal Uniform Guidelines in this grievance.
- D. Employee has not sufficiently alleged a violation of Rule 4.03(2)(b).
- E. The Board does not have authority to give the relief requested by Employee.

Action taken by the Board:

Chair granted employers motion to dismiss employee’s grievance based on the grievance being untimely at Step 1. Additionally, the employee did not allege a grievable Rule violation. It is legally insufficient.

Vote: No vote to overturn Chair’s decision.

Disciplinary Hearing

Employee/Department:

Leon Griffin advs. JEA
CSB Case #2023-080-D

Abstentions:

None

Employer’s Attorney:

James Millard, Esq. and Sonya Harrell, Esq.

Employee’s Attorney:

Pro se

Pre-Hearing Motion:

No motions filed

Alleged Rule Violation:

Civil Service Rules and Regulations 9.05 Article 1,(f) Been incompetent or inefficient in the performance of the duties of the position.
HUMR 606.14 Failure to Comply with Rules, Regulations, Policies or Procedures
HUMR 606.25 Insubordination
HUMR 606. 32 Unsatisfactory Performance

Witnesses:

Employer
Leon Griffin
Kasiah Andrews
Cassie Elson
Mercy Castillo
Carylon Griffin

Employee

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

Motion/Vote:

- James Branch made a motion that the employer had cause for discipline. James Register seconded the motion. Vote 6-0
- James Register made a motion that the employer met the burden of proof for discipline. And the discipline was not manifestly unjust. Karen Weaver seconded the motion. Vote 6-0

Request for Civil Service Status for the following individuals:

| Name/Position | Board Action | Vote |
|--|--------------|------|
| Erin Mason, Assistant General Counsel, Office of General Counsel | Approved | 6-0 |

Public Comments

- None

Additional Items Discussed

- None

Minutes Prepared by: Nicole Brantley, Chief Administrative Officer