



Hapeville
georgia

CIVILITY PLEDGE

The way we govern ourselves is often as important as the positions we take. Our collective decisions will be better when differing views have had the opportunity to be fully vetted and considered. All people have the right to be treated with respect, courtesy and openness. We value all input. We commit to conduct ourselves at all times with civility and courtesy to each other.

PERSONNEL BOARD

Please click the Zoom Meeting Link: <https://us06web.zoom.us/j/8576224908?omn=87438180806>

Meeting ID: 857 622 4908

Passcode: SPy46T

July 23, 2025 3:00 PM

AGENDA

- 1. Call to Order:**
- 2. Roll Call:**
Anthony Marrero
Elliot Gamble
Ellen Surber-Simpson
- 3. Approval of Minutes:**
 - 3.I. Review and Approval of Minutes from March 07, 2024, Meeting

Documents:
 1. Personnel Board Meeting Minutes March 7 2024
- 4. New Business:**
 - 4.I. Consideration of the employment appeal of former employee, Johnny Parish II, scheduling of public hearing, if required

Documents:
 1. Appeal Letter from Johnny Parish II_Redacted
 - 4.II. Discussion and setting of future meeting dates of the Personnel Board, if required.
- 5. Any other matters property before the Personnel Board:**
- 6. Executive Session, if required:**
- 7. Adjournment:**

Personnel Board Meeting Minutes

City of Hapeville

March 7, 2024

Municipal Courtroom

700 Doug Davis Drive

Hapeville, GA 30354

Meeting called to order by Chairperson Anthony Marrero at 6:02pm.

Roll Call: Anthony Marrero-present
Elliot Gamble-present
Ellen Surber-Simpson-present

Also in Attendance: Lajuana C. Ransaw-Attorney at Law-Smith, Welch, Webb & White
Stacie Johnston-Human Resources Manager-City of Hapeville

Review and approval of minutes from March 28, 2022:

Ellen Surber-Simpson made a motion to approve the minutes.

Anthony Marrero seconded the motion.

Motion passed with no opposition or abstentions.

Discussion and Appointment of Board Officers

E Surber-Simpson made a motion to keep the same Board Officers as in 2022: Chairperson Anthony Marrero and Ellen Surber-Simpson as Secretary since Elliot Gamble was a newly appointed Board Member.

Motion seconded by E Gamble.

Motion passed with no opposition or abstentions.

Discussion and Review of Procedures of the Hapeville Personnel Board

Lajuana Ransaw reviewed the By-Laws for the Board:

Decisions by the Board can be made at each meeting or at a separate meeting.

Board approved that decisions will be written by Ms. Ransaw.

Board will either meet to review & approve written decisions or review & approve decisions electronically and then meet Ms. Johnston in person to sign documents.

Written decisions will be mailed to claimant(s).

Ms. Ransaw asked if anyone had questions about what was reviewed- there were no questions.

Consideration of the employment appeal of former employee, Tanelle Hunter, scheduling of public hearing, if required.

Ms. Johnston presented a written timeline of the termination and appeal of Mr. Hunter.

Ms. Ransaw called the dates of November 27, November 29 and December 5 to the attention of the Board.

Nov. 7, 2023-Ms. Johnston meets with Mr. Hunter. He is sent home for the day with pay and required to provide Ms. Johnston with a written statement addressing harassment allegation and criminal arrest. Mr. Hunter indicates he has retained legal counsel, Jonathan Melnick.

Nov. 8, 2023-notification of non-punitive administration leave of Mr. Hunter, pending an investigation; a written statement is required of him or his attorney by Nov. 15, 2023.

Nov. 13, 2023-Attorney L Ransaw reaches out to attorney Melnick to reiterate the Nov. 15th at 5pm deadline for providing written statement.

Nov. 14, 2023-L Ransaw reached out to both attorney Melnick and Mr. Hunter regarding the deadline.

Nov. 14, 2023-Mr. Hunter indicates his attorney is out of the office and provides a written statement for harassment allegation but no statement regarding the criminal arrest; he then provides additional statement for harassment allegation later that day.

Nov. 20, 2023-Mr. Hunter terminated for policy violation for failure to provide written statement addressing criminal arrest-communication from the city sent via email and certified mail.

Nov. 27, 2023-certified mail delivered.

Nov. 29, 2023-Mr. Hunter emails to provide update on court case and indicates charges were dismissed.

Nov. 29, 2023-Ms Johnston responds by email to remind of previous Nov. 20 termination and reattaches letter.

Dec. 4, 2023-Mr. Hunter acknowledged receipt of termination letter and requests appeal process.

Dec. 5, 2023-Ms. Johnston provides personnel policy excerpt 11.02

Dec. 5, 2023-Mr. Hunter submits appeal via email.

Dec. 6, 2023-Mr. Hunter emails supporting documentation of charges being dismissed-attached document indicates conviction.

E Surber-Simpson asked if the time to file appeal was affected by the Thanksgiving holiday schedule.

Ms. Johnston reported that there were six (6) working days between the notice and the request to file an appeal.

E Gamble asked if the Board always stood firm on the timing of an appeal.

Ms. Ransaw stated the proper procedures/guidelines that the Board follows-three (3) working days to submit a written request for appeal from the date of notification.

E Surber-Simpson made a motion to dismiss the appeal as it was not filed in a timely manner.

E Gamble seconded the motion.

Motion passed with no opposition or abstentions.

Discussion and setting of future meetings of the Personnel Board, if required.

Board agreed that no future meetings were needed at this time.

Board members are able to respond by email to approve the written decision prepared by Ms. Ransaw and then see Ms. Johnston to sign any document(s).

Any other matters property before the Personnel Board

No other matters to present to the Board.

Ms. Ransaw welcomed E Gamble to the Board.

Executive Session, if required.

Executive Session not needed at this time.

Adjournment

With no other matters before the Board, E Surber-Simpson made a motion to adjourn the meeting. E Gamble seconded the motion and with no further discussion, the motion passed.

Meeting adjourned at 6:18pm.

Anthony Marrero, Chairperson

Stacie Johnston

From: Johnny Parish [REDACTED]
Sent: Tuesday, July 15, 2025 9:27 AM
To: Stacie Johnston; Johnny Parish; Kinnya
Subject: Appeal of Termination

Stacie,

This is my official written appeal of the disciplinary action written against me by the Hapeville Fire Department on 7/11/2025.

I have thoroughly enjoyed my over two years of employment with the Hapeville Fire Department. I have learned alot about the City, the Citizens and myself during my tenure here. I have also made some life long friends. It is my intention to retire from the Hapeville Fire Department in about 10 years. For these reasons and more, I am appealing my termination of employment here.

In my job as a Firefighter and especially as a Paramedic I am frequently called upon to make life and death decisions. Oftentimes these decisions are made under duress and without enough time to make the best decision. One such occasion was on the morning of July 8th, 2025. While transporting a patient around 2:30 in the morning, I had to make one those split second decisions. And due to a temporary laspe in judgment, I made a bad decision. I understand why it was wrong and totally take responsibility for my fault in this decision. However, out of the at least several hundred times I have had to a quick decision, this is the only time I have done this. In addition, I can guarantee unequivocally that I will never make that mistake again.

I look forward to answering any questions and going into as much detail as possible to receive a fair decision from the personnel board. If there are any questions in the meantime, I can be contacted most expeditiously at the phone number I am providing below.

Sincerely,

Johnny T. Parish II JTPII
Humble Public Servant
[REDACTED]

[Yahoo Mail: Search, Organize, Conquer](#)