



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

The City of Hapeville is inviting you to a scheduled Teams meeting.

February 23, 2026, 5:30 PM Eastern Time

Microsoft Teams meeting

Join: <https://teams.microsoft.com/meet/23827837570370?p=1F2C5ItqXhuGHXX636>

Meeting ID: 238 278 375 703 70

Passcode: u2LC22Sv

February 23, 2026 5:30 PM

AGENDA

- 1. Call to Order:**
- 2. Roll Call:**
 - Elliot Gamble
 - Anthony Marrero
 - Ellen Surber-Simpson
- 3. Approval of Minutes:**
 - 3.I. Review and Approval of Minutes from July 23, 2025, Meeting.
 - Documents:**
 1. Personnel Board Meeting Minutes July 23, 2025
- 4. New Business:**
 - 4.I. Consideration and Action of the employment appeal of former employee, Andrew Floyd IV, scheduling of public hearing, if required
 - Documents:**
 1. Appeal Letter from Andrew Floyd IV and Evaluations- 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:**
- 7. Adjournment:**

Personnel Board Meeting Minutes

City of Hapeville

Zoom Meeting

July 23, 2025

Call to Order by President Anthony Marrero at 3:06 pm

Roll Call:

-all members present

Anthony Marrero

Elliot Gamble

Ellen Surber-Simpson

Also in Attendance:

Stacie Johnston-Human Resources Manager-City of Hapeville

Lajuana C. Ransaw, Attorney at Law-Smith, Welch, Webb & White

Review and approval of minutes from March 7, 2024:

-motion to approve by E Gamble-second by E Surber-Simpson-unanimous vote to approve the minutes from March meeting (no opposition or abstentions).

New Business:

Consideration of employment appeal from former employee, Johnny Parish II. Letter provided to S Johnston on 7/11/2025.

L Ransaw reviewed the policies and procedures for an appeal to the Board.

Items to consider:

Is it timely? Submit appeal within 3 working days of termination date.

Does it allege to be a factual error or discriminatory action by the city?

Is the person an elected official or department head for the city?

Does it fall within the purview of the Personnel Board?

Discussion:

-The appeal was submitted in a timely manner. The person is not an elected official or department head. The submitted letter does not claim any discrimination action. The letter does not maintain any factual error by the city in the termination of the employee.

After discussion, the Board determined that the request for an appeal failed to meet the above-stated requirements. Motion to dismiss the appeal made by E Surber-Simpson-seconded by E Gamble-unanimous vote to dismiss the appeal (no opposition or abstentions).

Motion for L Ransaw to draft the letter of summary dismissal for the Board to review and then for the Board Chair to sign. Motion made by E Gamble-second by E Surber-Simpson. Unanimous vote to approve the motion (no opposition or abstentions).

A. Marrero said he would stop by S Johnston office to sign the approved minutes from the last meeting (March 2024).

With no further matters before the Board and no Executive Session required, motion to adjourn made by E Gamble -seconded by E Surber-Simpson-unanimous vote to adjourn (no opposition or abstentions).

Meeting adjourned at 3:21pm.

Anthony Marrero, Chairperson

From: [Andrew Floyd](#)
To: [Stacie Johnston](#)
Subject: Appeal for reconsideration
Date: Tuesday, February 10, 2026 6:17:53 PM
Attachments: [Floyd Eval Week 2.pdf](#)
[Floyd Week 3.pdf](#)
[Floyd Eval Week 1.pdf](#)
[Overall evaluation .pdf](#)

I respectfully request reconsideration of my termination from the Hapeville Fire Department on 02/09/2026.

[REDACTED] I was informed that the decision was based on my performance at the fire academy. After contacting academy staff, I was advised that my practical and overall performance were satisfactory and that my primary difficulty was with the academic portion. I have attached documentation from the academy confirming this. [REDACTED] I fully acknowledge the areas where I struggled academically, and I am committed to correcting them. I am willing to complete tutoring, remedial coursework, or repeat the academic portion of the academy if given the opportunity. My goal is to meet the department's standards and continue serving with Hapeville. [REDACTED]

One of the primary challenges I encountered was adapting to the testing format at the academy. I was able to understand and perform the material in practical settings, but I struggled with the written testing structure and pacing. I am actively working on improving my test-taking skills and am willing to complete tutoring or additional study programs to ensure I meet academic standards moving forward. [REDACTED]

I would also respectfully note that I was not provided written expectations outlining specific academic requirements or deadlines, nor was I notified of the consequences tied to not meeting those academic benchmarks. Additionally, I was not given an opportunity to remediate or correct the academic deficiencies before termination. Had I been aware of the timeline and expectations, I would have taken additional steps.

[REDACTED] I have also taken into consideration the financial investment the department makes in sending recruits to the academy. To help address this, I have contacted the Department of Veterans Affairs and confirmed that I am eligible to utilize my GI Bill benefits to assist with academy-related expenses where applicable. I already have the study materials needed to prepare for the exams and have begun reviewing them to ensure I am better prepared academically in the next available class. I am fully committed to doing what is necessary to succeed, and I am willing to discuss options that would help offset costs associated with my previous attempt if given another opportunity. [REDACTED]

I value the opportunity I was given to join the Hapeville Fire Department and remain committed to serving the community and upholding the standards of the department. I respectfully ask that my case be reviewed and that I be considered for reinstatement or for placement in a future academy class, with any additional academic requirements the department deems appropriate. [REDACTED]

Thank you for your time and consideration.

Serving as a firefighter is a career I take seriously, and I am fully committed to pursuing and putting in the time, effort, and discipline necessary to meet and exceed the standards expected

of me and to represent the Hapeville Fire Department with professionalism and dedication.

Respectfully,
Andrew Floyd





GEORGIA FIRE ACADEMY

Weekly Evaluation Report

Date: 1/16/26

Recruit Name: Andrew Floyd

Shift: C

Company: 32

Recruit Department: Hapeville

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
Subject	Orientation	PPE	Ropes & Knots	Fire Ext.	Communications
Attendance	Present	Present	Present	Present	Present
Quiz					Chapt. 1, 2, 6, 7, & 8
Score					72

Overall Weekly Evaluation		Comments
Discipline	Meets Expectation	
Effort	Exceeds Expectation	
Tools	Not Evaluated	
Ability	Meets Expectation	
Initiative	Exceeds Expectation	
Additional Information		Comments
Prepared for each day:	Yes	
Obeys rules and regs:	Yes	
Appearance and hygiene:	Good	
Overall attitude:	Great	
Level of participation:	Good	
Quality of work:	Good	
Ability to work w/others:	Good	
Injuries Reported:	None	
Areas of Concern:	None	
Corrective Action Plan:	NA	
Additional Comments: Floyd was selected for the shift lead position for his shift. He has his head on right and is squared away. Lots of potential there and I am greatly looking forward to see how he preforms in the coming weeks.		

Upcoming:	Monday	Tuesday	Wednesday	Thursday	Friday
Week 2	HAZA	HAZA Test	HAZO	HAZO	HAZO Test

Recruit Academy Supervisor: Assistant Chief Ryan Brown

Recruit Academy Instructors: Captain Kelvin Ross, Captain Kaylee

Cheshire, Captain Brandon Kozlowski



GEORGIA FIRE & EMERGENCY SERVICES

Weekly Evaluation Report

Date: _____

Recruit Name: Andrew Floyd

Shift:

Company:

Recruit Department:

Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
Subject	HAZ-Awareness	HAZ-Operations	HAZ-Operations	HAZ-Operations	HAZ-Operations
Attendance					
Test	HAZA				HAZO
Score	86				60

Overall Weekly Evaluation		Comments
Discipline	Meets Expectation	
Effort	Meets Expectation	
Tools/FF Equipment	Meets Expectation	
Ability: Psychomotor/Cognitive	Meets Expectation	
Initiative	Meets Expectation	
Motivation and Hustle	Meets Expectation	
Physical Conditioning	Meets Expectation	
Additional Information		Comments
Prepared for each day:	Yes	
Obeys Rules and Regs:	Yes	
Appearance/Hygiene/Conduct:	Good	
Overall attitude:	Good	
Level of Participation:	Good	
Quality of Work:	Good	
Ability to work w/others:	Good	
Injuries Reported:	0	
Areas of Concern:	HAZO	
Corrective Action Plan:	RETEST	
Additional Comments: Hazmat week, was with ADJ. Instructors all week. Nothing reported		

Upcoming:	Monday	Tuesday	Wednesday	Thursday	Friday
Week 3	Fire Dyn./Ladders	Ventilation	Ladders/Vent PX	Fire Dynamics	Search & Rescue

Recruit Academy Supervisor: Assistant Chief Ryan Brown **Recruit Academy Instructors:** Captain Kelvin Ross, Captain Kaylee Cheshire, Captain Brandon Kozlowski



GEORGIA FIRE & EMERGENCY SERVICES

Weekly Evaluation Report

Date: _____

Recruit Name: Andrew Floyd

Shift: C

Company: 31

Recruit Department: Hapeville

Week 3	Monday	Tuesday	Wednesday	Thursday	Friday
Subject	Fire Dyn./Ladders	Ventilation	Ladders/Vent PX	Fire Dynamics	Search & Rescue
Attendance					
Test					Week # 3
Score					60

Overall Weekly Evaluation		Comments
Discipline	Meets Expectation	
Effort	Meets Expectation	
Tools/FF Equipment	Meets Expectation	
Ability: Psychomotor/Cognitive	Meets Expectation	
Initiative	Meets Expectation	
Motivation and Hustle	Meets Expectation	
Physical Conditioning	Meets Expectation	
Additional Information		Comments
Prepared for each day:	Yes	
Obeys Rules and Regs:	Yes	
Appearance/Hygiene/Conduct:	Good	
Overall attitude:	Good	
Level of Participation:	Good	
Quality of Work:	Good	
Ability to work w/others:	Good	
Injuries Reported:	NA	
Areas of Concern:	Academics	
Corrective Action Plan:	All students know my office is open at 0600 for extra help studying	
Additional Comments:	Floyd got a 60 on week 3 exam, retook the test and got a 100, but will only be counted for a 70 since it was a retest. Floyd has alot of potential but hes gotta get his academics together and stop second guessing his answers.	

Upcoming:	Monday	Tuesday	Wednesday	Thursday	Friday
Week 4	Search & Res. PX	Hose/Hose Ops	Disoriented FF PX	Mini Maze/Hose	Forcible Entry

Recruit Academy Supervisor: Assistant Chief Ryan Brown **Recruit Academy Instructors:** Captain Kelvin Ross, Captain Kaylee Cheshire, Captain Brandon Kozlowski

Weekly Evals

4 messages

Brandon Kozlowski <bkozlowski@gpstc.org>

Tue, Feb 10 at 6:56 AM

To: [REDACTED]

I've attached your weekly evals from BFF 26-1. If you need a professional reference for your job applications, etc., you are more than welcome to put me down. My information is in my signature block. I wish you the best of luck.



Brandon Kozlowski

Instructor, Fire & Emergency Services Section
Georgia Public Safety Training Center

 770-652-4339  bkozlowski@gpstc.org

 www.gpstc.org

 1000 Indian Springs Dr, Forsyth, GA 31029



Floyd Eval Week 1.pdf, Floyd Eval Week 2.pdf, Floyd Week 3.pdf

Andrew Floyd [REDACTED]

Tue, Feb 10 at 8:30 AM

To: Brandon Kozlowski <bkozlowski@gpstc.org>

Thank you sir! I will need that, if you don't mind me asking what was your final additional comment to my chief? Was it along the line of week three comment? I just want to build a full report, when you have time please let me know.
[Quoted text hidden]

Brandon Kozlowski <bkozlowski@gpstc.org>

Tue, Feb 10 at 8:37 AM

To: Andrew Floyd [REDACTED]

I didn't complete your week 4 evaluation. However I would say my final comment would be as follows. Recruit Floyd displays a lot of potential to be a good fireman, he has struggled somewhat in his study habits and understanding of the information given at times. He has a strong interest in wanting to learn and understand the information. I believe he will be able to obtain the grades he needs if given the opportunity.

Let me know if you have any other questions.
[Quoted text hidden]

Andrew Floyd [REDACTED]

Tue, Feb 10 at 8:45 AM

To: Brandon Kozlowski <bkozlowski@gpstc.org>

Awesome, thank you so much! I pray to find a way back in the fight this will keep me motivated moving forward and I wish you the best luck as well.
[Quoted text hidden]

BRIAN P. KEMP
Governor



CHRIS WIGGINTON
Director

To Chief Overton,

This letter serves as notification to you that Firefighter Recruit **Andrew Floyd**, from Hapeville Fire department has failed to successfully complete the **Basic Firefighter Training Course # 26-01, 01/09/2026 - 03/20/2026**, for the reason(s) checked below. Failure, dismissal or withdrawal from any Georgia Public Safety Training Center (GPSTC) course means that no training credit has been earned nor given to the student and any subsequent readmission to this class must be for the entire length of the course.

- Failure to achieve a minimum passing score on a required written examination.
- Inability to demonstrate minimum skill competence evidenced by failure to achieve a passing score on a required performance examination.
- Absence from scheduled class time for more than 10% of the course length.
- Other: Recruit Floyd failed to meet the requirements for the Maintaining a 70% average. Recruit Floyd final GPA is a 69%

For failure of a GPSTC/Georgia Fire & Emergency Services Course not tested through GFSTC there are no re-test procedures permitted and may result in a cost of \$15 per course credit hour to retake the course.

We regret the inconvenience this situation has caused and thank you for your continued support and participation in the Training Academy classes.

Sincerely,

Ryan Brown

Ryan Brown
PSTI IV, Supervisor

CC: End of Course File

Proudly serving those who serve

MAIN CAMPUS 1000 Indian Springs Drive, Forsyth, GA 31029

PHONE (478) 993-4000

FAX (478) 993-4407

www.gpstc.org