



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.

SPECIAL CALLED — PERSONNEL BOARD MEETING

Microsoft Teams meeting

Join: <https://teams.microsoft.com/meet/231035354853110?p=vDi7eoB14Ef3AInxzu>

Meeting ID: 231 035 354 853 110

Passcode: A6dt2sx9

July 30, 2026 6:00 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 February 23, 2026, Meeting.

Documents:

1. Personnel Board Meeting Minutes February 23, 2026

4. New Business:

4.I. Consideration and Action of the employment appeal of former employee, Amy Sengsavath, Scheduling of public hearing, if required

Documents:

1. Appeal of Termination by Amy Sengsavath_Redacted

4.II. Consideration and Action of the employment appeal of former employee, Lamonta Thorne, Scheduling of public hearing, if required

Documents:

1. Appeal of Termination by Lamonta Thorne_Redacted

5. Any other matters properly before the Personnel Board:

6. Executive Session:

7. Adjournment:

Personnel Board Meeting Minutes

City of Hapeville

Zoom Meeting

February 23, 2026

Call to Order 5:32 pm by Anthony Marrero

Roll Call:

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 July 23, 2025

Motion to approve by E Gamble-second by E Surber-Simpson. Unanimous vote to approve minutes from July meeting (no opposition or abstentions).

New Business

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

Is it timely? Need to 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?

Appeal from A Floyd: documents received from the appellant and are in the Agenda packet.

Discussion after review of appeal documents:

Board agrees the appeal is timely.

Board agrees the appellant is not an elected official or department head.

Board agrees the appeal is eligible or falls within the purview of the Board.

Board agrees that there is no religious, political or protected class discrimination presented in the appeal.

Board agrees that there is no factual error by the city presented in the appeal.

Motion to deny appeal hearing by E Surber-Simpson-second by E Gamble. Unanimous vote to deny the appeal (no opposition or abstentions).

L Ransaw volunteers to draft the decision document. Board agrees to allow L Ransaw to draft the document and present it to the Board. Request made by E Gamble-second by A Marrero.

Other Business

Election of Officers:

E Gamble volunteers to serve as Chairperson-Motion made by A Marrero for E Gamble to serve as Chairperson-second by E Surber-Simpson. Unanimous vote to elect E Gamble as Chairperson (no opposition or abstentions).

It was noted by S Johnston that she and L Ransaw did research and Board members' term of service goes until December 31, 2029.

E Surber-Simpson volunteers to continue as Secretary-Motion made by E Gamble-second by A Marrero. Unanimous vote to elect E Surber-Simpson as Secretary (no opposition or abstentions).

Motion made by A Marrero to accept the slate of officers for the coming year-second by E Surber-Simpson. Unanimous vote to accept the slate of officers (no opposition or abstentions).

With no further matters before the Board and no Executive Session needed, motion to adjourn -second by E Gamble. Unanimous vote to adjourn (no opposition or abstentions).

It was stated that A Marrero would need to sign on both meeting minutes (July 2025 and February 2026). After that, E Gamble would sign on any meeting minutes until next officer election.

Meeting adjourned at 5:50 pm.

Anthony Marrero, Chairperson

Amy Sengsavath

Morrow, GA

July 17, 2026

RE: Appeal of Termination Pursuant to Section 11 – Appeal of Disciplinary Action

To whom it may concern:

I respectfully submit this appeal of my termination from the Hapeville Police Department pursuant to Section 11 of the City's Handbook. This appeal is timely filed within the required three (3) working days following notification of my termination.

I am appealing my termination on the ground that it was **based on an error of fact**, as provided in Section 11 of the City's Handbook.

My termination letter states that I was dismissed for allegedly violating Standard Operating Procedure 5.1.5(32) and 5.1.5(35), specifically for allegedly failing to protect the community. I respectfully disagree with that conclusion because it does not accurately reflect the facts of the incident.

I respectfully request the opportunity to present testimony, documentation, reports, and any other relevant evidence demonstrating the actions I took during this incident and why the factual conclusions supporting my termination are incorrect.

Throughout my employment with the department, I have served this community with professionalism, integrity, and dedication. I have always taken my oath and my responsibilities as a law enforcement officer seriously. It is my position that the decision to terminate my employment was based on an incomplete or inaccurate understanding of the facts surrounding this incident.

For these reasons, I respectfully request that the Personnel Board:

- Accept this appeal pursuant to Section 11 of the City's Handbook.
- Conduct a hearing on this matter.
- Find that the termination was based upon an error of fact.
- Reverse the termination decision.
- Reinstatement me to my former position with restoration of all pay, benefits, seniority, and other employment rights as provided by Section 11.10(2) of the City's Handbook.

Thank you for your consideration of this appeal. I appreciate the opportunity to present the facts before the Personnel Board and respectfully request a full and fair hearing.

Respectfully,
Amy Sengsavath

To whom it may concern ,

Pursuant to Section 11.03 of the City of Hapeville Personnel Policies, I respectfully submit this written Notice of Appeal regarding my termination, of which I was notified on July 15, 2026.

As a regular full-time employee, I am exercising my right to appeal this disciplinary action within the required three (3) working-day period and respectfully request that this matter be scheduled for a hearing before the Personnel Board in accordance with the City's established appeal procedures. At the time I was notified of my termination, I was informed only that my employment was being terminated for insubordination and conduct. I was not provided with any written documentation, investigative findings, disciplinary decision, or supporting materials explaining the factual basis for the decision before my departure. As a result, I am submitting this appeal without access to the information relied upon in reaching the decision.

Accordingly, I respectfully request copies of all documents, reports, witness statements, investigative materials, recordings, body-worn camera footage, CAD records, disciplinary records, emails, policies relied upon, and any other evidence considered in the decision to terminate my employment. I also request that all records and electronically stored information relating to my employment and termination be preserved pending the resolution of this appeal.

I believe my termination was based upon factual errors and procedural deficiencies that warrant review by the Personnel Board. I intend to present evidence and supporting documentation during the appeal process as additional information becomes available.

Please confirm receipt of this Notice of Appeal and advise me of the next steps in the appeal process, including the scheduling of my Personnel Board hearing.

Thank you for your time and consideration.

Respectfully,

Officer Lamonta J. Thorne
Former Police Officer
City of Hapeville Police Department

Lamonta J Thorne
[REDACTED]