



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

700 Doug Davis Drive
Hapeville, GA 30354

August 26, 2026 6:00 PM

AGENDA

1. CALL TO ORDER:

2. ROLL CALL:

Elliott Gamble
Anthony Marrero
Ellen Surber-Simpson

3. APPROVAL OF MINUTES:

3.I. Minutes from July 30, 2026, Meeting.

Documents:

1. Personnel Board Meeting Minutes July 30 2026

4. OLD BUSINESS:

5. NEW BUSINESS:

5.I. Appeal Hearing of Lamonta Thorne Termination.

6. EXECUTIVE SESSION :

7. SETTING OF NEXT MEETING DATE, IF APPLICABLE:

8. ADJOURN:

Personnel Board Meeting Minutes

City of Hapeville

Microsoft Teams meeting

July 30, 2026

Call to Order by Elliot Gamble at 6:05pm.

Roll Call:

Elliot Gamble, Chairman

Anthony Marrero

Ellen Surber-Simpson, Secretary

Also in Attendance:

Stacie Johnston, Human Resources Director, City of Hapeville

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

Review and approval of minutes from February 23, 2026.

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

New Business

Review of 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 L Thorne: document(s) received from the appellant and are in the agenda packet.

Discussion:

Board agrees that the appeal was filed in a timely manner.

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 on the basis of a claim of factual error.

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

L Ransaw stated that if a hearing is granted, all parties will be notified and they will present any evidence/witnesses they deem necessary at the hearing. A hearing should be scheduled in a timely manner and also allow all parties time to prepare their case. An appellant may request an extension to the scheduled hearing date and that would necessitate a called Board meeting to grant or disapprove an extension.

Motion to approve an appeal hearing by E Surber-Simpson-second by A Marrero-vote is unanimous (no opposition or abstentions).

Motion to set a hearing date of August 26, 2026 at 6pm by E Surber-Simpson-second by A Marrero-vote is unanimous (no opposition or abstentions).

Appeal from A Sengsavath: document(s) received from the appellant and are in the agenda packet.

Discussion:

Board agrees that the appeal was filed in a timely manner.

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 on the basis of a claim of factual error.

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

Motion to approve an appeal hearing by E Gamble-second by A Marrero-vote is unanimous (no opposition or abstentions).

Motion to set a hearing date of September 2, 2026 at 6pm by E Surber-Simpson-second by A Marrero-vote is unanimous (no opposition or abstentions).

L Ransaw will notify all concerned parties of the Board's decision to grant a hearing to both appeals (L Thorne and A Sengsavath).

Other Business-no other business at this time.

Executive Session: not required

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

Meeting adjourned at 6:45pm.

Elliot Gamble, Chairman