

**Civil Service Commission Meeting  
Agenda for March 20, 2025  
Columbia County Emergency Operations Center  
650 Ronald Reagan Drive  
Evans, GA 30809  
Time 3:30 PM**

**Civil Service Commission Members**

**Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon**

**Member Gary Holley  
Member Fred Russell  
Member George Sleister**

**TOUR  
Emergency Operations Center**

- A. CALL TO ORDER ..... CHAIR BROWN
- B. ROLL CALL/QUORUM ..... CHAIR BROWN
- C. APPROVAL OF DECEMBER 3, 2024 MINUTES ..... CHAIR BROWN
- D. PRESENTATION AND APPROVAL OF THE AGENDA ..... CHAIR BROWN
- E. ELECTION OF 2025 OFFICERS ..... CHAIR BROWN
- F. HR ACTIVITES UPDATE ..... HR DIRECTOR DR. JEFF CARNEY
- G. GENERAL DISCUSSION ..... ALL MEMBERS
- H. NEXT MEETING DATE ..... ALL MEMBERS
- I. ADJOURN ..... CHAIRMAN ELECT

**Civil Service Commission Meeting Minutes**  
**March 20, 2025, 3:30 PM**  
**Columbia County Emergency Operations Center**  
**Evans, GA**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Member Bobby Gagnon  
Member Fred Russell  
Member George Sleister

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Members Absent**

Member Gary Holly  
Secretary Pattie Rimbey

**Guests**

Shawn Granato, EMA Director  
Suzie Hughes, EMA Deputy Director

Prior to the meeting, EMA Director Shawn Granato gave a report of the responses and the aftereffects of Hurricane Helene which brought devastating impacts and fatalities to this area on Friday, September 27, 2024. He spoke about how Columbia County Emergency Management Agency, other Columbia County Departments and everyone worked together during this time. The Civil Service Commission members were very thankful for this report.

**A. Call to Order**

Chair Brown called the meeting to order at 3:28 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with five (5) Commission members present.

**C. Approval December 3, 2024 Minutes**

Chair Brown called for the question to approve the December 3, 2024 Minutes of the Civil Service Commission meeting. Commission member Fred Russell made the motion to approve the minutes, seconded by Commission member Bobby Gagnon, all were in agreement and the motion carried unanimously.

**D. Presentation and Approval of the Agenda**

Commission member George Sleister made the motion to approve the Presentation and Approval of the Agenda, seconded by Commission member Fred Russell, all were in agreement and the motion carried unanimously.

**E. Election of 2025 Officers**

Commission member Fred Russel made the motion that all officers serving in 2024 remain the same for 2025; seconded by Commission member George Sleister; all were in agreement and the 2025 Civil Service Commission Officers are as follows: Chair Judy Brown, Vice-Chairman Tim McGill and Secretary Pattie Rimbey.

**F. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Human Resources Department Quarterly Activities Report which included an update of the Health/Benefits; Wellness, Fitness and Nutrition; Classification/Compensation; and Budget/Legal/Other. The Commission accepted this as information.

**G. General Discussion**

There were a few questions asked and one of them was about the completion date of the Fire Department's Substation 2 that is under construction on Gibbs Road.

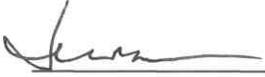
**H. Next Meeting Date**

The next quarterly Civil Service Commission Meeting will be held the third Thursday in June. It was suggested by Commission members to tour the Fire Department Substation 2 if available. The Civil Service Commission will be notified,

**I. Adjourn**

There being no further business to discuss Commission member George Sleister made a motion to adjourn, seconded by Commission member Fred Russell, motion carried unanimously and the meeting adjourned at 3:46 pm.

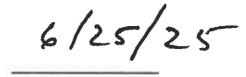
**Minutes approved by Chairman**

  
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**Minutes respectfully submitted by**

  
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**Date**

  
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**Civil Service Commission Meeting  
Agenda for June 19, 2025  
Columbia County Fire Rescue Headquarters  
3910 Desoto Drive  
Martinez, GA 30907  
3:30 PM**

**Civil Service Commission Members**

**Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon**

**Member Gary Holley  
Member Fred Russell  
Member George Sleister**

- A. CALL TO ORDER ..... CHAIR BROWN
- B. ROLL CALL/QUORUM ..... CHAIR BROWN
- C. APPROVAL OF March 20, 2025 MINUTES ..... CHAIR BROWN
- D. PRESENTATION AND APPROVAL OF THE AGENDA ..... CHAIR BROWN
- E. HR ACTIVITES UPDATE..... HR DIRECTOR DR. JEFF CARNEY
- F. GENERAL DISCUSSION.....ALL MEMBERS
- G. NEXT MEETING DATE .....ALL MEMBERS
- H. ADJOURN ..... CHAIR BROWN

**Civil Service Commission Meeting Minutes**  
**June 19, 2025, 3:30 PM**  
**Columbia County Fire Rescue Headquarters**  
**3910 Desoto Drive**  
**Martinez, GA 30907**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon  
Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Guests**

Deputy County Manager Glenn Kennedy  
Fire Chief Jeremy Wallen  
Fire Rescue Captain Jamarius Tate

Prior to the meeting, Fire Rescue Captain Jamarius Tate gave a tour of the Fire Rescue Headquarters and explained the duties and responsibilities of Columbia County Fire Rescue. The Civil Service Commission members were very thankful for this report.

**A. Call to Order**

Chair Brown called the meeting to order at 4:26 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with all Commission members present.

**C. Approval March 20, 2025 Minutes**

Chair Brown called for the question to approve the March 20, 2025 Minutes of the Civil Service Commission meeting. Commission member George Sleister made the motion to approve the minutes, seconded by Commission member Bobby Gagnon, all were in agreement and the motion carried unanimously.

**D. Presentation and Approval of the Agenda**

Commission member Pattie Rimbey made the motion to approve the Presentation and Approval of the Agenda, seconded by Commission member Fred Russell, all were in agreement and the motion carried unanimously.

**F. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Human Resources Department Quarterly Activities Report which included an update of the Health/Benefits; Wellness, Fitness and Nutrition; Classification/Compensation; and Budget/Legal/Other. The Commission accepted this as information.

**G. General Discussion.** There was nothing to report.

**H. Next Meeting Date**

The next quarterly Civil Service Commission Meeting will be held the third Thursday in September. Commission members will be notified of exact time and location.

**I. Adjourn**

There being no further business to discuss Commission member George Sleister made a motion to adjourn, seconded by Commission member Fred Russell, motion carried unanimously and the meeting adjourned at 4:46 pm.

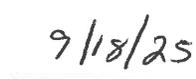
**Minutes approved by Chairman**

  
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**Minutes respectfully submitted by**

  
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**Date**

  
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**Civil Service Commission of Columbia County  
Grievance Hearing Agenda for  
Thursday, August 28, 2025, at 8:00 AM  
Evans Government Center Auditorium Evans, Georgia**

**Civil Service Commission Members**

Chairman Judy Brown	Vice-Chair Tim McGill
Secretary Pattie Rimbey	Member George Sleister
Member Bobby Gagnon	Member Gary Holley
Member Fred Russell	

- A. Call to Order.....Chairman Brown
- B. Roll Call/Quorum.....Chairman Brown
- C. Public Hearing.....Chairman Brown
  - a Swearing In of Witnesses .....Chairman Brown
  - b Presentation of Case .....County Officials
  - c Presentation of Case .....Employee
  - d Closing of Hearing and Dismissal of Both Parties.....Chairman Brown
- D. Executive Session.....Chairman Brown
- E. Adjourn .....Chairman Brown

**Civil Service Commission of Columbia County**  
**Grievance Hearing Minutes for**  
**Friday, August 28, 2025 at 8:00 AM**  
**Evans Government Center Auditorium Evans, Georgia**

**Civil Service Commission**

Judy Brown, Chairperson  
Tim McGill, Vice-Chair  
Pattie Rimbey, Secretary  
Bobby Gagnon, Member  
Gary Holley, Member  
Fred Russell, Member  
George Sleister, Member

**Staff**

Glenn Kennedy, Deputy County Manager  
Kyle Titus, Division Director  
Jeff Carney, Human Resources Director

**Counsel**

William Keough, Columbia County Counsel

**Other Attendees**

Jessica Wary, Grievant  
Patrice Crawley, Clerk of Commission  
Brittany Haskell, Court Reporter

**Call to Order**

Chairman Brown called the public hearing to order at 8:00 AM.

**Roll Call/Quorum**

Chairman Brown declared a quorum with seven members present.

**Swearing In of Witnesses**

Chairman Brown swore in the witnesses.

**Presentation of Case**

County Attorney Keough stated that Jessica Wary was terminated from Engineering Services on July 30, 2025. Counsel for Columbia County and several witnesses presented documentation to have the termination upheld.

Grievant Wary presented her concerns regarding the termination.

**Closing of Hearing and Dismissal of Both Parties**

Chairman Brown closed the hearing and dismissed both parties at 9:00 a.m.

**Executive Session**

At 9:00 AM, Chairman Brown adjourned into Executive Session.

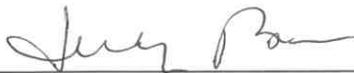
At 9:47 AM, Chairman Brown made a motion to adjourn from Executive Session. Member Russell seconded the motion. The motion carried unanimously.

At 9:49 AM, Chairman Brown called the meeting back to order.

Member Russell made a motion to uphold Jessica Wary's termination from Columbia County. Member Rimbey seconded the motion. The motion carried.

**Adjourn**

Member Rimbey made a motion to adjourn the meeting at 9:47 AM. Member Russell seconded the motion. The motion carried unanimously.



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Judy Brown, Chairman



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Jeff Carney, Human Resources Director

**Civil Service Commission Meeting  
Agenda for September 18, 2025  
Planning Conference Room  
630 Ronald Reagan Drive, Bldg B  
Evans, GA 30809  
2:30 PM**

**Civil Service Commission Members**

**Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon**

**Member Gary Holley  
Member Fred Russell  
Member George Sleister**

- A. CALL TO ORDER ..... CHAIR BROWN
- B. ROLL CALL/QUORUM ..... CHAIR BROWN
- C. APPROVAL OF MINUTES OF PREVIOUS MEETING
  - 1. JUNE 19, 2025 CIVIL SERVICE COMMISSION MINUTES CHAIR BROWN
  - 2. AUGUST 28, 2025 GRIEVANCE HEARING ..... CHAIR BROWN
  - 3. AUGUST 28, 2025 EXECUTIVE SESSION GRIEVANCE HEARING. CHAIR BROWN
- D. PRESENTATION AND APPROVAL OF THE AGENDA .... CHAIR BROWN
- E. HR ACTIVITES UPDATE..... HR DIRECTOR DR. JEFF CARNEY
- F. GENERAL DISCUSSION..... ALL MEMBERS
- G. NEXT MEETING DATE ..... ALL MEMBERS
- H. ADJOURN..... CHAIR BROWN

**Civil Service Commission Meeting Minutes September 18, 2025, 2:30 pm**  
**Planning Conference Room**  
**630 Ronald Reagan Drive**  
**Evans, GA 30809**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon  
Member Gary Holley  
George Sleister

**Guests Present**

Deputy County Manager Glenn Kennedy

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Members Absent**

Member Fred Russell

**A. Call to Order**

Chair Brown called the meeting to order at 2:37 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with six (6) Commission members present.

**C. Approval of Minutes from Previous Meetings**

**1. June 19, 2025 Minutes**

Chair Brown called for the question to approve the June 19, 2025, 2025 Minutes of the Civil Service Commission meeting. Commission member Bobby Gagnon made the motion to approve the minutes, seconded by Commission member George Sleister. All were in agreement, and the motion carried unanimously.

**2. August 28, 2025 Grievance Hearing**

Chair Brown called for the question to approve the August 28, 2025 Grievance Hearing minutes.

Commission member George Sleister made the motion to approve the minutes, seconded by Vice-Chairman Tim McGill. All were in agreement, and the motion carried unanimously.

**3. August 28, 2025 Executive Session Grievance Hearing**

Chair Brown called for the question to approve the August 28, 2025 Executive Session Grievance Hearing minutes. Commission member Secretary Pattie Rimbey made the motion to approve the minutes, seconded by Vice-Chairman Tim McGill. All were in agreement, and the motion carried unanimously.

**D. Presentation and Approval of the Agenda**

Commission member Bobby Gagnon made the motion to approve the Presentation and Approval of the Agenda, seconded by Commissioner member Secretary Pattie Rimbey. All were in agreement, and the motion carried unanimously.

**E. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Open Enrollment 2026 News which included the date open enrollment begins which is October 1, 2025, through October 31, 2025, and that changes are coming to the medical plan which will be January 1, 2026. The Commission accepted this as information.

**F. General Discussion.**

Members discussed the grievance hearing process.

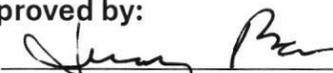
**G. Next Meeting Date**

The Commission members stated they would like to tour the new building A if possible. The next quarterly Civil Service Commission Meeting will be the first Tuesday in December. The meeting will be held in the Board of Commissioners Conference Room. Members will be notified of exact time.

**H. Adjourn**

There being no further business to discuss Commission member Bobby Gagnon made the motion to adjourn, seconded by Commission member George Sleister. The motion carried unanimously, and the meeting adjourned at 3:10 pm.

Minutes approved by:

Chairman:  Date: 1/7/2026

Minutes respectfully submitted by:

 Date: 1-7-26



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PROFESSIONALISM • RESPECT • INTEGRITY • DEDICATION • EXCELLENCE

**Civil Service Commission Meeting  
Agenda for December 2, 2025, 3:30 pm  
Board of Commissioners Conference Room  
630 Ronald Reagan Drive, Bldg B  
Evans, Georgia**

Civil Service Commission Members

Chair Judy Brown  
Secretary Pattie Rimbey  
Member Bobby Gagnon  
Member Gary Holley

Vice-Chairman Tim McGill  
Member Fred Russell  
Member George Sleister

- A. Call to Order .....Chair Brown
- B. Roll Call/Quorum .....Chair Brown
- C. Introduction of Guest Speaker .....Chair Brown
- D. Approval of September 8, 2025, Minutes .....Chair Brown
- E. Presentation and Approval of the Agenda ..... Chair Brown
- F. Tour New Building A .....Deputy County Manager Glenn Kennedy
- G. HR Activities Update .....HR Director Dr. Jeff Carney
- H. General Discussion ..... All Members
- I. Next meeting date, March 19,2026 .....All Members
- J. Adjourn ..... Chair Brown