

**MILWAUKEE COUNTY  
CIVIL SERVICE COMMISSION MEETING  
Wednesday, October 1, 2014, 2:00 pm  
Courthouse Room 306**

**Minutes**

**ROLL CALL:**

Present: Mary Ellen Powers, Arthur Phillips, Maria Monteagudo, Janet Cleary  
Excused: Erbert Johnson

**OLD BUSINESS: None**

**NEW BUSINESS:**

1. The Secretary to the Civil Service Commission requests the approval of the Civil Service Commission minutes from August 25, 2014.

**Recommendation of the Department of Human Resources: Approve**

**ACTION:** Arthur Phillips made a motion to approve the minutes; it was seconded by Maria Monteagudo.

**Ayes – 4:** Mary Ellen Powers, Arthur Phillips, Maria Monteagudo, Janet Cleary.

**Noes – 0**

2. The Secretary to the Civil Service Commission forwards the minutes of the Milwaukee County Personnel Review Board of August 5, August 19, and September 2, 2014.

**Recommendation of the Department of Human Resources: Receive & Place on File**

**ACTION:** So ordered.

3. From the Department of Human Resources, a request to recreate Rule VIII of the Rules of the Civil Service Commission.

**Appearances:** Rick Ceschin, Deputy HR Director, Kerry Mitchell, Chief Human Resources Officer, Calvin Lee, District Council 48

**ACTION:** Maria Monteagudo made a motion to replace Rule VIII with the Commission's proposed changes; it was seconded by Janet Cleary.

**Ayes – 3:** Mary Ellen Powers, Maria Monteagudo, Janet Cleary. (Arthur Phillips left before the vote)

**Noes – 0**

**To Convene Into Closed Session**

**ACTION:** Maria Monteagudo made a motion to convene into closed session Per Section 19.85(1)(b) of the Wisconsin Statutes; it was seconded by Janet Cleary.

**Ayes – 4:** Mary Ellen Powers, Arthur Phillips, Maria Monteagudo, Janet Cleary.

**Noes – 0**

4. From the Civil Service Hearing Examiners submitting recommendations relating to employee suspensions and/or discharges.

- a. **Loraine Luster**, CNA, BHD  
Hearing Examiner – Omar Mallick  
Written Charges for Suspension, dated 4/17/14

**ACTION:** No Action Taken – There was an agreement to reduce the suspension from three (3) days to one (1) day.

- b. **Kalehia Cheely**, CNA, BHD  
Hearing Examiner – Omar Mallick  
Written Charges for Discharge, dated 9/12/14

By a vote of **4-0**, the Civil Service Commission accepted the findings and recommendation of the hearing examiner of the discharge for violation of the Behavioral Health Division attendance policy.

Motion by Janet Cleary, Second by Maria Montegudo

**Ayes – 4:** Mary Ellen Powers, Arthur Phillips, Maria Montegudo, Janet Cleary  
**Noes – 0**

- c. **Sylvia Colon**, CNA, BHD  
Hearing Examiner – Omar Mallick  
Written Charges for Discharge, dated 9/12/14

By a vote of **3-1**, the Civil Service Commission amended the discharge to a suspension of time served, plus two (2) days with the understanding that any violations of the work rules shall result in immediate discharge.

Motion by Arthur Phillips, Second by Maria Montegudo

**Ayes – 3:** Mary Ellen Powers, Arthur Phillips, Maria Montegudo,  
**Noes – 1:** Janet Cleary

- d. **Kathy Allen-Owten**, CNA, BHD  
Hearing Examiner – Omar Mallick  
Written Charges for Discharge, dated 8/7/13

By a vote of **4-0**, the Civil Service Commission directs the appointing authority to give the employee the opportunity to resign. If the employee declines to resign, then the Commission upholds the discharge.

Motion by Maria Montegudo, Second by Janet Cleary

**Ayes – 4:** Mary Ellen Powers, Arthur Phillips, Maria Montegudo, Janet Cleary  
**Noes – 0**

*(Per Section 19.85(1)(b) of the Wisconsin Statutes, the Civil Service Commission may convene into closed session to discuss these items and may reconvene into open session to take action on the items.)*

**To Reconvene Into Open Session**

**ACTION:** Janet Cleary made a motion to reconvene into open session; it was seconded by Arthur Phillips.

**Ayes – 4:** Mary Ellen Powers, Arthur Phillips, Maria Montegudo, Janet Cleary.  
**Noes – 0**

**Meeting Adjournment**

Janet Cleary made a motion to adjourn and Mary Ellen Powers adjourned the meeting.

Meeting adjourned at 5:10 pm.

Approved by:

A handwritten signature in black ink, appearing to read "Rick Ceschin", written over a horizontal line.

Rick Ceschin  
Secretary to the Civil Service Commission

RC:jam

C: Personnel Review Board