

MILWAUKEE COUNTY
CIVIL SERVICE COMMISSION MEETING
Thursday, July 25, 2013, 2:00 pm
Courthouse Room 306

Minutes

ROLL CALL:

Present: Anne Szczygiel, Chair, Maria Monteagudo, Mary Ellen Powers
Absent: Erbert Johnson, Arthur Phillips

OLD BUSINESS: None

NEW BUSINESS:

1. The Secretary to the Civil Service Commission requests the approval of the Civil Service Commission minutes from May 9, 2013.

Recommendation of the Department of Human Resources: Approve

ACTION: Mary Ellen Powers made a motion to approve the minutes; it was seconded by Maria Monteagudo.

Ayes – 3: Maria Monteagudo, Mary Ellen Powers, Anne Szczygiel.

Noes – 0

2. The Secretary to the Civil Service Commission forwards the minutes of the Milwaukee County Personnel Review Board of April 30, May 14, May 28 & June 11, 2013.

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

ACTION: So ordered.

3. Request from the District Attorney, to transfer two positions of Management Assistant (NR) in the District Attorney's office from the classified service to the unclassified service.

Recommendation of the Department of Human Resources: Approve

Appearances: James Martin, Deputy District Attorney

ACTION: Maria Monteagudo made a motion to approve the request; it was seconded by Mary Ellen Powers.

Ayes – 3: Maria Monteagudo, Mary Ellen Powers, Anne Szczygiel.

Noes – 0

4. Request from the Comptroller, to transfer one position of Accounting Manager in the Office of the Comptroller from the classified service to the unclassified service.

Recommendation of the Department of Human Resources: Approve

Appearances: Barbara Tess, Deputy Comptroller

ACTION: Maria Monteagudo made a motion to approve the request; it was seconded by Mary Ellen Powers.

Ayes – 3: Maria Monteagudo, Mary Ellen Powers, Anne Szczygiel.

Noes – 0

5. Request to expand probationary period for Parks/Highway Maintenance Worker position to one year from the initial date of hire. The Committee approved the one-year (2,080 hour) extension at the 5/6/13 meeting contingent upon the County Board taking action by 10/15/13. The County Board voted for a three quarter year (1,560 hour) extension.

Appearances: Penny Secore, Staff Representative, DC48

ACTION: The item was discussed and it was determined that the 1,560 hours that the Milwaukee County Board adopted prevails.

6. Informational report on the State budget changes as it relates to the Milwaukee County employee residency requirement.

Appearances: Rick Ceschin, Secretary to the Commission

ACTION: Informational Only – No action taken.

(Per Section 19.85(1)(g) of the Wisconsin Statutes, the Civil Service Commission may convene into closed session to discuss agenda item 10 and may reconvene into open session to take action on these items.)

ACTION: Motion made by Mary Ellen Powers that, per Section 19.85(1) (g) of the Wisconsin Statutes, the Civil Service Commission go into closed session and reconvene into open session to take action on the item; it was seconded by Maria Monteagudo.

Ayes – 3: Mary Ellen Powers, Maria Monteagudo, Anne Szczygiel.

Noes – 0

ACTION: Mary Ellen Powers made a motion to reconvene into open session; it was seconded by Maria Monteagudo.

Ayes – 3: Mary Ellen Powers, Maria Monteagudo, Anne Szczygiel.

Noes – 0

7. Merit System Violation Case No. 130528, Tameka Faulkner vs Milwaukee County. Tameka Faulkner had a prehearing scheduled for 6/3/13 and was a no-show for the meeting.

ACTION: Mary Ellen Powers made a motion to dismiss the merit system petition of Tameka Faulkner, for the reasons stated in the recommendation of counsel.; it was seconded by Maria Monteagudo.

Ayes – 3: Mary Ellen Powers, Maria Monteagudo, Anne Szczygiel.

Noes – 0

8. Consultation with Counsel regarding an update on the status of pending litigation.

ACTION: Informational Only

Meeting adjourned at 2:55 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

Milwaukee County Personnel Review Board

Meeting Minutes

CSC 8/27/13
Item #2
Receive & Place
on File

I. Roll Call

Board President Coral D. Pleas called to order the regular meeting of the Personnel Review Board at 9:00 AM on Tuesday, June 25, 2013 in Room 203-R of the Milwaukee County Courthouse.

The following Board Members were present: Coral D. Pleas, Patrick E. Doyle, H. Fred Delmenhorst, Fran M. Bauer and Florence H. Dukes.

II. Approval of Minutes

Ms. Dukes moved, Mr. Doyle seconded and the Board, by vote of 3-0, (Mr. Delmenhorst and Ms. Bauer abstained) approved the minutes of the June 11, 2013 meeting.

III. Communications and/or comments from the public, if any

CAROL BECK, Psych Social Worker, BHD - Grievance

This matter was not scheduled on the Board's agenda. The Board heard the request of Penni Secore, Staff Representative, District Council 48, AFSCME, to remove the grievance matter of Carol Beck from the Call of the Chair and scheduled a hearing certain date. Mr. Delmenhorst moved, Ms. Dukes seconded and the Board, by vote of 5-0, scheduled the Grievance matter of Carol Beck on December 10, 2013.

IV. Correspondence

None

V. First Appearances

A. DISCHARGES

VELMA D. DUARTE, Certified Nursing Assistant, BHD

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, continued the matter for hearing certain on December 10, 2013, at the request of employee.

LANINA EVERSON, Correction Officer 1, SHERIFF

DIS dated 06/12/13 for IA # 13-129

DIS dated 06/12/13 for IA # 13-130

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, continued the matter for hearing certain on October 15, 2013 to be heard concurrent with the matters scheduled, at the request of Calvin Lee, Staff Representative, District Council 48, AFSCME, on behalf of the employee, who was not present.

RICKY McCOY, Stores Clerk 3, ZOO

Mr. Delmenhorst moved, Ms. Dukes seconded, and the Board, by vote of 5-0, continued the matter for hearing certain on January 7, 2014, at the request of Calvin Lee, Staff Representative, District Council 48, AFSCME, on behalf of the employee, who was present.

DEBRA A. EVANS, Correction Officer, HOC

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, accepted the retirement of Debra A. Evans, effective date 06/14/2013 and closed this case.

B. SUSPENSIONS

TOMMIE L. JONES, Juvenile Correction Officer, DHHS-Detention

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, scheduled the matter for hearing certain on January 7, 2014.

RICHARD KAPUSTANCZEK, Airport Maintenance Worker, DTPW

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, accepted the waiver of Richard Kapustanczek and closed this case.

BARBARA A. HULL, Clerical Assistant II, SHERIFF

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, accepted the waiver of Barbara A. Hull and closed this case.

VI. Updates

A. GRIEVANCE

JOHN SPRAGUE, Airport Maintenance Worker, DOT-Airport

Attorney James Carroll and Calvin Lee, Staff Representative, District Council 48, AFSCME, appeared before the Board. Mr. Delmenhorst moved, Mr. Doyle seconded, and the Board, by vote of 5-0, scheduled the matter for hearing certain on January 7, 2014.

VII. Hearings

A. DISCHARGE

BROOKSIE SMITH, Correction Officer 1, SHERIFF

(Refer to Agenda item VII C)

B. SUSPENSIONS

SCOTT D. DUCHARME, Deputy Sheriff 1, SHERIFF

SUS dated 09/13/12 for IA # 12-271 for 1 day

SUS dated 09/13/12 for IA # 12-283 for 60 days

SUS dated 01/24/13 for IA # 12-375 for 10 days

The Board heard the request of Attorney Lee Jones and Attorney Graham Wiemer to continue the matter for an Update because there will be additional cases issued. Mr. Doyle moved, Ms. Bauer seconded, and the Board, by unanimous vote (5-0) continued both matters for an update on July 23, 2013.

JODY L. CARROLL, Office Assistant 2, BHD- SSCSP

SUS dated 11/29/12 for 3 days

SUS dated 02/14/13 for 5 days

Attorney Teresa Mambu-Rasch appeared before the Board advising of an oral agreement that will reduce the 3 day suspension down to a 1 day suspension, with time served and reducing the 5 day suspension down to a 3 day suspension that Ms. Carroll is yet to serve. Mr. Doyle moved, Ms. Bauer seconded, and the Board, by unanimous vote (5-0) accepted the oral agreement of Jody L. Carroll, and closed the case.

KATRINA M. BRAHM, Correction Officer 1, SHERIFF

Mr. Doyle moved, Ms. Dukes seconded, and the Board, by unanimous vote (5-0) accepted the waiver of Katrina M. Brahm and closed the case.

C. HEARINGS

The Board heard the part of Brooksie Smith case. At 11:55 am, the Board adjourned for lunch and then reconvened at 12:45 pm.

The Board finished hearing the Brooksie Smith matter at 2:01 p.m. Mr. Delmenhorst then moved, Ms. Bauer seconded, and the Board voted (5-0) to go into closed session to deliberate the Brooksie Smith matter. After deliberating in closed session, Mr. Doyle moved, Mr. Delmenhorst seconded, and the Board voted (5-0) to come out of closed session at 2:29 p.m.

BROOKSIE SMITH, Correction Officer 1, SHERIFF

Mr. Doyle moved, Ms. Bauer seconded, and the Board voted unanimously (5-0) that Ms. Smith did not violate the Sheriff's Office Rule and Regulation 202.51. Mr. Doyle moved, Ms. Dukes seconded, and the Board unanimously voted (5-0) that Ms. Smith violated Sheriff's Office Rule and Regulation 202.24, but that the violation did not rise to the level of a discharge, Ms. Smith will instead receive an official reprimand for violation of that policy. Ms. Dukes moved, Mr. Delmenhorst seconded, and the Board, by unanimous vote (5-0) found the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (1), and upheld the discharge.

VIII. Adjournment

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 5-0, adjourned the meeting at 2:37 PM.

Minutes submitted by: Veronica W. Robinson, Executive Secretary

Milwaukee County Personnel Review Board

Meeting Minutes

I. Roll Call

Board President Coral D. Pleas called to order the regular meeting of the Personnel Review Board at 9:00 AM on Tuesday, July 23, 2013 at the Zoofari Conference Center.

The following Board Members were present: Coral D. Pleas, H. Fred Delmenhorst, and Fran M. Bauer.

II. Approval of Minutes

Ms. Bauer moved, Mr. Delmenhorst seconded and the Board, by vote of 3-0, approved the minutes of the June 25, 2013 meeting.

III. Communications and/or comments from the public, if any

KEITH VILLWOCK, Deputy Sheriff 1, SHERIFF - SUS

This matter was not scheduled on the Board's agenda. The Board heard the request of Molly Zillig, Principal Assistant, Corporation Counsel, to adjourn the matter of Keith Villwock from the August 6, 2013 hearing date to December 10, 2013. Mr. Delmenhorst moved, Ms. Bauer seconded and the Board, by vote of 3-0, rescheduled the matter of Keith Villwock to December 10, 2013.

IV. Correspondence

None

V. Updates

A. DISCHARGES

JOHN R. QUINLAN, Public Service Manager, PARKS

Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 3-0, accepted the resignation of John R. Quinlan.

MICHAEL WILKINSON, Correction Officer 1, SHERIFF

Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 3-0, accepted the resignation of Michael Wilkinson.

B. SUSPENSIONS

SHAKISHA KIMBLE, Certified Nursing Assistant, BHD

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 3-0, accepted the waiver of Shakisha Kimble and closed this case.

CHARLOTTE A. HUTCHINS, Human Service Worker, FAMILY CARE

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 3-0, scheduled the matter for an update on August 6, 2013.

DARLENE M. GOODLETTE, Captain, SHERIFF

SUS dated 12/19/12 for IA # 12-244 for 5 days

SUS dated 12/19/12 for IA # 12-261 for 5 days

SUS dated 12/19/12 for IA # 12-435 for 10 days

Attorney Paul Kuglitsch, Principal Assistant, Corporation Counsel, reported to the Board that there is an agreement for the matters of Darlene M. Goodlette. IA #12-244 for 5 days and IA #12-261 for 5 days have been reduced to a written reprimand. For IA #12-435, Ms. Goodlette has signed a waiver accepting the 10 day suspension. Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 3-0, accepted the oral agreement and waiver of Darlene M. Goodlette and closed this case.

KERRI A. MCKENZIE, Captain, SHERIFF

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 3-0, accepted the department's withdrawal of the charges of Kerri A. McKenzie and closed the case.

SCOTT DUCHARME, Deputy Sheriff, SHERIFF

SUS dated 09/13/12 for IA # 12-271 for 1 day

SUS dated 09/13/12 for IA # 12-283 for 60 days

SUS dated 01/24/13 for IA # 12-375 for 10 days

Attorney Molly Zillig, Principal Assistant, Corporation Counsel and Attorney Graham Wiemer asked the Board to set a hearing certain date for all matters. Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 3-0, scheduled all matters of Scott Ducharme on January 21, 2014.

VI. Hearings

A. DISCHARGE

ALFONSO KENNEL, Facilities Worker (Security), DAS

Attorney Molly Zillig, Principal Assistant, Corporation Counsel asked the Board to reschedule the matter. Mr. Kennell, who was present, did not object but requested to have the hearing set at the first available date. Calvin Lee, Staff Representative, District Council 48, AFSCME, withdrew representation. Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 3-0, scheduled the matter of Alfonso Kennell on August 20, 2013 time permitting and December 10, 2013 only if the case could not be heard at the August 20, 2013 meeting. Ms. Pleas informed Mr. Kennell that he would need to be prepared to move forward with his hearing on August 20, 2013.

B. SUSPENSIONS

DIANA D. BIAS, Correction Officer 1, SHERIFF

(Refer to Agenda item VII C)

ALLEN BULTMAN, Deputy Sheriff, SHERIFF

Attorney Graham Wiemer appeared before the Board asking for the matter to be rescheduled due to Mr. Bultman being out on FMLA. Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by unanimous vote (3-0) rescheduled the matter of Allen Bultman on February 4, 2014.

DEBBIE O. MORGAN, Deputy Sheriff, SHERIFF

Attorney Graham Wiemer appeared before the Board asking for the matter to be rescheduled because Mr. Watkins was not available for the hearing because he was out of town. The Morgan and Watkins matters are companion cases. Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by unanimous vote (3-0) rescheduled the matter of Debbie O. Morgan to February 4, 2014.

WILLIE P. WATKINS, Deputy Sheriff, SHERIFF

Attorney Graham Wiemer appeared before the Board asking for the matter to be rescheduled because Mr. Watkins was not available for the hearing because he was out of town. The Morgan and Watkins matters are companion cases. Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by unanimous vote (3-0) rescheduled the matter of Willie P. Watkins to February 4, 2014.

C. HEARINGS

The Board heard the Diana Bias matter. At 11:24 a.m. Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted (3-0) to go into closed session to deliberate the Diana Bias matter. After deliberating in closed session, Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted (3-0) to come out of closed session at 12:39 p.m.

DIANA D. BIAS, Correction Officer 1, SHERIFF

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted unanimously (3-0) that Ms. Bias did not violate the Sheriff's Office Rule and Regulation 202.28. Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted unanimously (3-0) and found the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (l), (u), (ee) and (ff), and upheld the suspension.

VII. Adjournment

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 3-0, adjourned the meeting at 12:40 PM.

Minutes submitted by: Veronica W. Robinson, Executive Secretary