

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, February 19, 2013 in Room 203-R of the Milwaukee County Courthouse.

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

II. Approval of Minutes

Mr. Delmenhorst moved, Mr. Doyle seconded and the Board, by vote of 5-0, approved the minutes of the February 5, 2013 meeting.

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

None

IV. Correspondence

None

V. First Appearances

A. DISCHARGES

ERIC V. DAHLGREN, Clerical Assistant 1, Clerk of Circuit Court

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, continued the matter for hearing certain on September 3, 2013, at the request of the employee.

KIM S. GRAY, Certified Nursing Assistant (Pool), BHD

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 5-0, continued the matter for an update on March 5, 2013, at the request of union representation.

B. SUSPENSIONS

MESHALA L. BELL, Certified Nursing Assistant, BHD

Mr. Delmenhorst moved, Ms. Dukes seconded, and the Board, by vote of 5-0, continued the matter for hearing certain on September 3, 2013, at the request of the employee.

LETRINA L. TURNER, Certified Nursing Assistant, BHD

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

VI. Call of the Chair

A. STATUS UPDATE

1). Discharges

CHAKAKHAN A. BUTLER, Certified Nursing Assistant, BHD

Ms. Dukes moved, Ms. Bauer seconded, and the Board, by vote of 5-0, accepted the resignation of Chakakhan A. Butler and closed this case.

RICHARD ALBIDRESS III, Deputy Sheriff, SHERIFF

Ms. Coral D. Pleas, Board President, Personnel Review Board, concluded that the matter could remain on the Personnel Review Board calendar under the Call of the Chair items.

2). Suspensions

CHRISTOPHER ADAMS, Deputy Sheriff, SHERIFF

Ms. Coral D. Pleas, Board President, Personnel Review Board, concluded that the matter could remain on the Personnel Review Board calendar under the Call of the Chair items.

BRIAN J. FOX, Deputy Sheriff, SHERIFF

SUS dated 09/28/11 for IA # 11-006 for 5 days

SUS dated 12/08/11 for IA # 11-343 for 1 day

Mr. Delmenhorst moved, Ms. Dukes seconded, and the Board, by vote of 5-0, continued both matters for joint hearing certain on September 3, 2013, at the request of union representation.

VII. Update

A. SUSPENSIONS

MORGAN L. BEVENUE, Registered Nurse, SHERIFF

SUS dated 01/24/13 for IA # 12-401 for 1 day

SUS dated 01/24/13 for IA # 12-449 for 3 days

SUS dated 01/24/13 for IA # 12-452 for 5 days

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

RICHARD S. ZAWATZKE, Correction Officer 1, SHERIFF

SUS dated 01/24/13 for IA # 12-448 for 5 days

SUS dated 01/24/13 for IA # 13-010 for 2 days

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

VIII. Hearings

A. **DISCHARGES**

WILLIE MCGEE, Quality Management Administrative Assistant, BHD
(Refer to Agenda item VIII C)

SHAWNTAY M. WALLS, Fiscal Assistant II, TREASURER

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, rescheduled the matter for hearing certain on March 19, 2013, at the request of union representation.

The Board heard the request of Attorney Teresa Mambu-Rasch for motion to adjourn to the Shawntay M. Walls matter. Mr. Doyle moved, Ms. Bauer seconded, and the Board voted (5-0) to discuss the motion to adjourn in closed session.

B. **DISCHARGES & SUSPENSIONS**

MICHAEL TRINKL, Deputy Sheriff, SHERIFF

DIS dated 11/17/11 for IA # 11-227

SUS dated 12/09/10 for IA # 10-497 for 15 days

Mr. Delmenhorst moved, Ms. Dukes seconded, and the Board, by vote of 5-0, rescheduled both matters for joint hearing certain on March 5, 2013, at the request of union representation.

LINDA D. JOHNSON, Certified Nursing Assistant, BHD

DIS dated 06/29/12

SUS dated 02/02/12 for 5 days

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, rescheduled both matters for joint hearing certain on April 16, 2013, at the request of union representation.

SHERRON BATTLE, Certified Nursing Assistant, BHD

SUS dated 05/29/12 for 2 days

SUS dated 07/05/12 for 5 days

DIS dated 03/05/12 for IA # 12-012

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, rescheduled all matters for joint hearing certain on March 19, 2013, at the request of union representation.

At 9:40 am, Mr. Delmenhorst moved, Mr. Doyle seconded, and the Board voted (5-0) to go into closed session to deliberate the Shawntay M. Walls matter. At 10:13 am, the Board reconvened in open session.

C. HEARINGS

The Board heard the part of Willie McGee case. At 12:32 pm, the Board adjourned for lunch and then reconvened at 1:20 pm.

At 3:05 pm, Mr. Doyle moved, Ms. Bauer seconded, and the Board voted (5-0) to go into closed session to deliberate the Willie McGee matter.

WILLIE MCGEE, Quality Management Administrative Assistant, BHD

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted (5-0) that the charges that Mr. McGee violated were well-founded.

Mr. Doyle then moved, Ms. Bauer seconded, and the Board voted (5-0) that, based on the facts and circumstances of this case, the Board shall hold an order of discharge in abeyance. Mr. McGee will instead serve a 45-working day unpaid suspension in addition to the unpaid period of suspension he has served since the issue date of the charges. Furthermore, pursuant to Rule VI, Section 8 of the Board's Rules of Procedure, the Board imposes a 1,040 hour re-evaluation period upon the parties. The re-evaluation period is to be served by Mr. McGee upon his return to work. A copy of the terms of the Re-evaluation period will be provided to both parties.

The Board hereby places the parties on notice that the re-evaluation period of Willie M. McGee shall provide him with an opportunity to rectify the conduct delineated by the Board, so as to conform to the standards required by county management for such conduct. Mr. McGee is on notice that from the time of the imposition of the 1,040 hour re-evaluation period – which starts after his 45 working-day suspension has concluded – failure to rectify his conduct to the satisfaction of a neutral representative of County management may result in Mr. McGee being separated from county employment by his appointing authority at any time during the re-evaluation period. Such separation during the re-evaluation period of Mr. McGee shall be without further review by the Board. In the event Mr. McGee's appointing authority does separate Mr. McGee prior to completion of his re-evaluation period, the appointing authority shall submit to the PRB, on a form provided by the PRB, a written statement giving the date and reasons for such separation.

Mr. McGee's refusal to agree the terms of the re-evaluation will result in his immediate discharge from Milwaukee County employment.

Mr. Delmenhorst moved, Ms. Dukes seconded, and the Board voted (5-0) to come out of closed session at 4:07 pm.

IX. Adjournment

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 5-0, adjourned the meeting at 4:07 PM.

Minutes submitted by: Veronica W. Robinson, Executive Secretary