

# **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 8:30 AM on Tuesday, March 19, 2013 in Room 203-R of the Milwaukee County Courthouse.

The following Board Members were present: Coral D. Pleas, Mr. H. Fred Delmenhorst and Fran Bauer. Mr. Doyle and Ms. Dukes were temporarily excused.

Mr. Doyle arrived at 8:38 am. Ms. Dukes arrived at 8:43 am and departed at 9:02 am.

### **II. Approval of Minutes**

Mr. Delmenhorst moved, Ms. Bauer seconded and the Board, by vote of 3-0, approved the minutes of the February 19, 2013 meeting.

Mr. Delmenhorst moved, Ms. Bauer seconded and the Board, by vote of 3-0, approved the minutes of the March 5, 2013 meeting.

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

None

### **IV. Correspondence**

None

### **V. First Appearances**

#### **A. DISCHARGES**

The matters of Corrine D. Ehmke, Marlon A. Hanna, Cheri C. Schmitz and Michael L. Wilkinson were called jointly. Attorney Teresa Mambu-Rasch appeared on behalf of Ms. Ehmke, who was not present, and Mr. Hannah, who was present. Ms. Schmitz was not present, nor was her legal counsel Attorney Mark Pecora. Mr. Wilkinson was not present and was not represented at the meeting. Attorney Paul Kuglitsch, Principal Assistant Corporation Counsel appeared on behalf of the appointing authority. Calvin Lee also appeared on behalf of Ms. Ehmke and Mr. Hannah. The parties informed the Board that, prior to appearing on March 19, 2013, the parties agreed to request a special hearing date of either Wednesday, June 26, 2013 or Friday, July 26, 2013. Attorney Kuglitsch spoke on behalf of Attorney Pecora and informed the Board that Attorney Pecora preferred the June date. Attorney Mambu-Rasch informed the Board she preferred the July date. Attorney Mambu-Rasch explained that because of the fact pattern of the case, she needed to review the documentation to see if a conflict existed in her representation of both Ms. Ehmke and Mr. Hannah. If so, Attorney Mambu-Rasch stated additional outside counsel would be needed. Attorney Kuglitsch stated for the record that Mr.

Wilkinson and Ms. Schmitz had submitted by letter that they waived their rights to a hearing within 21 day and requested a special hearing date. Calvin Lee stated the same for Ms. Ehmke and Mr. Hannah.

**CORRINE D. EHMKE, Correction Officer 1, SHERIFF**

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, continued the matter for special hearing certain on July 26, 2013, at the request of union representation.

**MARLON A. HANNAH, Correction Officer 1, SHERIFF**

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, continued the matter for special hearing certain on July 26, 2013, at the request of union representation.

**CHERI C. SCHMITZ, Correction Officer 1, SHERIFF**

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, continued the matter for special hearing certain on July 26, 2013, at the request of Attorney Mark Pecora, private legal counsel for the employee.

**MICHAEL L. WILKINSON, Correction Officer 1, SHERIFF**

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, continued the matter for special hearing certain on July 26, 2013, at the request of the employee.

**B. SUSPENSIONS**

**SHAKISHA EDWARDS, Certified Nursing Assistant, BHD**

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

**VENESSA HORNSBY, Certified Nursing Assistant, BHD**

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

**VI. Call of the Chair**

**A. STATUS UPDATE**

**1). Suspension**

**CHRISTOPHER J. ADAMS, Deputy Sheriff, SHERIFF**

Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 5-0, accepted the resignation of Christopher J. Adams and closed this case.

**VII. Update**

**A. DISCHARGES**

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

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 5-0, accepted the last chance agreement for Kim S. Gray and closed this case.

**ALTHEA R. TOWNSEND, Certified Nursing Assistant (Pool), BHD**

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 appointing authority. Ms. Townsend, who was present, did not object.

**B. SUSPENSIONS**

**SHALON S. WHITE, Correction Officer 1, SHERIFF**

Ms. Bauer moved, Mr. Doyle seconded, and the Board, by vote of 5-0, accepted the resignation in absentia for Shalon S. White and closed this case.

**MELODY A. HENDRIX, Licensed Practical Nurse, SHERIFF**

**SUS dated 11/09/12 for IA # 12-381 for 5 days**

**SUS dated 11/09/12 for IA # 12-386 for 5 days**

Mr. Doyle moved, Mr. Delmenhorst seconded, and the Board, by vote of 5-0, accepted the resignation of Melody A. Hendrix and closed this case.

**VIII. Hearings**

**A. DISCHARGE**

**SHAWNTAY M. WALLS, Fiscal Assistant II, TREASURER**

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 4-0, accepted the resignation of Shawntay M. Walls and closed this case.

**B. DISCHARGES & SUSPENSIONS**

**VALERIE CROWLEY, Dispatcher, SHERIFF**

**DIS dated 03/24/11 for IA # 11-053**

**SUS dated 03/25/11 for IA # 11-055 for 10 days**

Mr. Doyle moved, Ms. Bauer seconded, and the Board, by vote of 3-1; Mr. Delmenhorst dissenting, rescheduled both matters for joint hearing certain on April 30, 2013, at the request of Ms. Coral D. Pleas, Board President, Personnel Review Board. Attorney Paul Kuglitsch, Principal Assistant Corporation Counsel for the appointing authority stated for the record that if Ms. Wright was reinstated, backpay would not be awarded to her beyond the date. Ms. Crowley concurred.

**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**

(Refer to Agenda item VIII D)

**C. SUSPENSIONS**

**CRAIG ROBINSON, Juvenile Correction Officer, Del. & Ct. Svcs, DHHS**

Ms. Bauer moved, Mr. Delmenhorst seconded, and the Board, by vote of 5-0, accepted the oral agreement that reduced the 25 day suspension to a 15 day suspension and a 10-working-day backpay and closed this case.

**SABRINA A. FORD, Certified Nursing Assistant, BHD**

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

**CHARLOTTE A. HUTCHINS, Human Service Worker, FAMILY CARE**

**SUS dated 09/13/12 for 2 days**

**SUS dated 11/06/12 for 5 days**

Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board, by vote of 5-0, continued both cases to the Call of the Chair to await for Ms. Hutchins to recover from her medical condition.

**D. HEARINGS**

*The Board heard part of the Sherron Battle case. At 12:24 pm, Mr. Delmenhorst moved, Ms. Bauer seconded, and the Board voted (4-0) to adjourn for lunch until 1:15 pm.*

*At 1:15 pm, the Board resumed the hearing.*

*The Board finished hearing the Sherron Battle matter at 2:25 pm. Mr. Doyle then moved, Ms. Bauer seconded, and the Board voted (4-0) to go into closed session to deliberate the Sherron Battle matter. After deliberating in closed session, Mr. Doyle moved, Mr. Delmenhorst seconded, and the Board voted (4-0) to come out of closed session at 3:03 pm.*

**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, Mr. Delmenhorst seconded, and the Board, by unanimous vote (4-0) found the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (l), (t) and (u), and upheld the 2-day suspension. Mr. Doyle moved, Ms. Bauer seconded, and the Board, by unanimous vote (4-0) found the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (i), (l) and (t), and upheld the 5-day suspension. Mr. Delmenhorst moved, Mr. Doyle seconded, and the Board, by majority vote (3-1; Ms. Bauer dissenting) found the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (i), (l), (t), (u) and (kk), and upheld the discharge.

**IX. Adjournment**

Mr. Doyle moved, Mr. Delmenhorst seconded, and the Board, by vote of 4-0, adjourned the meeting at 3:05 PM.

Minutes submitted by: Veronica W. Robinson, Executive Secretary