

Milwaukee County Personnel Review Board

Meeting Minutes – July 8, 2014

I. Roll Call

Board President Daniel Dennehy called to order the regular meeting of the Personnel Review Board at 9:07 AM on Tuesday, July 8, 2014 in Room 201-B of the Milwaukee County Courthouse.

The following Board Members were present: Mr. Daniel T. Dennehy, Ms. Susan A. Lueger, and Ms. Melissa R. Soberalski.

Ms. Mary K. Bruno and Ms. Melissa D. Hudson (Clark) were excused.

II. Approval of Minutes of the June 24, 2014 Meeting

Ms. Lueger moved, Ms. Soberalski seconded and the Board, by vote of 3-0, approved the minutes of the June 24, 2014 meeting.

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

None

IV. Correspondence

None

V. First Appearances

A. DISCHARGES

SCOTT KUHTZ, Deputy Sheriff, SHERIFF

Case 2-4128 dated 06/24/2014 for IA #14-134

The Board heard the request of Roy Felber, President, Deputy Sheriff's Association that Scott Kultz, who was not present, waived his rights to a hearing within 21 days pursuant to Chapters 63.10 and 63.12, Wis. Stats., and authorized the Deputy Sheriff's Association to represent him before the Board in all matters regarding the instant charges and was seeking a hearing certain date. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0), scheduled the matter of Scott Kultz for hearing certain on Tuesday, September 16, 2014.

ANDREA HEASTON-STEWART, Medical Assistant, SHERIFF

Case 2-4131 dated 06/26/2014 for IA #14-082

The Board heard the report of Paul Kuglitsch, Assistant Corporation Counsel that Andrea Heaston-Stewart, who was not present, had not been served after several attempts by the Milwaukee County Sheriff's deputy. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0), scheduled the matter of Andrea Heaston-Stewart for hearing certain on Tuesday, September 2, 2014 to allow time for publishing notice of the matter.

KIM LISOWSKI, Clerical Assistant II, SHERIFF

Case 2-4133 dated 06/26/2014 for IA #14-117

Case 2-4134 dated 06/26/2014 for IA #14-118

The Board heard the request of Calvin Lee, Staff Representative, District Council 48, AFSCME that Kim Lisowski, who was present, waived her rights to a hearing within 21 days pursuant to Chapters 63.10 and 63.12, Wis. Stats., and authorized District Council 48, AFSCME to represent him before the Board in all matters regarding the instant charges and was seeking to be placed to the Call of the Chair until the results of her IME hearing. Paul Kuglitsch, Assistant Corporation Counsel had no objections. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), moved both discharge matters of Kim Lisowski to the Call of the Chair.

LOUVENIA WILSON, Correction Officer, SHERIFF

Case 2-4136 dated 06/26/2014 for IA #14-107

The Board heard the request of Calvin Lee, Staff Representative, District Council 48, AFSCME that Louvenia Wilson, who was present, waived her rights to a hearing within 21 days pursuant to Chapters 63.10 and 63.12, Wis. Stats., and authorized District Council 48, AFSCME to represent her before the Board in all matters regarding the instant charges and was seeking a hearing certain date. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), scheduled the matter of Louvenia Wilson for hearing certain on Tuesday, September 2, 2014.

B. **SUSPENSIONS**

CHRISTINE BECKER, Registered Nurse, SHERIFF

Case 1-4130 dated 06/27/2014 IA # 14-037 for 10 days

(Refer to Agenda item VII D)

DWAYNE E. LEE, Clerical Assistant II, SHERIFF

Case 1-4132 dated 06/27/2014 for IA #13-338 for 3 days

The Board heard the request of Calvin Lee, Staff Representative, District Council 48, AFSCME that Dwayne E. Lee, who was present, waived his rights to a hearing within 21 days pursuant to Chapters 63.10 and 63.12, Wis. Stats., and authorized District Council 48, AFSCME to represent him before the Board in all matters regarding the instant charges and was seeking a hearing certain date. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), scheduled the matter of Dwayne E. Lee for hearing certain on Tuesday, August 19, 2014.

LATOYA RENFRO, Correction Officer, SHERIFF

Case 1-4135 dated 06/27/2014 for IA #14-116 for 30 days

The Board heard the report of Charmaine Gee, Administrative Assistant, Office of the Personnel Review Board that Latoya Renfro, who was not present, waived her rights to a hearing within 21 days pursuant to Chapters 63.10 and 63.12, Wis. Stats., and was seeking a hearing certain date. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0), scheduled the matter of Latoya Renfro for hearing certain on Tuesday, September 2, 2014.

LYLE MAY, Auto & Equipment Service Tech, DOT

Case 1-4138 dated 06/27/2014

The Board heard the report of Charmaine Gee, Administrative Assistant Personnel Review Board, Lyle May, who was not present, submitted a waiver accepting one day suspension. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), accepted the waiver of suspension of Lyle May.

VI. Update

A. DISCHARGES

TRESHAWNDA WRIGHT, Correction Officer 1, HOC

Case 2-4059 dated 02/11/14 for HOC IA # 13-113

The Board heard the report of Calvin Lee, Staff Representative District Council 48, AFSCME, that he had no objections of moving the matter of Treshawnda Wright to Tuesday, August 5, 2014. Paul Kuglitsch, Assistant Corporation Counsel had no objections. Ms. Lueger then moved, Ms. Soberalski seconded, and the Board voted (3-0) to reschedule the matter of Treshawnda Wright from Friday, July 11, 2014 to Tuesday, August 5, 2014.

B. SUSPENSIONS

JANELL Y. DAVIS, Correction Officer I, HOC

Case 1-4124 dated 05/23/2014 for HOC IA # 14-099 for 2 days

The Board heard the report of Calvin Lee, Staff Representative District Council 48, AFSCME, that he had no objections of moving the matter of Janell Davis to Tuesday, August 5, 2014. Paul Kuglitsch, Assistant Corporation Counsel had no objections. Ms. Lueger then moved, Ms. Soberalski seconded, and the Board voted (3-0) to reschedule the matter of Janell Davis from Friday, July 11, 2014 to Tuesday, August 5, 2014.

KIM LISOWSKI, Clerical Assistant II, SHERIFF

Case 1-3538 dated 03/24/2014 for IA #11-043 for 10 days

Case 1-4104 dated 04/24/2014 for IA #13-331 for 2 days

Case 1-4105 dated 04/24/2014 for IA #13-360 for 5 days

Case 1-4106 dated 04/24/2014 for IA #13-083 for 10 days

The Board heard the request of Calvin Lee, Staff Representative, District Council 48, AFSCME that Kim Lisowski, who was present, was seeking to be placed to the Call of the Chair until the results of her IME hearing. Paul Kuglitsch, Assistant Corporation Counsel had no objections. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), moved all matters of Kim Lisowski to the Call of the Chair.

VII. Hearings

A. DISCHARGE

ANDREW ENDERS, Heating & Vent Mechanic I, DOT

Case 1-4097 dated 04/11/2014

The Board heard the report of Calvin Lee, Staff Representative, District Council 48, AFSCME, that Andrew Enders, who was not present, submitted a letter of resignation dated July 2, 2014. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0), accepted the resignation of Andrew Enders and closed this case.

B. SUSPENSIONS

DEBBIE O. MORGAN, Deputy Sheriff I, SHERIFF

Case 1-3858 dated 12/19/2012 for IA # 12-158 for 60 days

The Board heard the report of Paul Kuglitsch, Assistant Corporation Counsel that Debbie Morgan, who was not present, submitted a letter of resignation dated July 5, 2014. The Board acknowledged the resignation and took no further action.

WILLIE P. WATKINS, Deputy Sheriff I, SHERIFF

Case 1-4125 dated 12/19/2012 for IA # 12-158 for 60 days

(Refer to Agenda item VII D)

C. GRIEVANCE

ROBERT COLLAZO, Zookeeper, ZOO

GRI #61417 dated 10/08/13

The Board heard the request of Attorney Mark Sweet, Sweet and Associates, legal Counsel for District Council 48, AFSCME to place the matter of Robert Collazo, who was present, to the Call of the Chair to await pending results from claim filed with the Equal Rights Division.

At 9:36 a.m., Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted (3-0) to go into closed session to deliberate the Robert Collazo matter. At 9:44 a.m., after deliberating in closed session, the Board reconvened in open session.

Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0), continued the matter of Robert Collazo for an update on Tuesday, August 19, 2014.

D. HEARINGS

The Board heard the Christine Becker matter, next the Willie Watkins matter. At 3:42 p.m., Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted (3-0) to go into closed session to deliberate the Christine Becker and Willie Watkins matters. At 4:19 p.m., after deliberating in closed session, the Board reconvened in open session.

CHRISTINE BECKER, Registered Nurse, SHERIFF

Case 1-4130 dated 06/27/2014 IA # 14-037 for 10 days

Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted (3-0) found that the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraph (l) (t) and (u) specifically Milwaukee County Sheriff's Office Rules and Regulations 202.20, 202.17, 202.06, 202.31 and 202.21, and upheld the ten (10) day suspension.

WILLIE WATKINS, Deputy Sheriff I, SHERIFF

SUS 1-4125 dated 12/19/2012 for IA #12-158 for 60 days

Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted (3-0) found that the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraph (l) and (o) specifically Milwaukee County Sheriff's Office Rules and Regulations 202.14, 202.17 and 202.19. Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted (3-0) to modify the penalty recommended by the appointing authority to a 30-day imposed suspension and a 30-day stayed suspension contingent on Mr. Watkins' completion of anger management training through the Employee Assistance Program (EAP) within the next 12 months.

VIII. Adjournment

Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by vote of 3-0, adjourned the meeting at 4:21 PM.

Minutes submitted by: Charmaine J. Gee, Administrative Assistant