

**GRIEVANCE REVIEW BOARD MINUTES**  
**January 7, 2015**

**NOTE: THESE MINUTES ARE PRELIMINARY, AS THEY HAVE NOT BEEN APPROVED BY THE GRIEVANCE REVIEW BOARD. THE BOARD HAS NOT MET SINCE JANUARY 7, 2015. THEREFORE, MEMBERS HAVE NOT YET HAD AN OPPORTUNITY TO REVIEW THIS DOCUMENT.**

**Present:** Joe Hotynski, LeRoy Dahms, Tom Shandonay (via phone)

**Excused:**

**Also present:** Ron Montgomery, Chief Deputy Christopherson, Sheriff Matz, John Bodnar

**Meeting called to order at** 8:40 **by** Joe Hotynski

**Approval of the minutes of the** 10-16-14 **meeting**

**Motion by** LeRoy Dahms

**Seconded by** Tom Shandonay

**Carried** 3-0

**Procedural Questions from Members**

None

**Motion by** LeRoy Dahms to go into closed session, **seconded by** Tom Shandonay, pursuant to an exemption provided in Section 19.85 (1)(b), Wisconsin Statutes, for the purpose of investigating charges against public employees and considering the possible discipline of public employees. Roll call vote: Hotynski, aye, Dahms, aye; Shandonay, aye

**Carried** 3-0

**Discussion**

Joe Hotynski noted that the Board had convened to consider disciplinary action of a one day unpaid suspension against Deputy Kurt Sadowska for violation of Rule of Conduct .05 – unbecoming conduct and Rule of Conduct .09, insubordination.

Sheriff Matz said in August of 2014 Jail Administrator Captain Greg Cianciolo verbally counseled Deputy Sadowaska because of his negative attitude. His actions were impacting morale and jail operations and he was being disrespectful to supervisors at the jail. On December 2, 2014 Captain Cianciolo again met with Deputy Sadowska regarding a shift change. Deputy Sadowska was dissatisfied with his current assignment and was venting his frustration. On December 7, 2014 Deputy Sadowska publicly confronted the Jail Sgt and shouted at her because another deputy was not helping out. On December 8, 2014 Deputy Sadowska confronted the same supervisor over the phone. Sheriff Matz said an internal investigation was conducted and he's asking for one day unpaid suspension. Deputy Sadowska is a twelve year employee and he's had issues with attitude but his performance is mostly satisfactory.

Joe Hotynski asked how much time is spent on investigating. Sheriff Matz said there is a lot of time and Lt. Carrie Koepp did most of it. They've never tracked the amount of hours spent on an investigation. Sheriff Matz said he looked at the severity of the offense and felt one day suspension was appropriate. Joe Hotynski said he

agreed, if the employees performance is mostly satisfactory then he has no problem with a one day suspension. LeRoy Dahms said with the severity of the offense he feels the penalty is light but he will agree with the one day suspension.

**Motion by** Joe Hotynski to accept the Sheriff's recommendation of a one day unpaid suspension against Deputy Kurt Sadowska.

**Seconded by** LeRoy Dahms

Roll call vote: Hotynski, aye; Dahms, aye; Shandonay, aye

**Carried** 3-0

**Motion by** LeRoy Dahms to reconvene in open session. **Seconded by** Tom Shandonay

Roll call vote: Hotynski, aye; Dahms, aye; Shandonay, aye

**Carried** 3-0

Motion to adjourn at 8:50 by LeRoy Dahms

Seconded by Tom Shandonay

**Carried** 3-0

Submitted by  
Kathy Rumlow