

## **GRIEVANCE REVIEW BOARD MINUTES**

**February 2, 2018**

**NOTE: These Minutes are preliminary and not official until approved by the Grievance Review Board.**

**Present:** Joe Hotynski, LeRoy Dahms (arrived 9:03), Brenda Keller, Ronald Lewis

**Excused:** John Nichols

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

**Meeting called to order at 9:00 by Joe Hotynski**

**Approval of the minutes of the 10-28-16 meeting**

**Motion by Brenda Keller**

**Seconded by Ron Lewis**

**Carried 3-0**

### **Procedural Questions from Members**

None

**Motion by Ron Lewis** to go into closed session, seconded by **Brenda Keller**, 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: Lewis, aye; Hotynski, aye; Keller, aye

**Carried 3-0**

### **Discussion**

**Joe Hotynski** noted that the Board had convened to consider disciplinary action of a one-day unpaid suspension for Deputy Kyle Holewinski for violation of Rule of Conduct 09-insubordination and Rule of Conduct 27-courtesy. In addition, the Sheriff is recommending the imposition of a separate one day unpaid suspension for violation of Rule of Conduct 08: Obeying Orders and Rule of Conduct 32: Dissemination of Information. That disciplinary action had been stayed in January of 2017, contingent upon no further infractions within one year.

Sheriff Matz said Deputy Holewinski has been a Deputy since 1992, and is a good employee. There was an issue on January 27, 2017, where the MEG unit was listening to inmates' phone calls and found that Deputy Holewinski was relaying information between inmates. In addition to the general prohibition against Deputies engaging in such relays, there was a no-contact provision in place between the inmates in this case. The Sheriff's recommendation of a one-day suspension was imposed and stayed with the condition that there would be no similar violation for a one-year period. There was another incident on December 23, 2017, where Deputy Holewinski swiped out early on the Kronos timekeeping system. He received an email from Sgt. Emmrich informing him that he swiped out early and his overtime had to be amended. Deputy Holewinski sent a reply email stating "It figures. All the time I stay over and never claim it, I get screwed for two minutes. I guess that'll teach me to do anything extra for this place. Whatever." If that had been the end of it he probably would have had a counseling session and time to cool off, the Sheriff told the Board. On December 26, 2017, Corporal Rasmussen, who is a friend of Deputy Holewinski's, was working in Booking. He came in to wish her a merry Christmas. She asked Deputy Holewinski about the email he sent, and he became agitated. He said "This place is bullshit." Corporal Rasmussen asked him to be quiet. Deputy Holewinski got louder. Corporal Rasmussen told him if he wanted to talk further they could go somewhere private. Deputy Holewinski finally left.

Sheriff Matz met with Deputy Holewinski. The Deputy said he recognizes he could have handled the situation differently. The Sheriff is recommending a one-day unpaid suspension for this incident and also recommending the stayed one-day unpaid suspension be imposed as Deputy Holewinski violated the conditions of the stayed discipline with another discipline infraction within a one year time period.

Ron Lewis asked if this was for a two-day suspension and if Deputy Holewinski understands that. The Sheriff said yes he understands. Joe Hotynski asked if Deputy Holewinski is the department's chaplain. The Sheriff said he is a chaplain liaison. He sets up training for the volunteer, outside chaplains. The department doesn't have an internal jail chaplain. Joe Hotynski asked if Deputy Holewinski realized he crossed the line and did he have any comments on the discipline. Sheriff Matz said he knows he went too far.

**Motion by Brenda Keller** to accept the Sheriff's recommendation of a two-day unpaid suspension against Deputy Kyle Holewinski.

**Seconded by Ron Lewis.**

Roll call vote: Lewis, aye; Hotynski, aye; Keller, aye; Dahms, aye

**Carried 4-0**

**Motion by Brenda Keller** to reconvene in open session. **Seconded by Joe Hotynski.**

Roll call vote: Lewis, aye; Hotynski, aye; Keller aye; Dahms, aye

**Carried 4-0**

### **Election of Officers**

Brenda Keller nominated Joe Hotynski to be the Chairman.

Seconded by Ron Lewis

Carried 4-0

Joe Hotynski nominated Brenda Keller to be the Vice Chairman.

Seconded by LeRoy Dahms

Carried 4-0

**Motion to adjourn at 9:16 by Brenda Keller.**

Seconded by Ron Lewis

**Carried 4-0**

Submitted by

Kathy Rumlow

Department of Human Resources