

## GRIEVANCE REVIEW BOARD MINUTES

August 30, 2016

**NOTE: THESE MINUTES ARE PRELIMINARY, AS THEY HAVE NOT BEEN APPROVED BY THE GRIEVANCE REVIEW BOARD. THE BOARD HAS NOT MET SINCE OCTOBER 30, 2015. THEREFORE, MEMBERS HAVE NOT YET HAD AN OPPORTUNITY TO REVIEW THIS DOCUMENT.**

**Present:** Joe Hotynski, LeRoy Dahms, Brenda Keller, John Nichols, Ronald Lewis

**Excused:** None.

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

**Meeting called to order at** 8:30 **by** John Nichols

**Approval of the minutes of the** 10-30-15 **meeting**

**Motion by** Joe Hotynski **to accept the minutes with correction stated by Ron Montgomery**

**Seconded by** LeRoy Dahms

**Carried** 5-0

### **Procedural Questions from Members**

John Nichols inquired about officer elections and when they should be. Ron Montgomery said he would check the minutes to find out. John Nichols said it should be done regularly. Ron Montgomery replied that he would schedule elections for the next meeting.

**Motion by** Joe Hotynski **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: Keller, aye, Dahms, aye; Nichols, aye; Lewis, aye; Hotynski, aye

**Carried** 5-0

### **Discussion**

John Nichols noted that the Board had convened to consider disciplinary action of a six day unpaid suspension against Deputy Bryan Nagorny for violation of Rule of Conduct 22 – reporting for duty.

John Nichols asked why the Sheriff recommended a six-day suspension, rather than dismissal. The Sheriff said he is a ‘serviceable’ employee who has an opportunity to succeed with the Sheriff’s Office. He is not a bad employee and he’s not concerned. The Sheriff said a suspension longer than six days would not be good for the department, as it causes an overtime issue. The Sheriff said Deputy Nagorny knows what’s at stake, he was helping a fellow Sheriff’s Office employee move and feel asleep without setting an alarm. LeRoy Dahms asked about his seniority with the department. Chief Deputy Christopherson said his start date was October 24, 2013. Ron Lewis asked if he was still on probation. Sheriff Matz stated he had passed probation. John Nichols stated that we also invested in training him. The Sheriff said we sent him to time management training which he appreciated. Ron Lewis asked if he was eligible to go to day shift. The Sheriff said yes but family scheduling issues make that an inconvenient option. Joe Hotynski asked how many last chances he would get. The Sheriff said if it happened again within six months he would likely recommend termination. Ron Lewis asked if he had any other discipline. The Sheriff said yes, but not related to tardiness. Ron Lewis asked if he was remorseful and the Sheriff said he takes responsibility and doesn’t make any excuses.

**Motion by** Joe Hotynski to accept the Sheriff's recommendation of a six day unpaid suspension against Deputy Bryan Nagorny

**Seconded by** Brenda Keller

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

**Carried** 5-0

**Motion by** Joe Hotynski to reconvene in open session. **Seconded by** Ron Lewis

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

**Carried** 5-0

Motion to adjourn at 8:40 by Joe Hotynski

Seconded by Brenda Keller

**Carried** 5-0

Submitted by  
Kathy Rumlow