

GRIEVANCE REVIEW BOARD MINUTES
October 28, 2016

Present: Joe Hotynski, LeRoy Dahms, Brenda Keller, John Nichols

Excused: Ronald Lewis

Also present: Ron Montgomery, Sheriff Matz, Lt. Amber Rozek

Meeting called to order at 10:00 **by** John Nichols

Approval of the minutes of the 8-30-16 **meeting**

Motion by Joe Hotynski

Seconded by Brenda Keller

Carried 4-0

Procedural Questions from Members

None

Election of Officers

Brenda Keller nominated Joe Hotynski to be the Chairman

Seconded by LeRoy Dahms

Carried 4-0

Joe Hotynski nominated Brenda Keller to be the Vice Chairman

Seconded by John Nichols

Carried 4-0

Motion by Brenda Keller to go into closed session, **seconded by** John Nichols, 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: Dahms, aye, Nichols, aye; Hotynski, aye; Keller, aye

Carried 4-0

Discussion

Joe Hotynski noted that the Board had convened to consider disciplinary action of a three day unpaid suspension against Deputy Kurt Sadowska for violation of Rule of Conduct 09 – insubordination and Rule of Conduct 16 – unsatisfactory performance.

Sheriff Matz introduced Lt. Amber Rozek and said if the Board had any questions for her they could ask. Sheriff Matz said on August 17, 2016, Captain Christie had a Division meeting to discuss what staff could expect of him and what he expected of staff. There was a focus on performance evaluations to improve employee job satisfaction and buy-in. Employees fill out monthly activity sheets that document their performance. Deputy Sadowska documented activity he did on his days off and he put more effort into that than documenting his job performance. A review of monthly activity sheets submitted by Deputy Sadowska revealed he wrote “running shit”. The Sheriff first thought it was a typo and should have read “running shift”.

However, Deputy Sadowska admitted it was accurate. The Sheriff had a discussion with him about his demeanor and attitude and asked if he really wanted to be a Winnebago County employee. Deputy Sadowska apologized but he was flippant about it. The Sheriff said all documents filled out are public record and if someone asked for it he would have to give it out. Joe Hotynski asked how long he's been employed. Lt. Rozek said since 2003.

Joe Hotynski said he doesn't think three days is enough of a penalty, and that the suspension should be six days. The Sheriff said he would recommend termination if Deputy Sadowska repeats this behavior, and noted that his performance is substandard. John Nichols asked if the board could vote to increase discipline, and if the Deputy could contest the increase. Ron Montgomery said the board can take any action it saw fit but he would afford Deputy Sadowska an opportunity to be heard. John Nichols said he would go along with the Sheriff's recommendation. Brenda said the Board has had this name before them a couple times and she assumes in the future the Sheriff would recommend termination.

Motion by Brenda Keller to accept the Sheriff's recommendation of a three day unpaid suspension against Deputy Kurt Sadowska with the caveat attached should there be similar incidents in the future that the Board will entertain more severe disciplinary action up to and including termination

Seconded by John Nichols

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

Carried 4-0

Motion by John Nichols to reconvene in open session. **Seconded** by Brenda Keller

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

Carried 4-0

Motion to adjourn at 10:20 by John Nichols

Seconded by LeRoy Dahms

Carried 4-0

Submitted by
Kathy Rumlow