

GRIEVANCE REVIEW BOARD MINUTES
October 19, 2011

Present: LeRoy Dahms, Tom Shandonay, John Nichols, Joe Hotynski

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

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

Approval of the minutes of the 7-20-11 **meeting**

Motion by Joe Hotynski

Seconded by Tom Shandonay

Carried 4-0

Procedure Questions from Members

Ron Montgomery noted that the year was incorrect on the agenda for the approval of the minutes, it should be 2011. John Nichols asked if the Board had any questions and there were none.

Motion by Joe Hotynski **to go into closed session, seconded by** LeRoy Dahms, 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; Shandonay, aye; Nichols, aye; Hotynski, aye. **Carried** 4-0

Discussion

John Nichols noted that the Board had convened to consider disciplinary action of a one-day unpaid suspension against Officer Adam Bauer for violation of Rule of Conduct .02 Employees Personal Affairs, Rule of Conduct .22 Unbecoming Conduct, Rule of Conduct .32 Prisoners in Custody and Rule of Conduct .34 Prohibited Associations.

Joe Hotynski asked about the seriousness of the offense. Sheriff Matz said the outcome could have been more serious and added that the conduct will be discussed at officers' training sessions. Joe Hotynski asked how long Officer Bauer has been employed. Sheriff Matz replied that he has been employed as a Correctional Officer for two years. John Nichols said during the interview of Officer Bauer, Lt. Mack reminded him that comments such as "don't recall" and "don't remember" are common indicators of deception. Sheriff Matz said investigators got 90% of the truth and that the relationship in question went beyond what is appropriate. Sheriff Matz said he based his disciplinary recommendation on what actually happened and not what could have happened. Tom Shandonay asked if a one-day suspension was enough and the Sheriff said it was, given what the Sheriff's Office was able to prove and what Officer Bauer admitted to.

Motion by Joe Hotynski **to accept the Sheriff's decision of a one-day unpaid suspension against Officer Adam Bauer**

Seconded by Tom Shandonay

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

Carried 4-0

Motion by Joe Hotynski **to reconvene in open session. Seconded by** Tom Shandonay

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

Carried 4-0

Motion to adjourn at 8:45 **by** Joe Hotynski

Seconded by Tom Shandonay

Carried 4-0

Submitted by Kathy Rumlow, Human Resources Confidential Secretary/Receptionist.