

SHERIFF'S GRIEVANCE COMMITTEE
MINUTES OF March 19, 2020

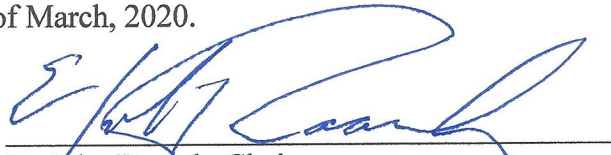
The Waukesha County Sheriff's Grievance Committee was called to order on March 19, 2020 at 2:30 p.m., by Chairman Raasch In the Matter of Charges Filed Against Lieutenant Michael J. Pavlovich. Present were members Spangler, Henschel, de la Mora and Raasch. Also present were representatives of the Sheriff's Department, Deputy Inspector Patrick Esser. Lieutenant Michael J. Pavlovich was also present. Also present from the Department of Human Resources was Teri Henning.

Motion was then made and seconded and was unanimously approved that the Committee to go into closed session pursuant to Section 59.26(8)(b) of the Wisconsin Statutes.

Presentation was made by the representative of the Sheriff's Department, Deputy Inspector Patrick Esser and thereafter a statement of Lieutenant Michael J. Pavlovich was made by him personally stipulating to the charges and that the requirements of the Sec. 59.26 Wis. Stats. had been followed and as to the requested sanction of a five (5) day suspension without compensation as a result of violations of Standards of Conduct-Rule 1.09 and Policy 2.06 of the Sheriff's Department.

Following the statements of those present and questions by the Committee, it reviewed the testimony, stipulation and record in deliberation, taking into consideration §59.26(b)5m of the Wisconsin Statutes, and rendered its decision, a copy of which is attached hereto.

Respectfully submitted this 20th day of March, 2020.



E. John Raasch, Chairman
Sheriff's Grievance Committee

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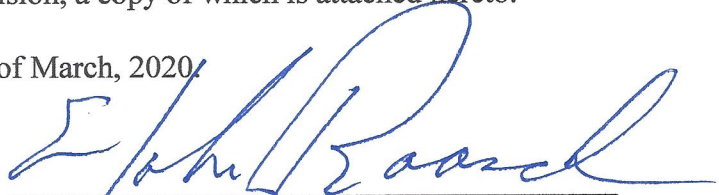
The Waukesha County Sheriff's Grievance Committee was called to order on March 19, 2020 at 2:30 p.m., by Chairman Raasch In the Matter of Charges Filed Against Deputy Stephen O. Smith. Present were members Spangler, Henschel, de la Mora and Raasch. Also present were representatives of the Sheriff's Department, Deputy Inspector Patrick Esser and Captain Michelle Larsuel. Deputy Stephen O. Smith was also present. Also present from the Department of Human Resources was Teri Henning.

Motion was then made and seconded and was unanimously approved that the Committee to go into closed session pursuant to Section 59.26(8)(b) of the Wisconsin Statutes.

Presentation was made by the representative of the Sheriff's Department, Deputy Inspector Patrick Esser and thereafter a statement of Deputy Stephen O. Smith was made by him personally stipulating to the charges and that the requirements of the Sec. 59.26 Wis. Stats. had been followed and as to the requested sanction of a three (3) day suspension without compensation as a result of violations of Standards of Conduct-Rule 2.11 of the Sheriff's Department.

Following the statements of those present and questions by the Committee, it reviewed the testimony, stipulation and record in deliberation, taking into consideration §59.26(b)5m of the Wisconsin Statutes, and rendered its decision, a copy of which is attached hereto.

Respectfully submitted this 20th day of March, 2020.

A handwritten signature in blue ink, appearing to read "E. John Raasch", written over a horizontal line.

E. John Raasch, Chairman
Sheriff's Grievance Committee