

DISCHARGE NOTICE

Distribute a copy to:

- Employee
- Employee Representative
- Department File
- Employees' Retirement System
- Dept. of Employee Relations – send within 48 hours to DERpersonnelforms@milwaukee.gov

Employee:	Brian Dean	Employee ID No.:	031165
Department:	Neighborhood Services	Race:	White
		Gender:	<input checked="" type="checkbox"/> Male <input type="checkbox"/> Female
Division:	Development Center Division	Div. No.:	3600
		Payroll Loc. No.:	360-14
Job Title:	Plan Examiner Specialist 2	Immediate Supervisor:	Burgess McMillian

In accordance with City Service Commission Rules, you are hereby discharged effective at **4:45** (☐ am / ☒ pm) on **Friday, September 26, 2025** (date) for violating Rule XIV, Section 12, Paragraph **j & q** of the City Service Rules (additional departmental rules may be referenced as applicable). You have **three days** from the receipt of this notice to file an appeal. See Right of Appeal information below.

I. Description of Offense:

Violation of the City's Workplace Violence Prevention Policy.

Engaging in intimidating acts (whether directed at a specific person or not).

Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress.

Violation of DNS Work Rules XIX:

9. Is offensive in conduct or language towards the public or towards City officers, Elected officials, Department managers or supervisors, other city employees, or co-workers

27. Has engaged in conduct or behavior, whether during work hours or outside of work hours, which may reflect unfavorably on the City or the Department or cause a lack of trust to exist by the department of the employee's ability to effectively carry out his/her duties.

On Monday, September 15, 2025 you displayed aggressive and threatening behavior, when requested to reopen a permit by your coworker. During the interaction, you appeared to be very frustrated, and you admitted in a personal statement that you were trying to keep your composure. You also admitted to pounding on your desk out of frustration. This action occurred as the coworker was walking away from your desk. The sound of your fist (hand) pounding the desk was heard by the coworker as they walked away.

City employees who are found to have engaged in intimidating, threatening or violent behavior are subject to discipline, up to and including discharge, for the first offense.

In May (2025) you served a 10-day suspension for displaying aggressive and threatening behavior, when approaching a customer. During this incident you punched your fist and stated, "I'm going to kill that motherfucker", as you were walking with a coworker to where the customer was waiting. An image of you punching your fist was captured on security cameras.

A Last Change Agreement was signed on May 19, 2025. In the agreement the department allowed you to remain in your position as a Plan Examiner Specialist 2, in lieu of discharge. The last chance agreement also allowed the department to immediately discharge you from employment for any violation, of any of the rules or policies of the City, including those of the department.

During both incidents you failed to exhibit behaviors that demonstrate support for the City's commitment to creating a professional work environment. The Department and the City of Milwaukee will not tolerate any acts of aggressive behavior. After the first incident you were given the opportunity to correct the behavior, and to demonstrate sustained improvement in your communication with the public, other City employees, and your management team. The incident on Monday, September 15, 2025 shows that you were unsuccessful in meeting this goal.

You are hereby discharged from your position as a Plan Examiner Specialist 2 with the City of Milwaukee, effective Friday, September 26, 2025 at 4:45pm.



II. Previous Disciplinary Actions including Warning Letters:

Suspension-10 days (5/5/2025 to 5/16/2025). Last Chance Agreement (12 months) signed 5/19/2025. Performance Improvement Plan issued 5/19/2025 to 11/19/2025. Employee Assistance Program (EAP) referral 5.23.25

DATES REQUIRED:

1. Date of investigatory meeting: **09/22/2025**
2. Date Discharge notice was provided to the employee or notice was mailed to employee:
Date: **09/26/2025**

RIGHT OF APPEAL:

Regularly appointed Civil Service employees (those who have completed their probationary period) may appeal in writing to the City Service Commission **within three days** of receipt of this notice. Employees of a department under the supervision of a board or commission of three or more members must appeal to that board or commission.

NOTE: If you have been issued an employee identification card, it must be turned in to your supervisor before your final paycheck will be released.

Reporting
Authority
Signature:



Please print name: Sha'Nese Burnell Jones

Title: Human Resources Administrator

Date: 09/26/2025

Appointing
Authority
Signature:



Please print name: Jezamil Arroyo-Vega

Title: Commissioner

Date: 09/26/2025





Department of Employee Relations

**City Service Commission
APPEAL OF DISCIPLINARY ACTION FORM**

Pursuant to Rule XIV (Discharge, Appeal, Hearing), Section 2 of the Rules of the Board of City Service Commissioners (the Commission), a regularly appointed employee who has passed his/her probationary period may appeal a discharge, reduction (involuntary demotion), a second suspension within six months of a former one or any suspension exceeding fifteen working days in length. The time limit to file an appeal ends at 4:45 p.m. on the third business day following receipt of written notification of the disciplinary action. An appeal is filed when it is received and time-stamped by the Department of Employee Relations on behalf of the Commission. The Department of Employee Relations is located at City Hall, 200 East Wells Street, Room 706, Milwaukee, WI 53202-3515. An appeal may also be filed by electronic transmission to the following email address: elmoor@milwaukee.gov by FAX to the following number: (414) 286-0203, Attention: Elizabeth Moore.

Appellants are encouraged to review the **Guidelines for Disciplinary Appeals to the City Service Commission** located at: <http://city.milwaukee.gov/der/csc/FormsDocs>

Please complete the form below to appeal a qualifying disciplinary action.

I appeal the following disciplinary action, pursuant to Rule XIV, Section 2 of the Rules of the Board of City Service Commissioners (*check one*):

- ☒ Discharge
☐ Reduction in classification (involuntary demotion)
☐ Second suspension within six months of a former one (Date of 1st suspension: _____)
☐ Suspension exceeding 15 days

I received written notification of the disciplinary action that I am appealing on: 9/26 Please attach the disciplinary notice for the action that you are appealing. **Please attach a brief statement indicating the basis of your appeal.**

This appeal is dated this 29th day of September, 2025.

Signature of appellant: _____

Name of appellant (please print):	Brian Dean
Appellant's Department/Division:	Neighborhood Services/Permit Center
Appellant will be represented by:	Willis Neal
Contact information (phone number):	Phone: (414) 286-2804
(email address):	Email: <u>WNEAL@MILWAUKEE.GOV</u>
Appellant's Contact Information:	
Primary phone number:	
Address:	
Email:	

Please write a brief statement indicating the basis of your appeal (attach to Form):

I do not deny that the events I have been involved with happened. I do, however, deny that I was fully aware of what the boundaries of the anti-violence policy are, that I have made significant progress in my interactions with customers and management, that I always strive to interact with professionalism with my co-workers, and I believe that the reasons given for my discharge were too harsh.

I admit that I was fully aware of signing a Last Chance Agreement with the City of Milwaukee. However, I do not believe that my actions on Monday, September 15th, were enough to be considered misconduct. This is mainly because I wrote an apology letter on Tuesday, September 16th, to the co-worker whom I made feel uncomfortable, which was accepted by the co-worker with the statement, "Let's start anew today" soon after, and, that in a conversation with the co-worker I made uncomfortable, she told me that she was sorry for putting me in this position. In addition, my supervisor verbally indicated that he would vouch for me if he was given the chance to and verbally stated that I was doing well since my return from suspension in May.

Furthermore, I am someone who struggles with [REDACTED] coupled with a [REDACTED] The City of Milwaukee has been made aware of this on several occasions. I take [REDACTED] since the incident in March, and she has stated that I am making great progress in how I handle my emotions at work. Yet, I am still held to a set of standards that are both broad in their definitions as well as achievable only in an ideal situation. On top of this, the work environment in the department has become toxic over the last 12 months. Co-workers do not collaborate with one another, higher-up planning staff do not feel that they should work with or assist junior staff since all positions have been filled, and management in the Permit Center is frequently unavailable to intervene or provide assistance since they are only managing the department in the interim.