



City of Milwaukee
CS-81 (R. 06.04.19)

DISCHARGE NOTICE

Distribute a copy to:

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

Date: 12/12/2024
Rec#: 35108

Employee:	TATUM JR, JESSE A	Employee ID No.:	029084
Department:	DPW-OPS-SANITATION	Race:	B
Division:		Gender:	Male
Job Title:	EQUIPMENT OPERATOR 2	Div. No.:	5457
		Payroll Loc. No.:	545 43
		Immediate Supervisor:	Adam Lopez

In accordance with City Service Commission Rules, you are hereby discharged effective at 14:45 (pm) on 12/10/2024 (date) for violating Rule XIV, Section 12, Paragraph Q,R,S 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:

RE: Violation of DPW Standard Work Rules 1.3, 1.8, 1.21 & City Service Rule XIV, Section 12, paragraph Q, R: 1.3 Punctuality and Attendance 1.8 Sick Leave 1.21: Rules of Conduct – Misconduct Q: Has refused or failed to comply with departmental work rules, policies or procedures R: Has been absent without excuse, authorization or has had excessive absence It is recorded that you have multiple occurrences of submitting falsified timesheets for time not worked, late arrivals (AWOL), and leaving post early yet claiming the time worked on your time sheet. Additionally, you failed to notify management of your late arrivals. Management had no knowledge regarding these attendance activities nor was any approval given. The expectation is for employees to be truthful and follow rules/policies. You have deliberately violated the standard of behavior the city expects of you. What follows is an account of documented acts of committing time theft and other city rule violations: - On 8/9/24 you were 30 minutes late. You submitted a time sheet for 9 hours worked, but only worked 7.5 hours. - On 8/14/24 you were 7 minutes late and left 8 minutes early. You submitted a timesheet for 8 hours worked but only worked 7.7 hours. - On 9/5/24 you were 34 minutes late and you left 29 minutes early. You submitted a timesheet for 8 hours worked but only worked 7 hours. - On 9/9/24 you were 20 minutes late. You submitted a timesheet for 8 hours worked but only worked 7.7 hours. - On 9/10/24 you were 4 hours and 46 minutes late and left 5 minutes early. You submitted a timesheet for 8 hours worked but only worked 3.2 hours. - On 9/25/24 you were 7 minutes late. You submitted a timesheet for 8 hours worked but only worked 7.8 hours. A Pre-Discharge hearing was held on December 10, 2024. In that hearing, you admitted to submitting a timesheet for equipment you did not work and using a job code paying a higher salary rate. You were disciplined for a similar offense of falsifying a city document in 2023 resulting in a 3-day suspension. You have deliberately violated the standard of behavior the city expects of you. As a result of that hearing, you were discharged effectively immediately.

II. Previous Disciplinary Actions Including Warning Letters:

DATES REQUIRED:

1. Date of investigatory meeting: 12/10/24
2. Date Discharge notice was provided to the employee or notice was mailed to employee: Date: 12/12/24

Reporting Authority Signature:

Please print name:

Anthony Gailard

Title:

Flat ops mgr

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.

Date: 12.12.2024

Appointing Authority Signature:

Signed by:

Dan Thomas

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Please print name: Dan Thomas

Title: Adm. Services Director

Date: 12/12/2024





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: 12/12/24 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 16th day of December, 2024.

Signature of appellant: *Jesse Tatum*

Name of appellant (please print):	Jesse Tatum
Appellant's Department/Division:	DPW-OPS Sanitation
Appellant will be represented by:	Self
Contact information (phone number): (email address):	
<i>Appellant's Contact Information:</i>	
Primary phone number:	
Address:	
Email:	

Jesse Tatum

December 16, 2024

Department of Employee Relations
200 East Wells Street, Rm. 706
Milwaukee, WI 53202

Dear Civil Service Commission:

I am writing to formally appeal the termination of my employment with the City of Milwaukee, effective December 10, 2024.

My appeal is based on the fact that I was not given the same equal opportunity as others. I have taken steps to address and correct my behavior. My time card records clearly show I was present and completed my shifts, with supervisor or leadership approval. I did not engage in time theft, nor did I cause any financial harm or deception to the company.

I feel that I am being unfairly targeted and taken advantage of. I took responsibility for my tardiness by submitting a written statement and have actively worked to improve my punctuality since then. In addition, I sought guidance to address my behavior and keep my job. Unfortunately, my statement and acknowledgment were not taken into account during the disciplinary hearing.

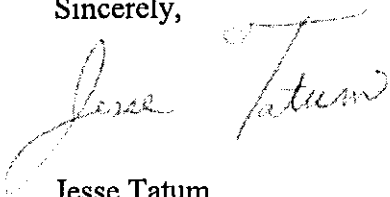
I would like to address the accusation regarding my alleged violation of the Sick Leave Policy Rule 1.8. This accusation is untrue. My sick leave was fully compliant with the FMLA documentation on file, which was submitted and approved in accordance with the Family and Medical Leave Act. The absences in question were for situations covered by FMLA. For each absence, I followed the required procedure by notifying the department each day of my absence, ensuring that I called in one hour before my scheduled start time, as outlined in Rule 1.8 of the Sick Leave Policy.

In addition to the issues surrounding my termination, I have evidence of defamation by the City of Milwaukee that has caused significant harm to my reputation and professional standing, and I believe it further exacerbates the unjust circumstances of my termination.

Given the factors outlined above, I respectfully request that the Civil Service Commission reconsider the circumstances surrounding my termination. I believe there is sufficient evidence to demonstrate my commitment to my job. I am prepared to provide supporting documentation, including my FMLA records, as well as witness testimony, to substantiate my claims.

I kindly request a hearing to further explain the situation in detail. I am confident that a fair review will demonstrate that my termination was unwarranted and hope that we can reach an amicable resolution. I look forward to the opportunity to present my case.

Sincerely,

A handwritten signature in cursive script that reads "Jesse Tatum". The signature is written in dark ink and is positioned to the left of the printed name.

Jesse Tatum