

# 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](mailto:DERpersonnelforms@milwaukee.gov)

Employee:	Bowie, Lakiesha	Employee ID No.:	<u>030305</u>
Department:	DPW-OPS-SANITATION	Race:	B
		Gender:	<input type="checkbox"/> Male <input checked="" type="checkbox"/> Female
Division:		Div. No.:	5457
		Payroll Loc. No.:	545 43
Job Title:	EQUIPMENT OPERATOR	Immediate Supervisor:	

**In accordance with City Service Commission Rules, you are hereby discharged effective at 10:30 ( am /  pm) on 4/4/2025 (date) for violating Rule XIV, Section 12, Paragraph 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:**

**RE: Violation of DPW Standard Work Rules 1.8, 1.5, 1.27, 1.21, 1.20, 1.8 & City Service Rule XIV, Section 12, paragraph**

**Q:**

- 1.20: Sleeping on the Job
- 1.21: Rules of Conduct – Insubordination
- 1.21: Rules of Conduct – Misconduct
- 1.27: Ethical Standards – Vandalism
- 1.5: Leaving the Work Area
- 1.8: Sick Leave
- Q: Has refused or failed to comply with departmental work rules, policies or procedures

On November 17, 2024, Supervisor Cameo Coleman attempted to speak with you regarding your overnight assignment with brooms. During this communication, it is reported you said, “I don’t give a f\*\*k about a title, or the person with it.” The Supervisor proceeded to call a Manager who also heard your loud aggressive tone and asked Supervisor Coleman to leave the room until a resolution could be reached. You were allowed to stay at work, splitting another driver’s workload. At 12:58 am while doing an AVL check the supervisor noticed you at Lincoln yard. When the supervisor arrived at Lincoln yard, at 1:26 am he found you sleeping in the truck. This was documented and the supervisor proceeded to check on the other drivers. At 2:00 am you were still at Lincoln. When asked if was there an issue, you stated, “I’m tired and my safety is first.” If you are feeling fatigue during an overnight shift proper procedure would be to immediately contact your supervisor and notify them so they are able to allow for a reasonable rest break.

On November 19, 2024, at 1:09am, during an overnight broom’s assignment, the supervisor was conducting another round of checks and could not locate you on the route. AVL was checked and you were found at Ruby Yard. When asked again if there was an issue with the truck, you stated, “I’m on break, I can’t have a break?” You were informed breaks are fine, but if breaks are being taken outside of the work area, especially on a different side of town, your supervisor should have been notified. At 1:36am you contacted the supervisor stating that you felt harassed. The supervisor contacted a more veteran supervisor for assistance who directed the supervisor to have another driver come and be a witness. Upon arrival, around 2:00am, the supervisor decided you were underperforming for the 2<sup>nd</sup> night in a row as well as taking extended unauthorized breaks. He then decided to send you home, and another verbal altercation ensued. You stated again, your safety was first. He tried to explain the decision to you while you were observed being loud, aggressive, and very unprofessional when finally, he just gave you a directive to go home. These two instances are in direct violation of DPW Work Rule 1.21: Rules of Conduct - Insubordination, which states, “...Insubordination will occur when an employee violates any lawful and reasonable official regulation or order, or failure to obey any lawful or reasonable directive/order or instruction made or given by their manager, supervisor, or crew leader or an individual assigned to act on management’s behalf. Loud or unprofessional language/behavior toward a supervisor, manager, or crew leader will also be deemed as insubordination.” DPW Work Rule 1.21: Rules of Conduct – Misconduct states,

“...the failure to conform to the standard of conduct that is required to maintain a professional, efficient and effective workplace.” This type of behavior cannot be tolerated.

On April 19, 2024, you received and signed a Last Chance Agreement for continued improper care of your City-issued ID badge, a violation of DPW Work Rule 1.27: Ethical Standards – Vandalism, which states, “Intentionally causing damage to or being reckless and displaying irresponsibility to the care of City property is unacceptable.”

Between 12/9/24 and 1/10/25, you were assigned to work for Infrastructure/Streets on the North Gradall Crew, with a shift time of 6:30am – 3:00pm. During this time, management verified (via camera footage) your late arrivals for the following dates: 12/9/24 – 30 minutes, 12/10/24 – 38 minutes, 12/11/24 – 40 minutes, 12/13/24 – 9 minutes, 12/17/24 – 36 minutes, 12/18/24 – 18 minutes, 12/23/24 – 27 minutes, 12/26/24 – 21 minutes, 1/3/25 – 16 minutes.

Additionally, within the last 90 days, our records show that you have had the following late arrivals to your shift: 2/3/25 – 28 minutes, 2/4/25 – 31 minutes, 2/5/25 – 16 minutes, 2/6/25 – 15 minutes, 2/10/25 – 17 minutes, 2/26/25 – 29 minutes, 2/27/25 – 17 minutes, 3/4/25 – 96 minutes, 3/5/25 – 11 minutes, 3/7/25 – 10 minutes, 3/10/25 – 14 minutes, 3/13/25 – 7 minutes and 3/14/25 – 7 minutes.

In addition, an audit reviewing your sick leave of 120-day period has revealed an excessive number of documented occurrences. The dates are as follows: 10/1/24 – 8 hours, 10/11/24 – 8 hours, 12/16/24 – 8 hours, and 1/29/25 to 1/31/25 – 24 hours.

Management believes that the above listed instances of misconduct are violations of your Last Chance Agreement dated April 19, 2024.

A Pre-discharge hearing was held on Friday, April 4, 2025 where you admitted to the violation of sleeping in your assigned vehicle while on duty and not contacting a supervisor prior to taking the break, multiple tardy instances and the sick leave occurrences. You also acknowledged that you understood that you were on a last chance agreement during the time that these violations occurred. The last chance agreement states that any City rule violation would permit the City to discharge you from employment. Based on the facts and circumstances of your recent conduct, and including your current LCA status, you are hereby discharged effective Friday, April 4, 2025 at 10:00 am.

## II. Previous Disciplinary Actions including Warning Letters:

See Attached

### DATES REQUIRED:

1. Date of investigatory meeting: **4/4/2025**
2. Date Discharge notice was provided to the employee or notice was mailed to employee:  
Date: **4/7/2025**

### 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:

Signed by:

Anthony Gayfield

AF798BF74EA948D...

Please print name: Anthony Gayfield

Title: Fleet Operations Manager

Date: 4/7/2025

Appointing Authority Signature:

Signed by:

Dan Thomas

FA70E1AF35AD4CA...

Please print name: Dan Thomas

Title: Adm. Services Director

Date: 4/7/2025



# 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](mailto: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.**




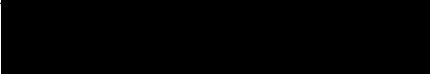
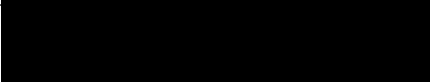
I appeal the following disciplinary action, pursuant to Rule XIV, Section 2 of the Rules of the Board of City Service Commissioners (*check one*):

- Discharge
- Reduction in classification (involuntary demotion)
- Second suspension within six months of a former one (Date of 1<sup>st</sup> suspension: \_\_\_\_\_)
- Suspension exceeding 15 days

I received written notification of the disciplinary action that I am appealing on: \_\_\_\_\_. 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 4/7/2025 day of Monday, 2025.

Signature of appellant: 

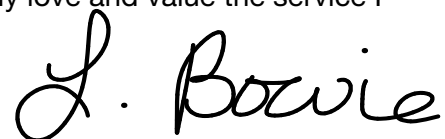
Name of appellant (please print):	Lakeisha Bowie
Appellant's Department/Division:	DPW/Fleet
Appellant will be represented by:	Self
Contact information (phone number): (email address):	Phone:  Email: 
<i>Appellant's Contact Information:</i>	
Primary phone number:	
Address:	
Email:	

I Lakiesha Bowie am filing this appeal on the basis of my belief that my termination is a result of retaliation, due to me reporting a supervisor for sexual harassment. The H. R. Administration refused to promote me as part of retaliation as well. I will be able to show evidence how a false narrative was set about me, which cause me to become a easy target at work .

I feel the reason to take disciplinary action against me and the decision to terminate me was unfair and unjustified. I will be able to display evidence and produce witness testimony to prove how the H.R: administration was bias towards me, created a false narrative about me, and ultimately retaliating against me with the results of me, not getting my promotion, my sexual harassment claims not being properly investigated and me, ultimately being terminated. I Believe they wanted to silence my claims of sexual harassment. I wrote a written statement in great Detail about the sexual harassment that was happening words me for months sexual harassment. On 3/17/2025 is when I wrote the sexual harassment statement 8 days later on 3/25/2025 a notice was hand delivered to me. It was a pre discharge hearing notice. The reasons that was used to execute this discharge was an alleged incident that happened last year. If they felt this incident was so egregious to the point of immediate termination, why did it take five months to be addressed. The discharge states all the times I scanned my badge late, but I was on time . I was also told by a supervisor if I ever forgot to scan in just do it when I remember. She told me they just want to make sure we get use to the scanning in and out system. I also filled my time sheet out on time, which the supervisor approved with signing his signature. There was two unforeseen emergencies that occurred within this time frame , but I called to make management aware of my situations, I signed my time sheet for the exact time I made it to work, therefore the company has not occurred any lost. As far as the sick time, I or my children was sick and I had to use sick time. The doctor had prohibited me from work on those sick days and they was also documented turned in to management and approved. In addition, the person who wrote the details on this alleged incident was not there at the alleged time of the incident.They used there own exaggerated words. They made the story way worse then it had played out. The language I don't even recognize.The author of the write up is the H.R. administrator Makisha Porter. This isn't the first second or third time Makisha Potter has put her spin on a write up she decided to execute on me. The meeting was set to take place the very next day 3/26/2025. This was literally less then 10 days after reporting my supervisor for sexual harassment. I needed time to not to hire a attorney, so once I secured council the meeting was rescheduled and held on Friday 4/4/2025. At the meeting the person they alleged accused me of one major bases of the write up, he did not attend the meeting. I thought I had the right to comfort my accuser. They made the decision to terminate my employment.

I was a employee for seven years as a City of Milwaukee employee . Regardless of all the things I been through at the city. All the times I was targeted, The bias in decisions made towards me, the many of times I was put in unsafe environments, the finding a dead body and was still made to finishing my days work ,The ignored concerns I expressed, the bullying I endured, and the false narrative spread about me. I had absolutely loved my job. I loved serving the public. I love giving them information and resources. I loved putting a smile on the people face. I really loved being of service to the communities, absolutely loved it. Out of everything I endured at work. I love my job my actual duties. I was confident on whatever job I was on because I knew I could do the job and I did the job well. I value my Job and I value the community and the people in the communities.

This appeal is not only because the decision to terminate my employment was a retaliation and it was unfair but also because I absolutely love helping, serving and giving information to the communities and the people in the communities .I absolutely love and value the service I provide Working with the city of Milwaukee

A handwritten signature in black ink that reads "L. Bowie". The signature is written in a cursive, flowing style.

04/07/2025