

7/29/2023 Meeting w/ Chief Deputy Justin Miller, conducted by Ashley Lutterman

I asked Chief Deputy (CD) to summarize what he could recall Ali and ██████'s visit from July 19. Chief Deputy explained that the visit was a surprise visit – not scheduled. ██████ was making small talk with Chief Deputy about his fish tank and then Ali abruptly and in a commanding voice said he didn't have time for this. Chief Deputy explained that he recalled the feeling of being back in the Navy when he heard Ali speak and both Ali and ██████ in a sense came to, and stopped their small talk. Chief Deputy then jokingly shared with me that he thought to himself, "Wait a second, I'm the Chief Deputy here," but CD said he didn't actually say anything to that effect.

Ali went on to share that there is a homeless person inside Silver Lake Park and he couldn't get him out of there the day before. Ali was asking for some help from the Sheriff's Department to help get him out of there. CD also recalled Ali going off into another tangent about him suspecting there was some drug activity going on in the parks because there was another car that pulled up when Ali and ██████ were there and there was an odor of marijuana. CD was under the impression that Ali suspected the homeless person was buying from the vehicle that showed up, because Ali described making eye contact with the person in the vehicle and the vehicle ended up leaving then. I asked CD when this happened and CD seemed to think it happened the day of the interaction [7/18/2023].

I asked if Ali or ██████ mentioned anything about feeling threatened by this person. CD said neither of them indicated any form of threat against them. CD said if he did, he would have turned the matter over to one of the deputies to take their statement.

I asked if Ali or ██████ mentioned if they saw any object that could have been a weapon on this person. CD said neither of them indicated any form of potential object appearing as a weapon. Again, if they did, he would have turned this matter over.

I asked if Ali or ██████ mentioned anything about the interaction that CD observed on the YouTube video link or overheard on Dep. Sorensen's body cam [you could hear audio of YouTube video, but you could not see anything from the body cam video]. CD said no. What he later learned about the interaction by hearing the body cam and watching the actual YouTube video was not mentioned or alluded to when Ali and ██████ visited on July 19.

I asked if Ali or ██████ asked CD to make any of this go away or not become anything. CD said no – they alluded to nothing occurring, so they did not ask for anything to go away or be taken care of. CD indicated that that is why he was so surprised and taken back on 7/19/2023 when we [Chief Deputy and Ashley] met with the Sheriff because of what was explained by Ali and ██████ during their visit that morning compared to what he was listening to on the body cam video we were watching/listening to that afternoon. CD said the only thing that Ali asked him to do is tell the homeless person that his office [the Veterans' office] would not be helping him anymore. CD told me that was not their [KSD's] place to tell the homeless person this, but he didn't tell Ali that.



COUNTY OF KENOSHA

Division of Human Resources

Clara-lin Tappa, Director

1010 – 56th Street, Second Floor

Kenosha, Wisconsin 53140

(262) 653-2800

Fax: (262) 653-2491

ADMINISTRATIVE WARNING FORM

Employee Name: Aloysius "Ali" Nelson

1. You are being questioned as part of an investigation by this agency into potential violations of department rules and regulations.
2. The matters under investigation are non-criminal in nature.
3. You are being ordered to answer questions specifically, directly and narrowly related to the performance of your official duties or fitness for duty.
4. If you refuse to answer questions or give false or intentionally incomplete information this can result in disciplinary action against you up to, and including termination.
5. Anything you say, pertaining to these matters only, cannot be used against you in a criminal court of law.
6. You have been granted use immunity. No answer given by you, nor evidence derived from the answer, may be used against you in a criminal proceeding, except for perjury or false statements.
7. Anything you say may be used against you in any subsequent department charges.
8. You have the right to consult with a representative of your choice and have him or her present during the interview.

Do you understand what I have just explained to you? YES NO

Do you have any questions concerning what I have just explained to you? YES NO

Aloysius Nelson
SIGNATURE OF EMPLOYEE

7/28/2023
DATE

Ashley Gutterman
SIGNATURE OF INTERVIEWER

7/28/2023
DATE

7/28/2023 Interview Questions for meeting w/ Ali Nelson, conducted by Ashley Lutterman.

Human Resources became aware of an interaction between you and a member of the public by the name of Mr. [REDACTED] on Tuesday, July 18, 2023. I would like to get a better understanding of the circumstances leading up to the interaction, your involvement and circumstances following the interaction.

Before we get started, I want to go over a few things.

Zasmine is here to help take notes so we can document today's interview.

Issue Administrative Warning Form.

Start us off by sharing your involvement with Mr. [REDACTED] who is suspected to be living at Silver Lake Park, prior to Tuesday, July 18.

There have been several phone calls about [REDACTED] in the park. Matt Collins from Parks asked Ali to assist in removing Mr. [REDACTED] from park. Ali states his job as Director is to assist homeless veterans. A few months ago, Ali and [REDACTED] went to park to speak with Mr. [REDACTED]. It was a cordial interaction and contact info was exchanged with Mr. [REDACTED]. [REDACTED] and Mr. [REDACTED] are both Army, so [REDACTED] continues communication with [REDACTED]. After the visit, Mr. [REDACTED] became disrespectful in text messages calling [REDACTED] out of his name. [REDACTED] relayed this information to Ali.

July 18th: On the way to Twin Lakes, [REDACTED] and Ali stop at Silver Lake to see if Mr. [REDACTED] is in the park. [REDACTED] went towards the wooded area to look for Mr. [REDACTED] and Ali went the opposite direction towards open park area. Ali saw what appeared to be a blanket lying in the middle of the park and turned out to be a sleeping bag and thought there was someone in it. Ali tried to wake the person and realized it was Mr. [REDACTED] after he opened the sleeping bag. Mr. [REDACTED] says leave me alone. Ali responds [REDACTED] you aren't supposed to be living in the park.

Ali states he isn't sure what exactly happened next, but Mr. [REDACTED] became irate for no reason. Ali called and notified Matt Collins that Mr. [REDACTED] was in the park and became belligerent. Ali then tells Matt he was washing his hand of the situation. As Ali is on phone with Matt, Mr. [REDACTED] says, "I don't give an eff who you are talking to." Ali exchanged words with Mr. [REDACTED] which became a heated conversation. Ali heard responses saying, "Eff are you talking about?" Ali said he saw an unidentifiable object in Mr. [REDACTED]'s right hand. After that Ali "just lost it" and the conversation became heated. Ali said he tries to leave, Mr. [REDACTED] kept coming towards him. Ali said he was not the aggressor, Mr. [REDACTED] was. [REDACTED] was holding Ali back, but Ali states he wanted to get in Mr. [REDACTED]'s face but wasn't going to put hands on him, just wanted to get in his face and tell him he didn't need to be in the park because of complaints received and he needed to be removed from park and that Sheriff Dept in an attempt to get Mr. [REDACTED] to leave the park.

Ali says [REDACTED] and Ali then turned to leave park. Went towards wooded area since Ali saw water and bags and told Mr. [REDACTED] to remove all his items from the park. Mr. [REDACTED] continues name calling and is aggressive.

Ali and [REDACTED] leave for Twin Lakes. Ali said he was “shook up” and didn’t want to have this situation with his new staff. Ali said he sits [REDACTED] down and explains to [REDACTED] about extended office in Twin Lakes and to continue to calm down, he said he hit some golf balls.

Ali said he received call from Jennifer Blasi indicating that Sheriff Deputy would reach out to him. Deputy did not contact Ali.

Went to Sheriff’s office and spoke with Justin since he hadn’t received any contact from Deputy. Came into office next day around 3:15pm and was notified by [REDACTED] that John was looking for him.

What was your interaction like before with Mr. [REDACTED]?

First interaction in-person was cordial with no problems. This interaction was an attempt to help Mr. [REDACTED] out of the park. [REDACTED] continued working with Mr. [REDACTED], but Mr. [REDACTED] became disrespectful. [REDACTED] shared this info with Ali, but Ali didn’t see the email himself as he trusted what [REDACTED] told him.

Had you called law enforcement prior to Tuesday, July 18?

No. Did not have to.

Move to Tuesday, July 18

Before the interaction, what occurred leading up to incident?

What was your goal of the visit?

Goal was checking to see if Mr. [REDACTED] was in the park. Ali works a lot with Matt and felt like he failed Matt Collins because he couldn’t get him out of the park. Ali felt it was his responsibility.

Did you expect it would be an antagonistic interaction with Mr. [REDACTED]? (based on messages between [REDACTED] and Mr. [REDACTED])

Not at all. If he had anticipated, he wouldn’t have been there.

There are a lot of young kids in the park and Mr. [REDACTED] had a run-in with an instructor in the past. Ali was made aware of issues with Mr. [REDACTED].

Tell me what happened during the interaction.

What prompted you to call Matt Collins?

Wanted to inform Matt that he wouldn’t be able to get Mr. [REDACTED] out of the park, said “I’m washing my hands of this” because he didn’t want to go any further since he was getting heated. Objective was to let the police handle it rather than him, but his initial reason for visit was to remove from park without law enforcement being involved.

Did you touch or move Mr. [REDACTED]'s belongings?

[REDACTED] and Ali were able to see Mr. [REDACTED]'s personal belongings but did not touch them. Mr. [REDACTED] became irate and started following aggressively when Ali started heading towards his belongings.

At several points during the interaction, your new staff member, [REDACTED], became involved. How so? Did [REDACTED] do anything to de-escalate the situation? Did [REDACTED] have to hold you back from approaching Mr. [REDACTED]?

Ali said [REDACTED] was holding Ali back, which he didn't like. Ali said he felt trapped and doesn't like people holding him back as he is a war veteran. Is very hypervigilant, wants to see a person in front of him if something is happening. In a restaurant environment he has to see who is entering and leaving. It's who I am, which is why he was uncomfortable with [REDACTED] holding him back. Felt extremely bad after that but that's who he is. Has been in combat and almost lost his life three times, so he always has to see what's happening.

Ali said he doesn't remember if [REDACTED] did anything outside of holding him back to deescalate situation and believes [REDACTED] was trying to protect him. Ali states [REDACTED] held him back because of the choice words he told Mr. [REDACTED]. Ali says his intent was to get in Mr. [REDACTED]'s face to tell him to leave park.

Ali said it seemed like Mr. [REDACTED] was trying to agitate Ali. Ali said he didn't advance on Mr. [REDACTED], but Mr. [REDACTED] kept coming towards down. Ali did not go down to where Mr. [REDACTED] was located.

Did you see Mr. [REDACTED] with a phone?

When Ali turned to say, "What the hell did you say?" to Mr. [REDACTED], he did not see a phone, but he saw something on Mr. [REDACTED]'s right hip. He never saw a phone at all.

[SHOW VIDEO]

Ali asks Ashley if we determined whether the video was edited.

Ashley explained that the video was screen recorded by KC administration and was not edited in any shape or form. Ashley said that the video was available publicly on YouTube and if it was edited beforehand she would not know that.

Thoughts on this video?

Ali says video illustrates what he said, he hadn't lied about anything, and told us what he remembered and those were his actions.

[Around this time, Ali's attorney began to ask Ali a question about if he performed a threat analysis at that time. Ashley and Jen interrupted the attorney to redirect the questions back to Kenosha County.]

This is on YouTube. How does this represent Kenosha County? How does this represent the Veteran's Office? How do we explain or justify this when the public becomes aware of this?

I don't know, perception is different, so I can't say how it represents Kenosha County. We know there was a person in the park that's been there for some time. Kenosha County does what they can to remove person from the park. I was called to get the veteran out of the park since Mr. [REDACTED] is a nuisance to patrons of the park. My job as Director is try to protect veterans and I did that by going to the park. I never knew I was being recorded. May have lost my cool about Mr. [REDACTED] being disrespectful. I had no intention of putting my hands on Mr. [REDACTED], but my objective was to remove him from the park. I can't tell of other people's perception but can only speak of my own.

If video becomes public, doesn't know how it would reflect on Veterans Services office.

Is it within your role or authority to remove people from the park?

It is not in his authority to physically remove individuals, but he operates with the objective to talk people into leaving the park.

Would you be OK if one of your staff members behaved in this manner?

Ali said his concern would be the safety of my staff. I don't know if Mr. [REDACTED] had a weapon on him. My objective was to try to get him out of the park, so I have to analyze everything staff brought to me and view full picture.

Have you had an interaction with another member of the public in a similar manner?

Not that I can recall.

When John Jansen escorted you to your office, did you mention anything to him about a video recording?

I was told by Jennifer Blasi that there was a video. Nicole Sorensen, Dep Sheriff, contacted Jennifer and informed her about the video. Ali was not aware of video until informed by Jennifer.

After interaction, you met with Chief Deputy Miller? Did you tell anyone else about the interaction prior to Chief Deputy Miller?

Met with Chief Deputy the day after the event. Sent a text to Sheriff David [Zoerner] regarding the event. Spoke to a Lt. but doesn't remember the Lt.'s name.

Did you talk to John Jansen prior to administrative leave meeting? Did you give details of the interaction?

He informed John Jansen that an incident took place, but doesn't remember details or timing of what was discussed.

Did you inform Chief Deputy or John Jansen that you were concerned about your safety when you discussed the situation?

I can't remember every detail and don't remember. A lot is still blurry to me.

When you spoke with Lt., how was contact initiated?

When I couldn't get ahold of Sheriff Deputy or Chief Deputy, I called to report it. The intake person turned me over to the Lt.

When spoke to Lt. did you express any safety concerns?

I don't remember everything in detail with Lt. but I remember the Lt. said they've had several run-ins with Mr. [REDACTED] in the park. The most recent was on July 11th.

Is there anything else that comes to mind that you would like to share about the interaction? Any relevant information we should have? Anyone you believe it would be helpful for us to speak with?

I told you my story earlier. I left park went to Twin Lakes, and was shook up, hit about 30 golf balls to calm myself down.

[REDACTED] and Ali left Twin Lakes and went back to Silver Lakes around 3pm on the same day of the encounter to see if Mr. [REDACTED] was still at the park. They saw Mr. [REDACTED] still at the park from a distance but there was no further interaction.

[REDACTED] is an eye witness to the event.

Mr. [REDACTED] really irritated me that particular day, but my intent was to get him out of the park.

To conclude, this is an active investigation. We ask that you not discuss this with anyone else, except your own legal counsel if you wish and/or the authorities, to avoid compromising the integrity of the investigation.

Kenosha County has a non-retaliation policy in which retaliation is prohibited. We are reminding you to not engage in any behavior that may appear as retaliation to anyone involved in the investigation.



COUNTY OF KENOSHA

Division of Human Resources
Clara-lin Tappa, Director

1010 – 56th Street, Second Floor
Kenosha, Wisconsin 53140
(262) 653-2800
Fax: (262) 653-2491

Thursday, July 27, 2023

Mr. Aloysius “Ali” Nelson
[REDACTED]

Re: Internal Investigation

Dear Mr. Nelson:

This letter is to confirm our phone conversations and text exchanges regarding the appointment date/time. Your presence for an in-person interview is confirmed for Friday, July 28, 2023, at 8:30 AM. This interview is regarding an internal investigation being conducted by the Kenosha County Division of Human Resources. More specifically, the investigation is regarding your conduct during an interaction with the member of the public on or around Tuesday, July 18, 2023.

The interview will take place at the Kenosha County Administration Building Committee Room on the second floor.

I will need confirmation from you via email that you have received this notice.

Sincerely,

Ashley Lutterman
Assistant Director of Human Resources

c: Clara Tappa, Director of Human Resources



COUNTY OF KENOSHA

Division of Human Resources
Clara-lin Tappa, Director

1010 – 56th Street, Second Floor
Kenosha, Wisconsin 53140
(262) 653-2800
Fax: (262) 653-2491

Tuesday, July 25, 2023

Mr. Aloysius “Ali” Nelson
[REDACTED]

Re: Internal Investigation

Dear Mr. Nelson:

You are being requested for an in-person interview on Thursday, July 27, 2023, at 2:00 PM. This interview is regarding an internal investigation being conducted by the Kenosha County Division of Human Resources. More specifically, the investigation is regarding your conduct during an interaction with the member of the public on or around Tuesday, July 18, 2023.

The interview will take place at the Kenosha County Administration Building Committee Room on the second floor.

I will need confirmation from you via email that you have received this notice.

Sincerely,

Ashley Lutterman
Assistant Director of Human Resources

c: Clara Tappa, Director of Human Resources

7/21/2023 Interview Notes for meeting w/ Matt Collins, conducted by Ashley Lutterman

Re: Audible witness to an interaction involving Veteran Services Director, Aloysius "Ali" Nelson

On the phone with Matt inviting him to a meeting, Matt informed me that the CE told him about Ali being out and that I would be getting in touch with him. He also mentioned that the CE said there was a video, but he has not seen it.

I informed Matt that Human Resources became aware of an interaction between Ali Nelson and a member of the public on Tuesday, July 18, 2023, to which he was an audible witness to as Ali called him at the start of the interaction. I told Matt I would like to get a better understanding of how the call went and what he could gather from the call. I also informed him I would be going over a document called an Administrative Warning Form. One part of the form talks about being able to bring a witness to the meeting. Matt said he does not need to bring anyone with him.

Meeting

Issue Administrative Warning Form.

Matt started out by giving me the background of the homeless individual at Silver Lake Park. Matt said he became aware of a homeless individual spending a lot of time at section 'B' of the park, which is at the top of hill with the communication tower. There is a pavilion up there as well. Matt said he learned this initial information from Garrett Meader, his parks superintendent. Matt explained there are homeless individuals every now and then that pass through the parks, so they are not new to this population. He said that has always told his staff that if the individual is not violating any county ordinances that we leave them alone.

One day, this individual, he does not know his name, would not leave the pavilion when a customer rented the pavilion. Matt had his staff tell the man that he had to be outside of the pavilion. The man became upset and abrasive. Matt advised his staff to back away from the situation and don't engage any further.

Matt contacted Sharon Pomaville at the Sharing Center to see if there were any resources that could be offered to the man. Matt said Sharon said she is aware of some homeless folks out there and she would contact him and bring him a warm breakfast. Matt never followed up on this with Sharon and to the best of his knowledge, this took place and Matt didn't hear anything about this individual for a while. He went on to say that he has told his operations team do not engage with him. If he is in the bathrooms and you are trying to clean the bathrooms, let the bathrooms be – they're not that important. We will make the determination if we need to contact law enforcement then.

The next time this individual came across Matt's attention was by a third party, week-long Youth Mountain Bike program using the Silver Lake Park's multi-use trails. Matt explained that the group had a permit and wanted to set up shop by the pavilion near the communication tower. Matt said he heard that this individual was reportedly using inappropriate language with members of the group and making the group uncomfortable.

An individual who was a part of the group, [REDACTED], was witness to this interaction involving the individual. She gathered from this individual's interaction that he was a veteran. [REDACTED] determined this was not a matter for law enforcement and did a quick google search independently and contacted Ali Nelson for veteran assistance. [REDACTED] connected with Ali and from Matt's understanding, Ali went out there the same day [REDACTED] contacted him. Ali informed Matt that they would get this person set up and get him out of Matt's Park. After that, Matt hadn't heard anything else about this individual until Ali called him on Tuesday, July 18.

On Tuesday, Matt was in a meeting at KCC in the CR with Shelly, Chris White and Ryan. Shelly had to step out for a moment for a call so they were taking a short break when Matt received a phone call from Ali. Since Matt had a free moment, he answered the call and began to step outside of the CR. Matt said from the moment he stepped out of the CR and made it to his office, the call was a whirlwind. He could tell he was on speaker phone with Ali outside and Ali was telling me that the individual is still in the park and won't leave. Matt said Ali told him that he has instructed him he's got to get of here (meaning the park). Matt said he didn't want to quote the conversation, because the call became so escalated so quickly. He remembers hearing Ali speak to the individual that he's got the Parks Director on the phone. Matt said he was not quite sure why he was called because there wasn't much he could do, but Matt seemed to think he did so to give the appearance of more clout.

Matt said during the time it took him to walk from the CR to his office, he could tell Ali was fully engaged in an interaction with the individual. Matt said he just stayed silent and didn't really know what to do. The call became more and more escalated. I asked how he could tell it was getting more and more escalated. Matt described at the "crescendo" of the interaction, Ali sounded aggressive and heard something over the phone about a water bottle being thrown. I asked what that sounded like to him – he said it was his "tone and demeanor" as "rigid" and "authoritative." Matt said he could hear projections from Ali to the individual. Matt said it sounded like Ali was trying to act like a "direct superior in the military" and that what he heard felt more militaristic and forceful than what is used in the civilian world. In the civilian world this approach is not something we practice.

Matt speculated that since Ali was there trying to help him that perhaps Ali was trying an alternative approach with the individual and speaking to him as he would in the military. Feels his heart in the right place, but his approach was not – it was too aggressive.

Matt said he was concerned about Ali's safety being in jeopardy. He couldn't tell if anyone was with him. I asked if he spoke to anyone about this after and he said no because Ali returned to the phone and told Matt he was done with him and will get law enforcement involved.

I asked if Matt has ever observed Ali conduct himself in this manner. Matt said this is a first observation and they have worked together a lot. Ali has always been very composed and able to convey his thoughts very clearly. They worked together a lot on the Veteran's Memorial park and never saw him get mad before.

Matt said my gut feeling is that Ali came in with an intentional different hat to try to trigger the individual in a different way, more militaristic, but it didn't go as planned. He remembers hearing Ali tell the individual he couldn't be here (in the park). Matt said to me that he didn't want to correct Ali, but technically, the individual could be in the park. I asked what the park hours are. Matt said 6 AM to 10 PM and we would never tell someone to leave the park during park hours unless they were violating County ordinance. I asked if they allow camping at Silver Lake Park. Matt said they do with a permit and typically it is for non-profit organizations. I asked if this individual had a permit and Matt said no.

I asked if there is anything else that comes to mind that you would like to share about the interaction? Any relevant information we should have? Anyone you believe it would be helpful for us to speak with?

To conclude, this is an active investigation. We ask that you not discuss this with anyone else to avoid compromising the integrity of the investigation.

Kenosha County has a non-retaliation policy. If you feel by your participation in this investigation you are retaliated against, we ask that you make us aware of it as soon as possible. Retaliation is prohibited.

7/20/2023 Interview Notes for meeting w/ [REDACTED], conducted by Ashley Lutterman

Re: Witness to an interaction involving Veteran Services Director, Aloysius "Ali" Nelson

Human Resources became aware of an interaction between Ali Nelson and a member of the public on Tuesday, July 18, 2023 to which you were either witness to and/or involved in. I would like to get a better understanding of the circumstances leading up to the interaction, your observations, involvement and circumstances following the interaction. I am meeting with you first as part of an investigation and will then meet separately with others who were involved.

Before we get started, I want to go over a few things.

Zasmine is here to help take notes so we can document today's interview.

Kenosha County has a non-retaliation policy. If you feel by your participation in this investigation you are retaliated against, we ask that you make us aware of it as soon as possible. Retaliation is prohibited.

Issue Administrative Warning Form.

Ashley reads Garrity Notice and [REDACTED] acknowledges that he understands that the nature of the investigation is not criminal in nature. [REDACTED] states he does not want to have an attorney/representation present.

[REDACTED] follows up by saying, before we get started, he was made aware that there is a video present of the interaction and it should show the full details of what happened. He has hasn't seen the video, but is acknowledging its presence. [REDACTED] signs Garrity Notice.

Tell us about your day on Tuesday, July 18, 2023.

[REDACTED] came into work and began checking emails. His workday begins at 7:30am. Ali came into office early around 8am. Ali planned to take [REDACTED] to Twin Lakes to show [REDACTED] the remote location.

Around 10am, Ali tells [REDACTED] that they need to leave to go to Twin Lakes. As they were driving to Twin Lakes, Ali wanted to stop at Silver Lakes to check on a call received from park superintendent, Matt. This was due to staff being notified that there was an interaction between Mr. [REDACTED] and a summer school instructor(female). In their interaction with Mr. [REDACTED] he was very abrasive.

What entrance did you enter? Took a left at McDonald's and went around the road. Made a right once at intersection. [REDACTED] walks to wooded area where they found Mr. [REDACTED] previously.

[REDACTED] account of 7/19/2023 (day after)

At 6:30am, Jennifer Blasi says to [REDACTED] you guys were pretty hard on that veteran. [REDACTED] says no. Jennifer tells [REDACTED] the police came to the office looking. [REDACTED] goes into explaining what occurred. 30 minutes later, Officer Nicole Sorenson calls and asks for [REDACTED] account of the matter. Officer Sorensen says I can clearly see where you're trying to help. [REDACTED] says what do you mean. Officer Sorensen reveals there is a video and states that she received [REDACTED] phone number of from [REDACTED]. [REDACTED] says to her it's still about helping the veteran. They exchange contact info and Officer Sorensen says it seems like a big understanding and says she will contact Ali.

Before the interaction, what occurred leading up to?

Ali introduced himself saying we got a call that you were living out here. [REDACTED] asked what branch, Ali responds Navy. [REDACTED] says he's Army. [REDACTED] states that he is Army as well. Ali stops talking as [REDACTED] and Mr. [REDACTED] banter about Ali. [REDACTED] tells [REDACTED] they are there for him and the two of them exchange contact info.

[REDACTED] restates to [REDACTED] that he can't live in the park and mess with individuals in the park. [REDACTED] said he was just passing through. [REDACTED] had a laptop present where he may have been watching movies. The next day [REDACTED] calls [REDACTED] but received no answer. [REDACTED] reviewed [REDACTED]'s case file afterwards and saw notation indicating that Mr. [REDACTED] was [REDACTED].

At some point in time, with no prior phone communication, [REDACTED] received an abrasive text message from Mr. [REDACTED] saying you have to be "fucking" kidding me. [REDACTED] shows Ali. [REDACTED] has visited the park several times to visit check on Mr. [REDACTED]. [REDACTED] has developed a rapport with Garrett at the park and has on multiple occasions been told that [REDACTED] was somewhere in the park. Other people know Mr. [REDACTED] is still in the park but no one has seen him.

Matt Collins asked for Ali to go out to the park regarding Mr. [REDACTED] because he didn't want to get the law involved.

What escalated or triggered abrasive exchanges?

When [REDACTED] said "I don't care who you are. You're not in the military anymore and I don't have to listen to you". Then Ali restates that he is the Dir. Of Vet Services and tells [REDACTED] that he can't be there.

When your hands were out, did the two of them [Ali and Mr. [REDACTED]] make physical contact ever?

No

Do you think it was going to be physical?

I don't think it was going to be physical, would have just been more curse words. Ali is 60 something and [REDACTED] is 30 years younger, so I don't think so. But they would have still been "barking" at one another. At that point, [REDACTED] says let's go to Ali.

Tell me what happened during the incident.

When they arrived, [REDACTED] didn't see him, but saw a case of water and garbage bag on the wood line. Ali went to the left and saw [REDACTED] and notifies [REDACTED]

Ali: Hey, how are you doing?

Mr. [REDACTED]: Who is it?

Ali: Ali Nelson, Director of Veterans Services. We talked before you can't do this.

Mr. [REDACTED]: Go away.

Ali: I told you that you can't do this.

Mr. [REDACTED]: It's a free country.

Ali: You can't do this.

[REDACTED] Hey, remember me?

Mr. [REDACTED]: I don't want to talk to you.

Ali to Mr. [REDACTED]: Get on your feet.

Mr. [REDACTED]: I don't have to listen to you.

Ali: You can't be here.

At that point harsh words start being used.

Ali: I'm responsible for all veterans here, you can't be here.

Mr. [REDACTED]: I don't give fuck who you are.

Ali: What did you say?

Abusive words being used on both sides including name calling. Mr. [REDACTED] gets out of his sleeping bag during the interaction.

What was your involvement?

During the interaction, [REDACTED] said he attempted to diffuse the situation and started to hold Ali back. Ali says to [REDACTED] get your hands off me. Ali calls Matt Collins. Mr. [REDACTED] continues on saying he knows his rights. [REDACTED] says let's let the law handle this to Ali. As Ali and [REDACTED] leave, still some banter from Mr. [REDACTED].

What did you observe Ali say/do?

Ali called Chief and Deputy Chief after the interaction but didn't get a response. [REDACTED] believes Mr. [REDACTED] was also calling Chief. Ali was called back by a Lt. later on and Ali explained the situation.

Did you have to hold Ali back?

When [REDACTED] arms were held out, he was initially pushing Ali back as Ali was the closest to [REDACTED] [REDACTED] also had to hold Mr. [REDACTED] back. Both parties became upset at [REDACTED] for physically pushing them back.

What are your thoughts on the way Ali engaged with clients and potential clients? Is this typical of Vet Services or Ali?

[REDACTED] responds by saying, "I understand what you're asking me," Ali did go up there with standard operating procedures. Ali didn't greet or address [REDACTED] any differently than he does other clients/potential clients. Both parties (Ali and [REDACTED]) were actively engaged in argument.

After Ali disengaged what happened?

Ali was fine after the occurrence. Ali made several attempts to contact chief deputy and others as he and [REDACTED] were leaving the park/Silver Lakes and after they got to the remote location in Twin Lakes. Ali tried to call at least four times.

Have you been in contact with Ali since yesterday afternoon?

Ali has not contacted [REDACTED] since yesterday afternoon.

Were there any other witnesses to these events? Please provide names.

There were not any witnesses present.

Are there any notes, physical evidence or other documentation of these incidents? For example, did you send an email or a text to anyone after these incidents? If yes, provide information on who, when and can you retrieve copies for us.

██████ does not have any documentation or evidence of the incident.

Do you know if anyone else has ever had an interaction with Ali acting in a similar manner? Who? When? What were the circumstances surrounding those interactions? Do you know what happened?

██████ has not witnessed other occurrences within the 30 days that he has been working for the County. "They" know that Ali cares. Ali sometimes finds Veterans on the weekend. Ali says he found a guy, ██████ for ██████ to follow up on. ██████ was setup in a hotel, not ██████. They generally team. ██████ visited Mr. ██████ on a Monday morning.

Is there anything else that comes to mind that you would like to share about the interaction? Any relevant information we should have? Anyone you believe it would be helpful for us to speak with?

Learned that not every veteran wants help. ██████ is not the first person to not want help. ██████ was able to be put in hotel for a week, but no longer wanted any help.

To conclude, this is an active investigation. We ask that you not discuss this with anyone else to avoid compromising the integrity of the investigation.

██████ has history of military in his family and cares about the nature of what's going in.

██████ wants the situation to cool down and planned to reach out to ██████ again. Has learned that sometimes there are Navy veterans that won't talk to him but will talk to Ali. ██████ states he never took any of ██████'s actions personal.

Ashley relayed the County's retaliation policy and advised ██████ to contact Jennifer Blasi or John Jansen if he has any questions. Ashley concludes meeting by making ██████ aware of the EAP.

Ashley Lutterman

From: Ashley Lutterman
Sent: Friday, July 21, 2023 7:49 AM
To: Aloysius A Nelson
Subject: RE: Administrative leave
Attachments: 2569_001.pdf

Good morning, Ali,

As requested, attached is a photocopy of the memo you received on July 19, 2023.

Thank you.

Ashley Lutterman, PHR, SHRM-CP
Assistant Director, Human Resources
County of Kenosha
262-653-2541

-----Original Message-----

From: Aloysius A Nelson <[REDACTED]>
Sent: Thursday, July 20, 2023 7:37 PM
To: Ashley Lutterman <Ashley.Lutterman@kenoshacounty.org>
Subject: Administrative leave

Caution: This email originated from outside the organization. Do not click links or open attachments unless you recognize and trust the sender.

Good evening Ashley, could you please email me an electronic copy of the administrative leave letter that you gave me yesterday. Thank you in advance.

v/r
Ali Nelson

Sent from my iPhone



COUNTY OF KENOSHA

Division of Human Resources
Clara-lin Tappa, Director

1010 – 56th Street, Second Floor
Kenosha, Wisconsin 53140
(262) 653-2800
Fax: (262) 653-2491

MEMORANDUM

TO: Aloysius Nelson

FROM: John Jansen, Director of Human Services
Ashley Lutterman, Assistant Director of Human Resources *AL*

SUBJECT: Administrative Leave with Pay

DATE: July 19, 2023

Effective immediately, you are hereby placed on Administrative Leave with pay. You are not to enter any secure areas of the building without a supervisory escort or access County communication devices (including email and phone). You are not to have contact with any employees within your office. You will be notified by Human Resources when to report for further proceedings.

Please maintain an available telephone number so that Human Resources may contact you.

CC: Clara-lin Tappa, Director of Human Resources

Discussion with [REDACTED]
June 16, 2023

Ali's role as CVSO should be more transactional. What [REDACTED] hears from other offices, the CVSO is more transactional.

The workload is too much. New hires need to be trained. [REDACTED] just needs Ali to assist more clients. He does if he is asked but [REDACTED] needs him to do so more without being asked.

[REDACTED] said that Ali is doing better with his calendar. [REDACTED] had a pointed conversation with him a while back and he has improved. [REDACTED] does wish that he would allow anyone to put an appointment on his calendar.

[REDACTED] said [REDACTED] carries the weight of the office on [REDACTED] shoulders. We discussed giving [REDACTED] permission to do what [REDACTED] can handle without it causing [REDACTED] stress that could impact [REDACTED] health. [REDACTED] is only human. We talked about the EAP as well.

We discussed the situation in February when a [REDACTED] named [REDACTED] came into the office to bring a plate of food to Ali. Ali's wife was waiting for him in the office. The wife asked about it and she and Ali argued in his office. They left together (it was lunch). Ali called the office a little later and asked Joe to tell her she should not be dropping by the office anymore. I questioned why he would ask Joe. [REDACTED] explained that it was because Joe happened to be in the office and Joe knew her – it was not uncommon for the group (including [REDACTED], Ali, Joe and [REDACTED]) to order food together and [REDACTED] would bring food to them when it arrived. It started during COVID when not many people were in the building. [REDACTED] said the rumor was that Ali and [REDACTED] had a relationship. I asked if there was ever any inappropriate behavior in the office. [REDACTED] said no except that day when Ali and his wife were arguing and Ali asked [REDACTED] to tell his wife about [REDACTED] coming in with food.

[REDACTED] said that Joe wasn't right for the work they were doing. His [REDACTED] was getting worse.

I asked [REDACTED] if [REDACTED] could change anything to make it better besides more staff what would it be. [REDACTED] said to have Ali help out more with the transactional stuff. I explained that Ali's role had a certain amount of outreach and engagement in other boards and commissions and attending events and I also appreciated [REDACTED] need for help especially during periods of being short-staffed.

I did tell [REDACTED] that the impression I have of [REDACTED] from Ali is that [REDACTED] is very good at [REDACTED] job and [REDACTED]

I asked [REDACTED] if there was anything else I should know. I told [REDACTED] that it can be frustrating when an employee brings something forward well after having an opportunity to share something with me. This was [REDACTED] opportunity to share anything with the Director of HR. [REDACTED] didn't have anything.