

THE SULTON LAW FIRM

August 13, 2023

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Via Email and Facsimile

Clara-lin Tappa
Director of Human Resources
Kenosha County
1010 56th Street
Kenosha, WI 53140
clara.tappa@kenoshacounty.org
262-653-2491 (fax)

RE: The Resignation of Aloysius "Ali" Nelson

Dear Ms. Tappa,

I am writing concerning the meeting held on August 11, 2023, and to tender the resignation of Aloysius "Ali" Nelson. As the county knows, this resignation is made under duress. By resigning, Mr. Nelson does not waive any claims or causes of action against the county, without limitation to wrongful termination, discrimination, and due process. Mr. Nelson resigns solely to mitigate the anticipated damages and other losses caused by the county.

Best Regards,

THE SULTON LAW FIRM



William F. Sulton

2745 N. Dr. Martin Luther King, Jr. Drive, Suite 202, Milwaukee, WI 53212

www.sultonlaw.com

Zasmine Lewis

From: Jessie Crutcher
Sent: Wednesday, August 2, 2023 10:34 AM
To: Zasmine Lewis
Subject: RE: Resignation

Thank you !

Zasmine on behalf of my wife and, I we really appreciate all you have done for us! Your professionalism and your compassion for your fellow employees truly stands out!

We will stay in touch!!

From: Zasmine Lewis <Zasmine.Lewis@kenoshacounty.org>
Sent: Wednesday, August 2, 2023 10:18 AM
To: Jessie Crutcher <Jessie.Crutcher@kenoshacountywi.gov>
Subject: RE: Resignation

Jessie,

It has been a pleasure working with you. I hope things work out for you and your family.

Thank you,

Zasmine Lewis, MBA HR, SHRM-CP
Human Resources Business Partner
County of Kenosha
262-653-2426



From: Jessie Crutcher <Jessie.Crutcher@kenoshacountywi.gov>
Sent: Wednesday, August 2, 2023 9:11 AM
To: Zasmine Lewis <Zasmine.Lewis@kenoshacounty.org>
Subject: FW: Resignation

My resignation date is Aug 2 2023 at 1:00 due to family personal reason

From: Jessie Crutcher
Sent: Wednesday, August 2, 2023 8:28 AM
To: Zasmine Lewis <Zasmine.Lewis@kenoshacounty.org>
Subject: Resignation

Good morning,

Due to family personal issues I must change my resignation effective date to today 2 Aug 2023.

Very respectfully,

Jessie Crutcher

Unites States Army MSG E-8 (Ret)

Veteran Benefits Representative

Phone :2626056747

Fax: 2626056685

Jessie.Crutcher@kenoshacountywi.gov

Zasmine Lewis

From: Jessie Crutcher
Sent: Wednesday, August 2, 2023 7:57 AM
To: Zasmine Lewis
Subject: question

Can I change my last day to this Friday 4 Aug 2023

Something came up!

Jessie Crutcher

Unites States Army MSG E-8 (Ret)
Veteran Benefits Representative
Phone :2626056747
Fax: 2626056685
Jessie.Crutcher@kenoshacountywi.gov

Zasmine Lewis

From: Jessie Crutcher
Sent: Monday, July 31, 2023 1:10 PM
To: Zasmine Lewis
Subject: Resignation

I'm requesting my last day of work on Thursday Aug 10, 2023.

Very Respectfully,

Jessie Crutcher

Unites States Army MSG E-8 (Ret)
Veteran Benefits Representative
Phone :2626056747
Fax: 2626056685
Jessie.Crutcher@kenoshacountywi.gov

Zasmine Lewis

From: Jessie Crutcher
Sent: Monday, July 31, 2023 12:00 PM
To: Zasmine Lewis
Subject: Resignation

Good morning,

Can you please assist? I want to put in my resignation effective today on 31 July 2023. I'm requesting my last day of employment here to be on Friday 11 Aug 2023.

Very respectfully,

Jessie Crutcher

Unites States Army MSG E-8 (Ret)

Veteran Benefits Representative

Phone :2626056747

Fax: 2626056685

Jessie.Crutcher@kenoshacountywi.gov

Jose Sanchez
06/05/2023

Zasmine Lewis
Human Resources Business Partner
Kenosha County
8600 Sheridan Road
Kenosha Wi, 53143

Dear Zasmine Lewis:

I must submit my resignation to Kenosha County because of the toxic hostile work environment I have had to endure. Mr. Nelson has degraded me and belittled me since I began my employment there. He is my direct supervisor, yet he relied on Mr. Behling, and Mrs. Blasi to train me despite their heavy workload and while Mr. Behling was there the job was tolerable because I knew he would support me, but once he left, Mr. Nelson told me that he expected me to “pick up the slack and work with Brad’s clients” despite not allowing me to apply for that position. He kept me on probation because I did not get my PIV card, but he is the office manager, and did nothing for months while I constantly tried to get through the process on my own. Once again Mr. Behling, and Mrs. Blasi helped me, but there was only so much they could do, and once Mr. Nelson finally got involved the process was expedited.

Mr. Nelson never spoke to me directly unless it was to dump some menial task on my desk that he himself did not want to do or tell me about something that I did wrong, usually something I had not been fully trained on. It was not the tasks that I objected to, I knew I had a lot to learn, but the manner that he did it, completely dismissively and I completed every task he gave me with the utmost speed, but never heard a kind word from him on my progress. I admit I was tardy to the office, but despite being 3 feet away from me he made either Mrs. Blasi, or Mr. Behling talk to me about it.

When the inappropriate relationship came to light between him and [REDACTED], he dragged me into the middle of it making me go down and tell the individual that she was not allowed in the office and telling me not to say anything to anyone. True or not nobody ever said anything more about it, but had the roles been reversed I know I would have been terminated.

I have [REDACTED], documented, and am [REDACTED], when I tried speaking to him about this he was completely dismissive, but when I sent him an email it was completely different, knowing that there was a paper trail changed his response. With my [REDACTED] I have to have structure, and while I was getting fingerprinted for the last step in getting my PIV card, he boxed up my desk and moved everything around to squeeze in another employee despite the fact Mrs. Blasi and I had cleared a spot for that person. I just could not return to that environment, and I have been [REDACTED] for the [REDACTED] from this office. I cannot continue to work there.

Zasmine Lewis

06/05/2023

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I fully expect Mr. Nelson to deny most if not all of this, because he never takes responsibility for any of his actions but is the first one to hold others accountable for theirs. At the same time I was struggling with my timeliness Mr. Nelson has a standing appointment on Thursday morning to go out to breakfast with his fraternity, and we would not see him until 11am despite the hours being 8-5 if we saw him before 9 it was only because he had a meeting, usually it was well into the morning before anyone would see him, and while I understand he had "appointments", and while there were a few nights he would stay later in the office, typically to take care of his responsibilities as CVSO president rather than the job, he was usually gone by 3pm. I can count on one hand the number of actual clients I saw him assist with any meaningful outcome during my year there, meanwhile Mrs. Blasi and Mr. Behling had full calendars and could barely keep up with the number of clients still managed to help train me and I was just starting to take clients on my own.

Mr. Nelson is quick to praise his team in public and treats everyone like garbage in the office pretending we are still in the Navy and subject to his own made up chain of command.

I have no interest in commenting on this further, and fully expect nothing will be done, and he will continue to drive employees away until the county realizes that the retention problem in that office is not the employees, but rather the man with the double standards who puts himself before his team, is dismissive of their concerns, and is more worried about the time you clock in than the training he is not providing.

Sincerely,

Jose Sanchez

Bradley Behling
8600 Sheridan Road
Kenosha, Wi 53143
1 March 2023

Aloysius Nelson
Director of Veterans Services
Kenosha County
8600 Sheridan Road
Kenosha, Wi, 53143

Dear Aloysius Nelson:

Please accept this letter as official notice of my resignation.

I have accepted the position of Vice President of Operations for Dousman transportation with a start date of 3 April 2023.

Your understanding in this process has been admirable, and I have nothing but the utmost respect for you and the entire team which is why I will continue to work until the end of the month to try and ensure that any transition or separation tasks that you need accomplished are met to the best of my ability. My time here serving the Veterans of Kenosha county has been among the most rewarding of my life and I will miss you and my coworkers.

My last day at Kenosha County will be 31 March 2023.

Sincerely,

A handwritten signature in black ink that reads "Bradley Behling". The signature is written in a cursive style with a large, looping "B" at the beginning.

Bradley Behling