

BEFORE THE MERIT EMPLOYEE RELATIONS BOARD
OF THE STATE OF DELAWARE

CONNIE OLSEN,)	
)	
Employee/Grievant,)	
)	DOCKET No. 11-08-520
v.)	
)	
DEPARTMENT OF SERVICES FOR)	
CHILDREN, YOUTH AND THEIR)	PUBLIC DECISION AND ORDER
FAMILIES,)	
)	
Employer/Respondent.)	

After due notice of time and place, this matter came to a hearing before the Merit Employee Relations Board (the Board) at 9:00 a.m. on August 16, 2012 at the Public Service Commission, Cannon Building, 861 Silver Lake Boulevard, Dover, DE 19904.

BEFORE Dr. Jacqueline Jenkins, Acting Chair, John F. Schmutz, and Victoria D. Cairns, Members, a quorum of the Board under 29 *Del. C.* §5908(a).

APPEARANCES

W. Michael Tupman
Deputy Attorney General
Legal Counsel to the Board

Deborah L. Murray-Sheppard
Board Administrator

Roy S. Shiels, Esquire
on behalf of employee/grievant
Connie Olsen

Laura L. Gerard
Deputy Attorney General
on behalf of the Department of
Services for Children, Youth and
their Families

BRIEF SUMMARY OF THE EVIDENCE

The Board incorporates by reference the Brief Summary of the Evidence in the Board's Non-Public Decision and Order.

FINDINGS OF FACT

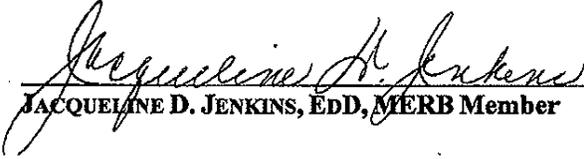
The Board incorporates by reference the Findings of Fact in the Board's Non-Public Decision and Order.

CONCLUSIONS OF LAW

The Board incorporates by reference the Conclusions of Law in the Board's Non-Public Decision and Order.

DECISION AND ORDER

It is this **24th** day of August, 2012, by a unanimous vote of [3-0], the Decision and Order of the Board to deny Olsen's appeal.



JACQUELINE D. JENKINS, EDD, MERB Member



JOHN F. SCHMUTZ, MERB Member

I concur in the decision of the Board, but I believe that a five-day suspension would have served the purposes of progressive discipline.



VICTORIA D. CAIRNS, MERB Member