



Office of the
Dane County Medical Examiner
Agnieszka Rogalska, M.D.
Chief Medical Examiner



5/20/2022

Dear Ms. Wintrode,

Addressing the additional questions that you have asked:

Regarding question 3, would you be able to send me a copy of the current IGA with Brown signed by Brown's designee?

A request to send you a copy of our IGA agreement with Brown was sent to Purchasing, and should have arrived to you by the time you receive this latest email. Completing an updated IGA contract with Brown was one of the previously mentioned unfinished duties left behind by Barry Irmen's predecessor, and will be finalized shortly by Mr. Irmen. This should also be available by request from Purchasing.

Regarding question 7, while you were chief, has any employee ever come to you with complaints or concerns about their workplace interactions with Dr. Rogalska and/or Barry Irmen?

During my time as the department head, I fielded questions and concerns regarding multiple members of my staff at various levels of employment, including Dr. Rogalska and Barry Irmen. These concerns were discussed and investigated, and corrective actions taken where needed.

Separately, do you recall Dr. Breslauer telling you they wished they could have switched places with the body on the table?

This is protected health information. If an employee were to tell me this, I would have directed them to the Dane County Employee Assistance Program for aid, with contact information provided

The EAP is a Dane County Program that offers 24-hour personalized and culturally inclusive counseling, management consultation, resource referral, education, and trauma response department created by the county for both work and personal problems. Services are free to Dane County employees and always voluntary.

A follow-up general email reinforcing this recommendation would then have been sent to all staff at that time to seek counseling with the EAP whenever they are experiencing workplace related stress or anxiety, and contact information would have been provided as well in that email.

Whenever something like this happens, guidance from Human Resources (HR) is also sought.





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They remembered suggesting a few changes you could make to improve their work life and you told them "we can't do that."

DCMEO administration frequently has "brainstorming" meetings with all pathologist staff where suggestions and ideas for adjusting/improving the schedule and workflow are welcomed -- with the concurrent goal of maintaining work standards and equitable distribution of labor.

Daily autopsy coverage schedule, call schedule, homicide scene response schedule, and weekend coverage schedule have all been adjusted on repeated occasions upon these suggestions. The option to work from home was also added with the onset of COVID, and regularly engaged by pathologist staff for completion of paperwork.

The changes suggested by Dr. Breslauer included those mentioned in my previous response – to not take calls in the evening from investigators seeking guidance, to not respond to homicide scenes, to take fewer cases, and to not provide weekend coverage. It was explained to them that this would reduce the quality of service to the public, not support our investigators and partners, delay reunification of decedents with families, and place an unequal distribution of labor on the other full time pathologists. Dr. Breslauer voiced both awareness and agreement.

An offer of a transition to part time employment was suggested as a means of reducing workplace responsibilities and greater control of hours at the DCMEO, and this was rejected by Dr. Breslauer due to student loan repayment obligations.

Do you remember them requesting time off to seek counseling, but their request could not be accommodated because of staff shortages?

I do not. At no time in the history of the DCMEO has an employee been denied a sick leave request. At no time in the history of the DCMEO has an employee been denied time off for counseling or other medical care.

All records of leave request documentation are maintained, as per usual County protocol.

Regards,
Vincent Tranchida, MD.
Deputy Medical Examiner
Dane, Rock, Brown, Door, and Oconto Counties

