March 5, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:45 P.M.

PRESENT:	Commissioners:	Kathryn A. Hein, Vice-Chair Michael M. O'Hear Ann Wilson Marisabel Cabrera Steven M. DeVougas
ABSENT:	Commissioner:	Sarah W. Morgan (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The meeting was staffed by Attorney Steven Fronk, who read the following announcement: "The Christopher Manney disciplinary appeal hearing has been scheduled to start on Thursday, March 19, 2015 at 4:30 p.m. If needed, the hearing will continue on Friday, March 20, 2015 at 4:30 p.m., and again on Saturday, March 21, 2015 beginning at 9:00 a.m. The hearing will be conducted at the City of Milwaukee Municipal Court, Branch 1, located at 951 North James Lovell Street in Milwaukee. The hearing is open to the public. Because there is limited seating in the courtroom itself, a live audio visual feed will be streamed to the Municipal Court lobby. An earlier announcement regarding a possible feed onto Channel 25 was incorrect. That may not be possible. Please contact the Fire and Police Commission Community Relations Manager, Katrina Warren, with any questions at 414-286-5000 regarding this announcement."

Mr. Fronk presented for adoption minutes of the Regular Meeting of February 19, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Wilson. The motion carried unanimously.

Mr. Fronk presented for approval a request from staff to amend the February 5, 2015 minutes under 1. Unfinished Business, paragraph b), second sentence, by replacing the name of Commissioner Morgan with Commissioner O'Hear as follows: "Commissioner O'Hear will chair the committee, and the other members will be Commissioners Cabrera, Wilson, and DeVougas." Commissioner O'Hear moved approval of the amendment, seconded by Commissioner DeVougas. The motion carried unanimously.

1. <u>EXAMINATIONS</u>:

a) Mr. Fronk presented for adoption an eligible list for the position of Police Officer in the Police Department, consisting of 102 names. Toni Vanderboom, Human Resources Representative for the Commission, was present and spoke about the application and testing process. After the written test was completed, only the top 300 scoring candidates were invited to begin the remainder of the testing process for the next class. Commissioner Cabrera asked for a breakdown by gender and race to be available whenever these eligible lists are approved. Commissioner Wilson asked to see what is used for the psychological test, and Ms. Vanderboom will share what she can about that component. Commissioner Hein stated that Alderman Davis had some questions two meetings ago regarding how psychological testing is conducted. She suggested that Ms. Vanderboom give more information at a future meeting on how these exams are conducted, the percentage of candidates who pass, etc. Ms. Vanderboom stated it is her intention to present this information before the Board's Committee on Testing and Recruiting, and she will be in contact with the Commissioners to set a date for the meeting. Commissioner DeVougas moved approval of the list, seconded by Commissioner O'Hear. The motion carried unanimously.

2. FIRE DEPARTMENT:

a) The following promotions, as presented by Chief Mark Rohlfing, were approved by the Board:

TO FIRE CAPTAIN, on a waiver basis, from eligible list established December 19, 2013, effective March 15, 2015:

#17 – SCHUYLER L. BELOTT.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 19, 2013, effective March 15, 2015:

#42 – ANTHONY JACOBS.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 27, 2014, effective March 15, 2015:

#12 – THOMAS KASPRZAK.

b) Mr. Fronk presented a letter dated February 12, 2015, from Chief Rohlfing, wherein he notifies the Board that Probationer Firefighter James Gutierrez returned to duty on February 12, 2015 from an on-duty injury, and his probationary period will be extended until June 21, 2015 in accordance with the labor contract.

c) Mr. Fronk presented a letter dated February 12, 2015, from Chief Rohlfing, wherein he requests that an examination be conducted for the positions of Fire Captain and Fire Lieutenant as soon as possible so the new lists will coincide with the current lists' expiration. The Chair referred the request to staff for implementation.

d) Mr. Fronk presented a letter dated February 11, 2015, from Chief Rohlfing, wherein he requests that the department's organizational chart be updated to include a new Health and Safety Division in the Bureau of EMS, Training, and Education. The Health and Safety Officer and the proposed Athletic Trainer/Injury Prevention Coach will be assigned to that division. Chief Rohlfing stated the health and safety program has expanded enough that he felt it was time to create a division for it. Commissioner O'Hear moved to approve the Chief's request, seconded by Commissioner Wilson. The motion carried unanimously.

3. POLICE DEPARTMENT:

a) The following promotions, as presented by Chief Edward Flynn, were approved by the Board:

TO POLICE SERGEANT, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective March 15, 2015:

#50 – COLLEEN STURMA; #51 – RAYMOND BROCK; #52 – DANIEL VANDERVEST; and #53 – PAUL VILJEVAC.

Note: The promotion of #53 is on a waiver basis.

TO DETECTIVE, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective March 15, 2015:

#11 – ERIC DRAEGER; #43 – MATTHEW GADZALINSKI; #44 – MLADEN DUKIC; and #45 – SEAN MCCORD.

Note: The promotion of #11 was previously deferred from January 19, 2014. The promotion of #45 is on a waiver basis.

b) The following appointments, as presented by Chief Edward Flynn, were approved by the Board:

TO SCHOOL CROSSING GUARD, with effective dates:

JOHN SIMS (11/13/14), NANCY FRANZ (12/16/14), JESSIE DUNNING (2/19/15), and RAMONA RIVAS (2/19/15).

TO POLICE DISPATCHER, from eligible list established January 8, 2015, contingent upon successful completion of a background investigation, psychological test, medical examination and drug screening, effective March 16, 2015:

#1 – FRANCISCO EMANUELE; #2 – KEIANA MOORE; #6 – KIM SCHMELING; #10 – JAMIE WAGNER; #12 – STEPHANIE DENNY; #13 – DANIEL CLAUDIO; #14 – ANGELA ROBERT; #15 – NAKESHA JACKSON; #16 – MELANIE WADE; and #17 – BONNIE MUZIA.

TO POLICE DISPATCHER, on a contingency basis, from eligible list established January 8, 2015, also contingent upon successful completion of a background investigation, psychological test, medical examination and drug screening, effective March 16, 2015:

#18 – SCOTT SANTIAGO and #19 – KIMBERLY SYLVAS.

TO POLICE TELECOMMUNICATOR, from eligible list established April 4, 2013, contingent upon successful completion of a background investigation, psychological test, medical examination and drug screening, effective March 16, 2015:

#62 – SHIRLEY ARBERRY; #63 – ARIANNE BUTLER; #64 – TALISHA DICKEY; #69 – CAROLINE STRICKLIN; #72 – MAVIS WALKER; and #75 – DIANE PAJOT.

c) Mr. Fronk presented a letter dated February 17, 2015, from Chief Flynn, wherein he notifies the Board that Captain David Clarke has been granted a one year extension to his leave of absence for the purpose of continuing to assume an exempt position with Milwaukee County as Sheriff for Milwaukee County. The leave shall expire March 25, 2016, and may be renewed upon request.

Mr. Fronk presented a letter dated February 17, 2015, from Chief Flynn, wherein he notifies the Board that La'Neka Horton has been granted a one year extension to her leave of absence for the purpose of continuing to assume an exempt position of Recruiter with the Milwaukee Fire and Police Commission. The leave shall expire March 4, 2016, and may be renewed upon request.

d) Mr. Fronk presented two letters dated February 12, 2015, from Chief Flynn, wherein he requests that the probationary periods of Detective Carlos Rutherford be extended for a period of 44 consecutive days, until May 13, 2015, due to having taken a leave during his probation period, and Detective Chad Vartanian be extended for a period of 47 consecutive days, until April 18, 2015, due to having taken a leave during his probation period. Detective Rutherford's probation will end on March 30, 2015 if not extended. Detective Vartanian's probation was due to end on March 2, 2015 but was administratively extended by the Board to March 5, 2015. A letter dated February 25, 2015, objecting to the extensions was received from Michael Crivello of the Milwaukee Police Association. Mr. Crivello was present and voiced the concern that recording the extension of a probation period in the employees' files might lead one to believe the extension was for disciplinary reasons when it really was due to having taken a leave of absence. Commissioner Cabrera asked whether the reason for an extension is noted in an employee's file. Chief Flynn answered that the

request letters clearly state the reasons for the extensions. Mr. Crivello further opined that neither of the employees was told that taking a leave of absence would result in an extension of their probation period.

Commissioner DeVougas moved approval of the request to extend the probationary period of Detective Rutherford, seconded by Commissioner O'Hear. The motion carried unanimously. Commissioner Wilson moved approval of the request to extend the probationary period of Detective Vartanian, seconded by Commissioner DeVougas. The motion carried unanimously.

e) Mr. Fronk presented a letter dated February 25, 2015, from Chief Flynn, wherein he requests that an examination be conducted for the position of Health & Safety Specialist as soon as possible. The Chair referred the request to the Department of Employee Relations for implementation.

f) Mr. Fronk presented a letter dated February 25, 2015, from Chief Flynn, wherein he requests that the position of Crime Analyst be studied to ensure career progression, specifically by creating Crime Analyst I and Crime Analyst II positions. The Chair referred the request to the Department of Employee Relations for study and report.

4. PUBLIC COMMENT:

Sandra Christensen spoke regarding her concern that African-American young adults do not view Milwaukee as a safe place to live and thrive due to systemic racism. Ms. Christensen stated that, as a result of this perception, African-American young adults may not be returning to Milwaukee to live after completing college.

Jarrett English of the ACLU spoke regarding the need to give Officer Christopher Manney a fair hearing and to address the police community relations issues in Milwaukee.

Mary Watkins stated there has not been a citizen complaint hearing since 2012. There needs to be screening to determine which officers are problems. She asked whether the Board reviews the personnel records of the candidates for promotion before they approve the promotions. She asked if the documents for an open records request could be scanned and provided on a flash drive instead of being copied for a large fee.

Donna Shepard of Senator Lena Taylor's office stated that her office will be represented at all of the Christopher Manney appeal hearings.

5. ADJOURNMENT:

Commissioner DeVougas moved to adjourn the meeting, seconded by Commissioner O'Hear. The motion carried unanimously.

The meeting concluded at 5:55 P.M.

Respectfully submitted,

Sarah W. Morgan
Chair

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