

May 7, 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: Sarah W. Morgan, Chair
Michael M. O'Hear
Ann Wilson
Marisabel Cabrera
Steven M. DeVougas

ABSENT: Commissioner: Kathryn A. Hein (Excused)

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:40 p.m. to 5:35 p.m. pursuant to Section 19.85 (1) (c) Wis. Stats. to consider employment, promotion, compensation or performance evaluation data of any public employee over whom the Board has jurisdiction or exercises responsibility, to wit: annual performance evaluation of Fire Chief Rohlfing.

The meeting was staffed by Attorney Steven Fronk. Mr. Fronk presented for adoption minutes of the Regular Meeting of April 16, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner DeVougas. The motion carried unanimously.

1. COMMITTEE REPORTS:

a) Commissioner O'Hear presented the report of the Research Committee, which met on April 30, 2015, with Commissioners O'Hear, Cabrera, Wilson and DeVougas in attendance. The Committee continued its exploration of issues regarding the citizen complaint process by meeting with FPC staff investigators and the Community Relations Manager for an explanation of how the process works. The next meeting will be on May 28, 2015, at 11:30 a.m. at the Hillside Family Resource Center, 1452 N. 7th Street

2. FIRE DEPARTMENT:

a) Mr. Fronk presented two letters dated April 14, 2015, from Chief Rohlfing, wherein he requests approval of the updated Milwaukee Fire Department Rule Book and a newly developed Code of Conduct. Several code models were reviewed, and this one was chosen on the advice of the City Attorney's Office. Commissioner O'Hear asked if these items should be laid over until the unions have been given an opportunity to see them. Chief Rohlfing stated the rule book's updates only pertain to technology changes, how business is performed and recorded, and topics such as diversity, workplace violence, and discrimination/ harassment. The Code of Conduct is only a new format for existing rules, policies and procedures. Commissioner Wilson moved to lay these items over so the unions may see them. The motion was seconded by Commissioner O'Hear and carried unanimously.

3. POLICE DEPARTMENT:

a) Mr. Fronk presented a letter dated April 22, 2015, from Chief Flynn, wherein he nominates #56 – Vynetta Norberg and #57 – Bradley Blum to the position of Police Sergeant, contingent upon successful completion of a drug screening, to be effective May 10, 2015. Commissioner Wilson moved to lay this matter over to the next meeting as she had some questions regarding the promotional process. Commissioner O'Hear seconded the motion. The Chair laid the matter over for a closed session with the candidates and the Chief

or his designee. Upon discussion, it was agreed that if the promotions are ultimately approved, they will be retroactive to May 10, 2015. The motion carried unanimously.

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

TO DETECTIVE, on a waiver basis, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective May 10, 2015:

#48 – GARY G. COLE.

TO POLICE RECORDS SPECIALIST, from Office Assistant II, effective May 10, 2015:

PAMELA A. KOLEAS.

TO POLICE RECORDS SPECIALIST, from Police District Office Assistant, effective May 10, 2015:

ELIZABETH A. VAN-DUYN and JACQUELINE D. DAVIS-COBIN.

TO OFFICE ASSISTANT IV, from Office Assistant III, effective May 10, 2015:

SARAH L. SMITH.

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

TO SCHOOL CROSSING GUARD, with effective dates:

PHILIP ABERNATHY (3/6/15) and TAMARA COLLINS (4/10/15).

d) Mr. Fronk presented a letter dated April 21, 2015, from Chief Flynn, wherein he notifies the Board that the reappointment effective date of Alan Carsky was changed from April 13, 2015 to April 27, 2015.

e) Mr. Fronk presented a letter dated April 29, 2015, from Chief Flynn, wherein he notifies the Board that Police Sergeant Steven Moon has been terminated for a non-disciplinary reason effective April 28, 2015.

f) Mr. Fronk presented a letter dated April 15, 2015, from Chief Flynn, wherein he notifies the Board that Police Officer Jennifer M. Mishich has been suspended for ten working days for violation of Department Rules and Regulations under Personnel Order 2015-38 dated April 15, 2015.

g) Mr. Fronk presented a letter dated April 30, 2015, from Chief Flynn, wherein he requests that an examination be conducted for the position of Sensitive Crimes Project Coordinator. The Chair referred the request to the Department of Employee Relations for implementation.

h) Chief Flynn presented the 2014 Police Department Annual Report. It is posted on their website, and the Board may link it to their website if they wish.

4. PUBLIC COMMENT:

Mary Watkins agreed with the decision to hold over the promotions to Police Sergeant, questioned the wisdom of promoting someone who was involved in the Jude incident, and believes all candidates for promotion should be evaluated. She would like the Research Committee to add the Police Department's annual report to their agenda to allow for comment on it. There have not been any citizen complaint hearings since 2012.

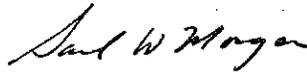
Chris Ahmuty of the ACLU had questions regarding transparency. The Board adopted Police Department SOP 755 last year regarding photographing the police but it is not displayed on the department's website. He inquired whether this SOP was communicated to the officers during roll call and what training they received regarding it. The deadline for bids for body mounted cameras was November 29, 2014. He asked if a vendor has been chosen. Policies need to be put in place regarding these cameras. He asked if there is a process in place to determine whether an officer who has been disciplined has learned anything from the experience. He has no objection to promoting a disciplined officer as long as he knows the officer has made progress.

5. ADJOURNMENT:

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

The meeting concluded at 6:00 P.M.

Respectfully submitted,



Sarah W. Morgan
Chair

SWM:REK:rk