

June 18, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:35 P.M.

PRESENT: Commissioners: Sarah W. Morgan, Chair
Michael M. O'Hear
Ann Wilson
Marisabel Cabrera
Steven M. DeVougas
Fred Crouther

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 4:35 p.m. to 5:11 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: performance evaluation and consideration of reappointment of Chief of Police Edward Flynn.

The meeting was staffed by Attorney Steven Fronk and Assistant City Attorney LaKeisha Butler. The Chair announced that the meeting dates in July have changed from July 9 and 23 to July 2 and 16. She also offered condolences on behalf of the Board to Chief Rohlfing on the recent death of his mother.

Mr. Fronk presented for adoption minutes of the Regular Meeting of June 4, 2015. Commissioner Wilson moved approval of the minutes as presented, seconded by Commissioner Cabrera. The motion carried unanimously.

1. NEW BUSINESS:

a) Commissioner O'Hear moved that FPC staff, in consultation with the Department of Employee Relations (DER), the City Attorney's Office and the Fire and Police Departments, develop a process by which the Commissioners would be able to consider the disciplinary history of candidates for promotion in the Police and Fire Departments. The process would be prepared by staff and then presented for discussion and approval by the Commissioners. Commissioner DeVougas seconded the motion. The motion carried unanimously. The Chair affirmed that Commissioner O'Hear will work with staff and DER to develop this process.

2. EXAMINATIONS:

a) Mr. Fronk presented for adoption an eligible list for the position of Fire Equipment Dispatcher in the Milwaukee Fire Department, consisting of fifty-six (56) names. A presentation was made by FPC Human Resources Representative Jason Stenglein. He indicated that 389 applications were received between November 7, 2014 and January 23, 2015. Two hundred fifty-three (253) applicants were invited to the computerized performance exam, of which 139 took the exam and passed. Fifty-six candidates returned the Personal History Questionnaire and were placed on the eligible list. Mr. Stenglein recognized the hard work and expertise of Fire Dispatch Manager Heide Mueller and Carl Nagy, DER Human Resources Manager in the development of the list. Commissioner Crouther moved approval of the list, seconded by Commissioner O'Hear. The motion carried unanimously.

b) Mr. Fronk presented for adoption an eligible list for the position of Police Aide in the Milwaukee Police Department, consisting of forty-nine (49) names. A presentation was made by FPC Human Resources Representative Toni Vanderboom regarding the number of applications received and the vetting process. Nine hundred fifty-five (955) applications were received, of which 240 were rejected. The remaining candidates went through a selection process including a written exam, physical ability test, timed run, oral exam and writing sample exercise, resulting in 49 individuals being placed on the eligible list. Ms. Vanderboom thanked the Police Department's Human Resources Division and the background investigators for their assistance during this process. Commissioner Crouther moved approval of the list, seconded by Commissioner Wilson. The motion carried unanimously.

c) Mr. Fronk presented for approval an examination announcement bulletin for the position of Telecommunications Specialist in the Milwaukee Police Department. A presentation was made by DER Human Resources Compliance Officer Kristin Urban, wherein she indicated that the vacancy would be filled for the first time through an open recruitment. The exam will be held after July 10, 2015. Commissioner DeVougas moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

3. FIRE DEPARTMENT:

a) The following promotion, as presented by Acting Chief Gerard Washington, was approved by the Board:

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 27, 2014, contingent upon successful completion of a drug screening, effective June 21, 2015:

#14 – MICHAEL J. VOLZ.

b) Mr. Fronk presented a letter dated June 5, 2015 from Chief Rohlfing, wherein he notifies the Board that he has terminated Fire Cadet Quintin Eubank, effective June 5, 2015.

4. POLICE DEPARTMENT:

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

TO POLICE SERGEANT, on a waiver basis, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective July 5, 2015:

#60 – SCOTT F. THORNE.

TO POLICE DISTRICT OFFICE ASSISTANT, from Office Assistant I, effective July 5, 2015:

DEBORAH K. DUGGER.

TO OFFICE ASSISTANT II, from Office Assistant I, effective July 5, 2015:

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

TO POLICE OFFICER, from Police Aide, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective July 19 2015:

TAYLOR D. BAAS; PAIGE A. CARLONI; RYAN E. CASEY; MICHAEL A. GRUSZKA; KOURTNEY R. HARTL; TYLER D. HEANEY; JACOB T. HOWELL; MOHAMMAD A. NOURI; ANTONIO L. OBREGON; LUCAS A. POLZIN; NICHOLAS J. REID; JUSTINO RODRIGUEZ, JR.; BRANDON J. RUTHERFORD; CHRISTOPHER J. SCHLEI; NICHOLAS R. SCHLEI and TYLER J. SEELow.

Police Aide Kourtney R. Hartl thanked the Police Training Division for the training they received - social, education, and physical, in becoming young adults with a career in law enforcement. She shared that as a Police Aide they served at District Stations on various shifts and worked as bookers, traffic and crime-scene control, and participated in ride-alongs and beat patrols. She indicated that they learned they had to be physically fit and had to maintain high standards. She stated that they were taught officers had to be respectful, have self-discipline, show leadership and have integrity. She thanked everyone and stated they were eager to start the next chapter as professional law enforcement officers. Commissioner Wilson commented that she admired the young people who stepped up to the plate to do what needed to be done.

TO POLICE OFFICER, from eligible list dated December 19, 2013, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective July 20 2015:

#216 – JAMES ENGLISH II and #321 – ALAN KLAUDI.

TO POLICE OFFICER, from eligible list dated March 5, 2015, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective July 20 2015:

#2 – ANGEL MUNOZ; #4 – PATRICIA SWAYKA; #5 – JEREMIAH SZYDEL; #7 – MATTHEW ZANIEWSKI; #8 – JACOB BRYANT-POVLETICH; #9 – CHRISTOPHER BENITEZ, #10 – ANDREW LANGER; #11 – EBONY STEELE; #13 – REGINALD MEADOWS; #14 – ANTHONY WALESBY; #15 – NATALIE BERMUDEZ; #16 – ARTTAVIUS BRADFORD; #17 – JUSTIN TERHUNE; #18 – NESRODENE GHASSOUL, #20 – BRADLEY BAKER; #21 – SPENSER MOODY and #22 – SHALETTA WHITERS.

Commissioner O'Hear asked why there were two eligibility lists. FPC Human Resources Representative Toni Vanderboom explained that a handful of individuals were held over on the old list for military purposes.

TO POLICE OFFICER, on a contingent basis*, from eligible list dated March 5, 2015, also contingent upon successful completion of a medical examination, drug screen, psychological evaluation, background, and the number of regularly appointed Probationary Police Officers reporting for duty on July 20, 2015:

#23 – KODY WETZEL; #24 – JACOB SCHNUR; #25 – CHRISTOPHER BIRMINGHAM; #26 – ANNA OJDANA; #27 – MICHAEL ALLEN; #29 – APRIL RIVERA; #30 – JOSEPH LANZA; #33 SHAWN TOMS; #34 – ERIC HUOTARI; #37 – ADRIAN RIVERA, III; #38 – ADAM STAHL; #41 – WILLIAM VANLAANEN and #43 – DEMETRIOUS HUDSON.

*The contingency appointment shall become effective no earlier than July 20, 2015 and no later than August 3, 2015. FPC Human Resources Representative Toni Vanderboom explained that the thirteen contingent individuals were necessary in case any of the thirty-five (35) probationary officers in the original recruit class could not move forward.

c) Mr. Fronk presented a letter dated June 10, 2015, from Chief Flynn, wherein he notifies the Board that he terminated Probationary Recruit Officer Alexander M. Wilson, effective May 27, 2015, under Personnel Order 2015-62 dated May 27, 2015.

d) Mr. Fronk presented a letter dated May 28, 2015, from Chief Flynn, wherein he notifies the Board that he demoted Detective Amy M. Stolowski to the rank of Police Officer for violating Department Core Values under Personnel Order 2015-60 dated May 28, 2015.

5. PUBLIC COMMENT:

Commissioner O'Hear made an announcement that the Research Committee meeting originally scheduled for June 30, 2015 may need to be canceled because of difficulty in finding a meeting location in the community that was accessible to everyone. Commissioner Wilson has taken the lead on following up with the locations suggested by the Coalition of Justice, but so far none of them have met the accessibility goals. More information will be forthcoming once a location is found.

Mary Watkins commended Commissioner O'Hear on his latest recommendation that the DER and FPC review promotional candidates in the Milwaukee Police Department. She stated that the institutional culture in the MPD merits further scrutiny. She said that self-discipline and integrity are some of the issues the police department has. She pointed out that since May 2015, the City has spent \$1.8 million in litigation matters concerning police misconduct, and that police misconduct is also a matter of fiscal responsibility.

Chris Ahmuty, Executive Director of the American Civil Liberties Union of Wisconsin congratulated the Police Aide graduates. He said that although the ACLU takes no position on the consideration of the reappointment of Chief Edward Flynn, he would like the Board to consider the performance of the Department in its interaction with the community as part of its evaluation. He would also like the Board to engage the community in the process. He pointed out that there was a public hearing regarding the reappointment of Fire Chief Rohlfing and would like something similar done concerning Chief Flynn.

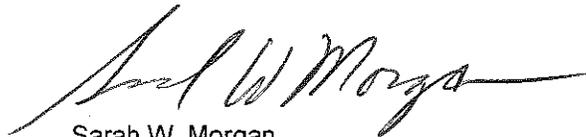
Nathaniel Hamilton indicated that he did not have much to say. He directed his comments to the new recruit class and told them this was a difficult community (to police). The community has suffered with poor police relations and accountability. He warned the recruits that the community is always watching. He said that their career is a fearful job and urged them to follow their Core Values and SOPs. He also noted that the members of the Police Department are not in good physical shape and that current members need to be checked to see if they can still physically perform their job. He said the Department needed police officers who could run after suspects instead of shooting them. He urged the recruits to treat people with dignity.

6. ADJOURNMENT:

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

The meeting concluded at 5:59 P.M.

Respectfully submitted,



Sarah W. Morgan
Chair

SWM:jcs