

July 16, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:30 P.M.

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Kurt Leibold, Assistant Chief, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 3:24 p.m. to 5:15 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 of candidates for promotion to Deputy Inspector of Police and Captain of Police.

The meeting was staffed by Attorney Steven Fronk and Assistant City Attorney La Keisha Butler. Mr. Fronk presented for adoption minutes of the Regular Meeting of July 2, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner DeVougas. The motion carried unanimously.

1. UNFINISHED BUSINESS:

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

TO DEPUTY INSPECTOR OF POLICE, from Captain of Police, contingent upon successful completion of a drug screening, effective August 2, 2015:

PAUL L. FELICIAN.

TO CAPTAIN OF POLICE, from Police Lieutenant, contingent upon successful completion of a drug screening, effective August 2, 2015:

JEFFERY C. MICKLITZ, MARK R. STANMEYER, NICOLE J. DAVILA, JOHNNY SGRIGNUOLI, and SHUNTA A. BOSTON-SMITH.

2. NEW BUSINESS:

a) Mr. Fronk reported that pursuant to the Rules of the Board, the Commission is required to have an election of officers for the ensuing year for the positions of Chairman and Vice-Chair. The Chair called for nominations for the position of Chair. Commissioner Hein nominated Commissioner DeVougas, and Commissioner O'Hear seconded the nomination. Commissioner Wilson nominated Commissioner Cabrera, and Commissioner Cabrera seconded the motion. Nominations were closed. Votes were cast via paper ballot and counted by Attorney Butler. Commissioner DeVougas was elected Chair on a 5-2 vote, and Commissioner Morgan turned over the gavel to him.

The new Chair called for nominations for the position of Vice-Chair. Commissioner Hein nominated Commissioner O'Hear. Commissioner Morgan seconded the nomination. Nominations were closed.

Commissioner O'Hear was elected Vice-Chair on a 7-0 vote. Mr. Fronk then took the following item out of order.

3. PROCLAMATION:

a) Mayor Tom Barrett was present and thanked Mr. Fronk for conducting the meetings for the past several months. The Mayor talked about how the current commissioners were contacted and asked to serve, and the difficulty and seriousness of the work the Fire and Police Commission does. He thanked all of the Commissioners for stepping forward as citizens to participate in government, but he especially thanked Commissioner Morgan for her service despite her career demands. He then read the following proclamation: "Whereas, The City of Milwaukee proudly joins family, friends and colleagues in commemorating the distinguished service of Sarah Morgan with the Board of Fire and Police Commissioners on Thursday, July 16, 2015; and, Whereas, Sarah Morgan, an Assistant Professor of Nursing at the University of Wisconsin-Milwaukee; was appointed to the Board of Fire and Police Commissioners in 2015 and has dutifully served as Chair since 2012; and, Whereas, Sarah Morgan's leadership has been instrumental in overseeing internal investigations and policy implementation, providing mediation between citizens and employees of the Fire and Police Departments and advancing the Board of Fire and Police Commissioners into a more effective, efficient and transparent organization; and, Whereas, Sarah Morgan is well known and well respected throughout the community, serving as Senior Warden of St. Mark's Episcopal Church and board member and academic partner of the Board of Diverse and Resilient, and has earned the enduring praise, respect and gratitude of her colleagues; and, Whereas, The City of Milwaukee commends Sarah Morgan on her years of dedicated service and leadership, recognizes her outstanding contributions to the City of Milwaukee and wishes her continued success in all future endeavors; Now, Therefore, I, Tom Barrett, Mayor of the City of Milwaukee, do hereby proclaim Thursday, July 16, 2015, to be Sarah Morgan Day throughout the City of Milwaukee." Commissioner Morgan thanked Mayor Barrett and said it had been an honor to serve the city. Although it has been challenging at times, she will miss it. It has been a wonderful perspective to have, to serve with the other Commissioners, and to learn the inner workings of the Police and Fire Departments and all the wonderful people who serve the city.

4. COMMITTEE REPORTS:

a) Commissioner Hein presented the report of the Testing and Recruiting Committee, which had met on July 9, 2015. Updates were received on the selection processes for Fire Cadet, Firefighter, Police Aide and Police Officer. The Firefighter recruit class begins on August 3 and is anticipated to graduate on November 19. The class of 23 is approximately 40% minority. The Fire Cadet class of 26 will begin on August 17, and that group is 50% minority. Over 650 applications were received for this two-year program. The Police Aide program which starts next week had approximately 955 applicants. After the selection process was finished, a group of 49 was left who are 61% minority and 29% female. There were 3300 applicants for Police Officer. After the initial screening, the top 300 were tested further. Of those, the top 43 were processed for hire, of which 50% were minority candidates. The Committee then went into closed session to receive a briefing from the City Attorney's office regarding the City's litigation related to pre-employment psychological testing for protective service classifications. Commissioner Wilson suggested that a better term be found that can be used instead of "minority"—perhaps "people of color."

5. EXAMINATIONS:

a) Mr. Fronk presented for adoption an eligible list for the position of Police Lieutenant in the Police Department, consisting of 79 names. Toni Vanderboom, Human Resources Representative, stated that the selection process consisted of a written exam, oral board and career review board. Of the 125 applications received, 3 were rejected because the applicants were ineligible to apply, and 43 applicants did not complete the selection process due to missing the exam or failing to meet an established deadline. Commissioner O'Hear moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

b) Mr. Fronk presented for approval an examination announcement bulletin for the position of Help Desk Specialist I and II in the Police Department. Lindsey O'Connor, Human Resources Representative in the Department of Employee Relations (DER), noted that two changes would be made to the bulletin currently before the Board: 1) Under Minimum Requirements, #3, change "Wisconsin Driver's License" to "Valid Driver's License"; and 2) Under Salary, DER Compensation Services will be appearing before the Finance and Personnel Committee on July 17, 2015 to recommend that the starting salary for Help Desk Specialist I be brought in line with general City Help Desk Specialist positions. If approved, the salary would increase from \$39,648 to \$41,487. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

c) Mr. Fronk presented for approval an examination announcement bulletin for the position of Property Control Manager in the Police Department. Jeffrey Harvey, Human Relations Representative in DER, gave a brief description of the position's duties. The application period deadline is August 7, 2015. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

d) Mr. Fronk presented for approval an examination announcement bulletin for the position of Sensitive Crimes Project Coordinator in the Police Department. Mr. Harvey gave a brief description of the position's duties. The application period deadline is August 7, 2015. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Morgan. The motion carried unanimously.

6. 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, contingent upon successful completion of a drug screening, effective July 19, 2015:

#18 – JAMES D. MACDONALD.

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

#44 – KELLY J. WINFREY and #45 – DANIEL W. MAKINEN.

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

TO FIRE EQUIPMENT DISPATCHER, from eligible list established June 18, 2015, contingent upon successful completion of background investigations and medical, psychological, and drug screenings, effective August 31, 2015:

#6 – VIKISHA WALDKIRCH; #3 – LINDA BURNS and #4 – KATHLEEN JESMOK.

TO FIRE EQUIPMENT DISPATCHER, on a contingency basis, from eligible list established June 18, 2015, also contingent upon successful completion of background investigations, medical, psychological and drug screenings, and the number of vacancies, effective August 31, 2015:

#13 – NATHAN BILLINGS; #15 – ANGEL FELICIANO; #5 – JOCELYN BORZICK; #1 – TALETHEA THOMPSON and #12 – VANESSA HERNANDEZ.

Note: Vacancies can be filled from the above list through September 8, 2015.

TO FIRE CADET, from eligible list established May 21, 2015, contingent upon successful completion of background investigations and medical, psychological and drug screenings, effective August 17, 2015:

#1 – DAKOTA B. BUNGER; #2 – LOGAN J. BALLERING; #3 – DANIEL J. STOEKL; #4 – ARRIANNA S. HAYNES; #5 – GIOVANNI CAMBRONERO; #6 – JOSE L. JIMENEZ; #7 – AVERY B. KORNITZ; #8 – ANDREW WILLIAMS, JR.; #9 – MATTHEW D. GRADE; #11 – TAYLOR O. CARLONI; #13 – JEREMIAH A. SANTIAGO; #14 – DAVION SANFORD; #15 – JONATHAN J. WELLENS; #16 – RAYMOND WENDT; #17 – TANNER J. AMROZEWICZ; #19 – CAMERON WILEY; #20 – HUGO AVILES; #22 – BRANDON P. MATHE; #23 – AVERY K. MEEKS; #24 – BRENDON MCCORD; #26 – JUSTIN D. MILLS; #28 – BRETT W. BILLINGS; #29 – RAHFEE R. WASHINGTON; #30 – JASON A. LIEMPECK and #31 – JONAH K. RODRIGUEZ.

TO FIRE CADET, on a contingency basis, from eligible list established May 21, 2015, also contingent upon successful completion of background investigations, medical, psychological and drug screenings, and the number of vacancies, effective August 17, 2015:

#32 – ANTONIO J. RAMIREZ; #33 – TIMOTHY M. BLANCO; #34 – IMANI K. SPREWER; #36 – RYAN M. CORREA; #37 – KANDACE J. FONS; #38 – JAKE T. MEACH; #40 – AUSTIN D. MELKA; #41 – JOSHUA INHOF; #42 – CHARLES DEAR; #44 – MARCELLUS A. BOND; #45 – CHRISTOPHER M. HALL, JR.; #46 – KODY KASZUBA; #47 – KEON JAMES; #48 – JONATHAN W. SCHULTE and #52 – CARMELLO C. AGUILAR.

TO FIREFIGHTER, from Fire Cadet, contingent upon successful completion of the Fire Cadet program*, updated background investigation and psychological screening, medical exam and drug screening, effective August 3, 2015:

STEVEN S. BUDNOWSKI, KENDRIA S. DONALDSON, JESSICA A. OLSON, GRANT C. REZASH, CARLOS P. CORREA-VOLKMAN, JOSHUA R. GRAMS, RYAN A. BALASH, TYLER D. PHILLIPS, ZACHARY D. GINSTER, DARYAN A. BURROUGHS, JACOB A. BUBOLZ, DIONTRA M. WOODS, NICHOLAS J. KAISER, MASON R. ANTHONY, CALEB J. LUCHT, MELANIE A. MADDEN, MATTHEW D. ENTERS, THOMAS W. SCHULTZ, JOEL J. ALONTE, KODY R. KRASEMANN, ALEXANDER M. MCDADE and BRYANT L. ADAMS.

*Note: On June 4, 2015, a temporary exception to the requirements for promotion listed in Rule XI, Section 2(b) was granted to members of this class of Fire Cadets.

Fire Cadet Caleb Lucht was recognized for a statement on behalf of the Fire Cadets, thanking the Board for the Fire Cadet opportunity and relating their experiences while Fire Cadets.

c) Mr. Fronk presented a letter dated July 9, 2015, from Chief Rohlfing, wherein he informs the Board that Probationer Firefighter Justin M. Buschmann will return from worker's compensation to the Fire Recruit training class effective August 3, 2015, contingent upon successful completion of a return to duty exam and drug screen.

Mr. Fronk presented a letter dated July 9, 2015, from Chief Rohlfing, wherein he informs the Board that Fire Cadet Oliver R. Schneider will return from worker's compensation to the Fire Cadet training class effective August 17, 2015, contingent upon successful completion of a return to duty exam and drug screen.

7. POLICE DEPARTMENT:

a) The following promotion, as presented by Chief Edward Flynn, was 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 August 2, 2015:

#63 – EL GERRITH TUCKER.

TO SCHOOL CROSSING GUARD, with effective dates:

LUCILLE HOEFT (5/15/15), FREDDIE SEGARRA-CRESPO (6/16/15) and CHEROKEE SMITH (6/19/15).

b) Mr. Fronk presented a letter dated June 24, 2015, from Chief Flynn, wherein he notifies the Board that Police Aide Robert D. Blask has been terminated for violation of Department Code of Conduct under Personnel Order 2015-73 dated June 24, 2015.

c) Mr. Fronk presented a letter dated July 8, 2015, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Raymond Bratchett be extended for a period of 42 consecutive days, until October 26, 2015, due to a leave of absence taken while on probation. Commissioner Crouther moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

d) Mr. Fronk presented a letter dated July 8, 2015, from Chief Flynn, wherein he requests that the probationary period of Detective Tony J. Castro be extended for a period of 48 consecutive days, until September 6, 2015, due to a leave of absence taken while on probation. Commissioner Morgan moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

8. PUBLIC COMMENT:

Mary Watkins stated that the disciplinary hearing for former Police Officer Rudy Gomez will begin July 22. He was terminated for beating a person handcuffed to the wall. She gave several reasons why the Board should not reinstate him and spoke about the fiscal impact of his actions.

Chris Ahumuty, Executive Director of the ACLU of Wisconsin, extended his appreciation to the in-coming and out-going Chairs. He noted that an appointment to the vacant Executive Director position may be made soon and hopes a public hearing will be held on it. He also noted that the number of Commissioners may increase to nine after a new director is hired. He distributed information to the Board regarding what attributes the ACLU and other community groups believe are necessary for new commissioners.

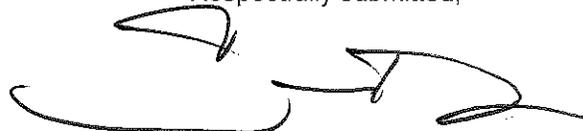
Jacob Glicklich expressed his dissatisfaction with the Board due to their recent reappointment of Chief Flynn. He believes the Board should have given more public notice and gave several reasons why Chief Flynn should not have been reappointed. He spoke about former Officer Gomez and his past actions.

9. ADJOURNMENT:

Commissioner Morgan moved to adjourn the meeting, seconded by Commissioner O'Hear. Assistant Chief Leibold asked to speak, conveying Chief Flynn's regrets for being absent at Commissioner Morgan's last meeting. He expressed the Chief's sincere appreciation for her support and her principled leadership during a challenging time for policing both locally and nationally. On the call of the motion, the motion carried unanimously.

The meeting concluded at 6:16 P.M.

Respectfully submitted,



Steven M. DeVougas
Chair