

March 3, 2016

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:43 P.M.

PRESENT: Commissioners: Michael M. O'Hear, Vice-Chair  
Kathryn Hein  
Ann Wilson  
Marisabel Cabrera  
Fred Crouther

ABSENT: Commissioner: Steven M. DeVougas (Excused)

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:00 p.m. to 5:37 p.m. pursuant to Sections 19.85 (1) (c) and (f) Wis. Stats., to consider the promotion of a Milwaukee Police Department member to the rank of Lieutenant of Police.

The meeting was staffed by Executive Director MaryNell Regan. The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Ms. Mary Watkins announced a "Youth Sound-Off" being sponsored by the ACLU and Coalition of Justice on March 4, 2016. She encouraged citizens to bring youth between the ages of 12-25 years old to speak about their experiences with the Milwaukee police. She concluded her comments by characterizing the Police Department's "Stop" program as an indoctrination program for youth to give up their civil rights.

Mr. Chris Ahmuty of the ACLU of Wisconsin criticized the Board for stating that Commissioners cannot respond to public comment because of the open meetings law. He thought it should be clarified that Commissioners cannot respond to public comment that is not noticed on the meeting agenda. Commissioners can choose to respond or not to comments that pertain to agenda items. Mr. Ahmuty was also disheartened to learn that the body worn-cameras and the Police Department CAD system do not work together. He is very concerned that there is no accountability from the "get-go", and that there is no means to pull up all of the video in instances where use of force was used.

2. MINUTES:

a) The Director presented for adoption minutes of the Regular Meeting of February 18, 2016. Commissioner Hein moved approval of the minutes as presented, seconded by Commissioner Cabrera. The motion carried unanimously.

3. UNFINISHED BUSINESS:

a) The following promotion, as presented by Chief Flynn, was approved by the Board:

TO LIEUTENANT OF POLICE, on a waiver basis, from eligible list established July 16, 2015, contingent upon successful completion of a drug screening, retroactive to February 28, 2016:

#14 - WILLIE O. MURPHY.

Note: Commissioners Crouther and Wilson abstained from voting on this nomination as they were not present during the Executive Session.

b) The Director returned to the Board a request from staff to amend FPC Rule III, Section 7, to establish a consent agenda procedure. Existing Section 7 is to be renumbered Section 8 and a new Section 7 is to read as follows:

A consent agenda may be presented by the Executive Director as an item on the regular meeting agenda. Items may be removed from the consent agenda upon the request of any one Commissioner. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the regular meeting agenda at the discretion of the Chair.

Commissioner Wilson moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

### 3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Fire Captain in the Fire Department, consisting of forty-seven (47) names. Jason Stenglein, FPC Human Resources Representative, made a presentation regarding the selection process. A written exam counted for 20% of the final score; assessment by an independent panel of professional firefighters, in which the candidate performed a tactical exercise, was interviewed and made a presentation to the panel, counted for 75%; and 5% of the score was based on seniority. Commissioner Hein moved approval of the list, seconded by Commissioner Wilson. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Human Resources Administrator in the Police Department. Lindsey O'Connor, DER Human Resources Representative, made a presentation to the Board and indicated the individual in this position would be responsible for formulating, implementing and maintaining sound and effective human resources policies and practices in the Milwaukee Police Department. The minimum qualifications for the position is a Bachelor's Degree with a major in human resources, labor relations, public administration or other closely related field, and five years of progressively responsible experience in human resources management, with at least three years of labor relations and contract administration. Commissioner Hein moved approval of the bulletin, seconded by Commissioner Cabrera. The motion carried unanimously.

### 4. FIRE DEPARTMENT:

a) The Director presented a letter dated February 15, 2016, from Chief Mark Rohlfing, wherein he requests that Deputy Chief Brian L. Smith serve as Acting Assistant Chief of the EMS/Training/Education Bureau, retroactive to February 15, 2016, for more than 30 days until his permanent promotion can be made. Commissioner Hein moved approval of the request, seconded by Commissioner Cabrera. The motion carried unanimously.

b) The Director presented a letter dated February 25, 2016, from Chief Rohlfing, wherein he nominates Deputy Chief Brian L. Smith to the exempt position of Assistant Fire Chief, to be effective March 27, 2016. The Chair laid over final action on this matter to permit the nominee to be interviewed.

c) The following appointment, as presented by Chief Rohlfing, was approved by the Board:

TO FIRE MECHANIC HELPER, from Department of Employee Relations eligible list, effective March 13, 2016:

JUDITH A. NOLINSKI.

d) The Director presented a letter dated February 22, 2016, from Chief Rohlfing, wherein he requests a classification study and market analysis resulting in a career ladder for the position of Fire Equipment Dispatcher in the Fire Department. The Chair referred the request to the Department of Employee Relations for study and report.

5. POLICE DEPARTMENT:

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

TO POLICE RECORDS SPECIALIST III, from Police Records Specialist I, retroactive to August 17, 2014, pursuant to the reclassification of this position approved at the July 10, 2014 Board meeting:

GLORIA CHUDZICKE, KIMBERLY HOGAN and MARY SILVERNAIL.

TO POLICE RECORDS SPECIALIST II, from Police Records Specialist I, retroactive to August 17, 2014, pursuant to the reclassification of this position approved at the July 10, 2014 Board meeting:

MICHELLE CROSS, JACQUELINE DAVIS-COBIN, LINDA GENSKOW, MARGARET HALL, PATRICIA KROENING, DARLENE LEMMIE and TAMMY SCHOENECKER.

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

TO PROPERTY CONTROL MANAGER, from eligible list established November 5, 2015, contingent upon successful completion of a medical examination and drug screen, effective March 28, 2016:

#3 - ROBERT J. MENZEL.

TO POLICE TELECOMMUNICATOR, from Police Dispatcher eligible list adopted January 8, 2015, contingent upon successful completion of a background investigation, psychological test, medical examination and drug screen, effective March 28, 2016:

#47 – TIMEKA PARKER; #50 – TAMMY CRESPO; #53 – DANA NAPIERALA; #59 – MARTA ORLOWSKI; #61 - APRIL SHORTER; #73 – MARGARET MARR; #78 – YVONNE WILLIAMS; and #99 – ANOMA PHAKEOVILAX.

Note: This position has a 12-month probationary period.

TO SCHOOL CROSSING GUARD (REGULAR), with the respective effective dates:

CELIA B. ADDISON (January 12, 2016); MARY L. LAUREANO (February 4, 2016); and WALTER E. NORSWORTHY (February 8, 2016).

TO SCHOOL CROSSING GUARD (SUBSTITUTE), effective February 10, 2016:

FELICIA L. LEWIS.

c) The Director presented a letter dated February 25, 2016, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Daniel J. Vandervest be extended for a period of 46 consecutive

days until April 30, 2016. Commissioner Hein moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

d) The Director presented a letter dated February 25, 2016, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Colleen B. Sturma be extended for a period of 140 consecutive days until August 2, 2016. Commissioner Crouther moved approval of the request, seconded by Commissioner O'Hear. The motion carried unanimously.

e) The Director presented a letter dated February 23, 2016, from Chief Flynn, wherein he requests that a recruitment and examination be conducted for the position of Human Resources Administrator as soon as administratively possible. The Chair referred the request to the Department of Employee Relations for implementation.

6. ADJOURNMENT:

Commissioner Wilson moved to adjourn the meeting, seconded by Commissioner Hein. The motion carried unanimously.

The meeting concluded at 5:59 P.M.

Respectfully submitted,



MaryNell Regan  
Executive Director

MNR:JCS:js