

May 19, 2016

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:52 P.M.

PRESENT: Commissioners: Steven M. DeVougas
Kathryn Hein
Michael M. O'Hear
Marisabel Cabrera
Ann Wilson
Fred Crouther

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and William Jessup, Assistant Chief, Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:08 p.m. to 5:49 p.m. pursuant to Section 19.85 (1) (c) Wis. Stats., to consider the promotion of a Milwaukee Police Department officer to the rank of Detective.

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

1. PUBLIC COMMENT:

Ms. Mary Watkins demanded that Police Chief Edward Flynn apologize for comments he made on how not to get shot in Milwaukee.

Mr. Chris Ahmuty, Executive Director of ACLU-Wisconsin, wanted to know how far along in the process the Police Department is in purchasing software from TASER to assist in the tagging of body worn camera videos and Computer Aided Dispatch (CAD) reports.

Ms. Cynthia Greenwood also spoke about the remarks made by Chief Flynn about getting shot and expressed concerns about violence in the streets during the summer months.

Mr. Emilo De Torre, Executive Director of Youth Programs of ACLU-Wisconsin, presented a copy of a letter sent to Mayor Tom Barrett encouraging him to nominate candidates who possess the attributes listed in the letter for appointment to the Fire and Police Commission board.

2. CONSENT AGENDA:

The Director presented the following items for approval on the consent agenda. (Detailed information concerning the items can be found under the appropriate regular meeting agenda heading in the minutes.)

- A. Regular Meeting – May 5, 2016
- B. Appointments: 1. Network Coordinator – Associate (Fire Department)
2. Office Assistant I (2 positions – Police Department)
3. School Crossing Guard (Police Department)
- C. Communication regarding Termination of Emergency Communications Operator
- D. Communication regarding Termination of Police Aide
- E. Communication regarding Modified Suspension of Police Officer

There being no objections, all of the items were approved for adoption.

3. UNFINISHED BUSINESS:

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

TO DETECTIVE, on a waiver basis, from eligible list established December 17, 2015, contingent upon successful completion of a drug screening, effective May 22, 2016:

#5 – JORGE O. SUAREZ.

Note: Commissioner Wilson abstained from voting.

- b) The Director presented a reclassification report dated May 13, 2016, from Maria Monteagudo, Director of Employee Relations (DER), concerning the reclassification of three Battalion Chief, Fire positions and one Battalion Chief, Fire-EMS position in the Fire Department. Andrea Knickerbocker, Human Resources Manager from DER, reported on the proposed recommendations. She stated that based on the new duties and responsibilities of these positions, DER concurs that these four positions should be reclassified to Deputy Chief, Fire. Commissioner O'Hear moved for approval of the report, seconded by Commissioner Hein. The motion carried unanimously.

- c) The Director presented a classification report dated May 16, 2016, from Maria Monteagudo, Director of DER, concerning the classification of a newly created position and the reclassification of the current position of Crime and Intelligence Specialist to Crime and Intelligence Manager in the Police Department. Andrea Knickerbocker from DER explained that one position was just created and approved by the Finance and Personnel Committee yesterday. The position and reclassification would be effective May 22, 2016. This is a reclassification of title and not a change in pay; therefore, it is recommended that the title of both positions should be "Crime and Intelligence Manager" as these positions are supervisory. Commissioner O'Hear moved for approval of the report, seconded by Commissioner Crouther. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established February 18, 2016, contingent upon successful completion of a drug screening, effective May 22, 2016:

#6 – CASSIDY G. SIMON and #7 – BLAKE W. VINSON.

- b) The following appointment, as presented by Chief Rohlifing, was approved by the Board under the Consent Agenda, Item B:

TO NETWORK COORDINATOR - ASSOCIATE, effective May 22, 2016:

MICHAEL J. HEDING.

5. POLICE DEPARTMENT:

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

TO DETECTIVE, on a waiver basis, from eligible list established December 17, 2015, contingent upon successful completion of a drug screening, effective June 5, 2016:

#6 – JASEN B. RYDZEWSKI.

TO POLICE SERGEANT, on a waiver basis, from eligible list established May 5, 2016, contingent upon successful completion of a drug screening, effective June 5, 2016.

#1 – GREGORY D. BORST.

b) The following appointments, as presented by Chief Flynn, were approved by the Board under the Consent Agenda, Items B1-3:

TO OFFICE ASSISTANT I, from Department of Employee Relations eligible list, contingent upon successful completion of a medical examination and drug screening, effective June 6, 2016:

JOHANNA LINTON and TOBASHA WILKS.

TO SCHOOL CROSSING GUARD, effective March 17, 2016:

DONNA F. BIRDOW.

c) The following communication from Chief Flynn was received by the Board under the Consent Agenda, Item C:

An order dated May 10, 2016, from Chief Flynn, wherein he notifies the Board that Emergency Communications Operator I Dana S. Napierala has been terminated from the Department effective immediately, under Personnel Order No. 2016-59, pursuant to FPC Rule XI, Section 7.

d) The following communication from Chief Flynn was received by the Board under the Consent Agenda, Item D:

An order dated May 11, 2016, from Chief Flynn, wherein he notifies the Board that Police Aide Monica S. Ordaz has been terminated from the Department effective immediately, under Personnel Order No. 2016-61, pursuant to FPC Rule XI, Section 7.

e) The following communication from Chief Flynn was received by the Board under the Consent Agenda, Item E:

An order dated April 6, 2016, from Chief Flynn, wherein he notifies the Board that the discipline for Police Officer Michael P. Terrell for violating Core Value 5.00, referencing Guiding Principle 5.1, has been reduced from a twenty-five (25) day suspension to a twenty (20) day suspension under Personnel Order No. 2016-48, pursuant to a settlement agreement.

f) The Director presented a letter from the Urban Institute, one of the Police Department's research grant providers in the implementation of Body Worn Cameras (BWC), requesting that the deployment of the last 200-250 BWCs be delayed from October 2016 until December 2016. The letter indicates this would allow the Urban Institute more time to collect outcome data for their randomized controlled trial evaluation and increase the statistical significance of their findings.

Commissioner O'Hear asked Assistant Chief William Jessup several follow up questions regarding this request. Assistant Chief Jessup explained that about a year ago the Police Department applied for the grant with the Urban Institute with the understanding that they would be conducting a research study. He believes that a report will be made public approximately six months after the grant ends in December 2016. Not all other grant recipients are having randomized controlled studies. It is his understanding that the Milwaukee study is to be used nationwide to inform other law enforcement agencies on how to roll out BWCs. He does not know if there are comparison studies being conducted by the Urban Institute.

Commissioner O'Hear inquired about the status of the software update for the BWCs. Assistant Chief Jessup indicated that tagging has not been a problem, and the software is to make it more efficient and potentially more accurate. He invited Sergeant Douglas Wiorek to brief the Commissioners on the matter. Sergeant Wiorek stated that a sole source contract with TASER to provide automated tagging software will go before the Finance and Personnel Committee for approval on June 8, 2016. TASER has estimated that it will take 60-90 days after approval of the contract to implement the software and integrate it with the CAD system. TASER will need to work with Tiburon to establish evidence.com categories within the CAD system.

Commissioner Cabrera inquired about when the next update from the Police Department on the rollout of the BWCs will occur. Sergeant Wiorek responded that he is ready to provide an update whenever the Commissioners request it.

Commissioner O'Hear moved to delay the implementation of the remaining BWCs from October 2016 to December 2016. The motion was seconded by Commissioner Crouther, and was unanimously approved.

6. ADJOURNMENT:

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

The meeting concluded at 6:19 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director

MNR:JCS:js