November 7, 2013

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:33 P.M.

PRESENT:	Commissioners:	Kathryn A. Hein, Chair Paoi X. Lor Michael M. O'Hear Ann Wilson Steven M. DeVougas
ABSENT:	Commissioners:	Sarah W. Morgan (Excused) Marisabel Cabrera (Excused)
ALSO PRESENT:	Mark Rohlfing, Chief, Milwaukee Fire Department and Edward A. Flynn, Chief, Milwaukee Police Department	

SWEARING IN OF COMMISSIONER STEVEN M. DEVOUGAS:

The Director administered the oath of office to appoint Commissioner Steven M. DeVougas.

The Director presented for adoption minutes of the Regular Meeting of October 17, 2013. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Lor. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director presented correspondence dated October 31, 2013 from staff regarding Firefighter Eric Daun's request for a residency exemption extension. Commissioner O'Hear moved to approve the exemption for six (6) months, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented correspondence dated October 31, 2013 from staff regarding Police Officer William Krumnow's request for a residency exemption extension. Commissioner O'Hear moved to approve the exemption for six (6) months, seconded by Commissioner Lor. The motion carried unanimously.

c) The Director introduced Sarah Trotter, Human Resources Representative of the Department of Employee Relations (DER). Ms. Trotter spoke regarding the reclassification of the Public Relations Manager position in the Police Department to Media Producer and the restructuring of the pay range for this position. She recommends that this vacant position of Public Relations Manager, in pay range 2JX, be reclassified as Media Producer, in pay range 2EN. Commissioner O'Hear moved to approve the reclassification proposal, seconded by Commissioner Lor. The motion carried unanimously.

2. FIRE DEPARTMENT:

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

TO FIRE EQUIPMENT MECHANIC from eligible list for the position of Vehicle Services Technician established by DER, effective November 11, 2013:

JOSHUA A. SCHWANZ.

b) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, notifying the Board that the following Firefighter candidates, approved on a contingency basis by the Board on September 19, 2013, have been appointed as regular replacements, effective October 14, 2013:

#521 – BRIAN D. COX; #526 – DAVID R. SELLS; and #535 – JESUS MERCADO-SANCHEZ.

c) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, notifying the Board that the following Fire Cadet candidates, approved on a contingency basis by the Board on September 5, 2013, have been appointed as regular replacements, effective September 16, 2013:

#37 – JOEL ALONTE; #38 – TITO FALCK; and #40 – KODY KRASEMANN.

d) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, notifying the Board that the following Fire Cadet candidate, approved on a contingency basis by the Board on September 5, 2013, has been appointed as a regular replacement, effective October 28, 2013:

#42 – ALEXANDER MCDADE.

e) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, requesting the Board to rescind the appointments they approved on September 19, 2013 of the following Firefighter candidates, which were effective October 14, 2013:

#312 – CHRISTIAN J. OLSON; #352 – COREY R. STEINKRAUS; #370 – JAMES C. GOELDNER; #378 – LESTER J. BILLODEAU, II; #382 – PETER I. ROTH, III; #396 – LEE R. DEWITT; #461 – MATT W. LINDEMANN; #463 – JUSTIN E. BARR; and #490 – TRISTAN S. GILGENBACH.

f) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, requesting the Board to rescind the appointments they approved on September 5, 2013 of the following Fire Cadet candidates, which were effective September 16, 2013:

#7 – PAIGE CARLONI; #8 – DENNIS WREN; and #33 – DONALD GAGLIONE, JR.

g) The Director presented correspondence dated October 15, 2013 from Chief Rohlfing, wherein he notifies the Board that probationary Fire Cadet Brandon Dzibinski has been terminated, effective October 15, 2013.

h) The Director presented correspondence dated October 31, 2013 from Chief Rohlfing, wherein he notifies the Board that probationary Fire Cadet Dylan Banks has been terminated, effective October 31, 2013.

i) The Director presented correspondence dated October 25, 2013 from Chief Rohlfing, wherein he notifies the Board that recruit Firefighter Nickolas J. Fisher has gone on Workers' Compensation, effective October 23, 2013.

j) The Director presented a communication from Chief Rohlfing regarding 2014 brownouts and decommissions. The Milwaukee Fire Department (MFD) has eliminated the rolling brownouts with fulltime decommissions. Chief Rohlfing informed everyone what the difference is between brownouts and decommissions. A decommission is when the apparatus is taken out of service, the positions that staff the apparatus are removed from the position ordinance, and the apparatus and positions are permanently lost from the department. A brownout is when apparatus is taken out of service for a predetermined period of time for however long is fiscally necessary, and then the apparatus is put back into service. The personnel are used elsewhere in the City.

In 2010 and 2011 there were two brownouts. In 2012 and 2013 there were three brownouts. With the elimination of the brownouts, apparatus that was not in service for the past 2 to 3 years will be permanently decommissioned in 2014. In 2014 a total of four heavy pieces of apparatus will be decommissioned.

The metrics used to determine which apparatus are to be decommissioned include the population density, total volume per apparatus and per station, response times for advanced life support, basic life support and fire responses, and target hazards for the first due-in areas would be the apparatus that would be first on the

scene in an emergency. There are 36 stations and none have been closed. Under this plan all will remain open and staffed. Some of the older buildings have physical restrictions for fleet movement. Twelve of the buildings are in the 100-year range. The height of the doors can be an issue. These twelve stations have basements under the apparatus floors. Also looked at are stations that have double companies, i.e., a hook and ladder truck and an engine; the strategic impact; and the historical performance data from 2012 and 2013 brownout rotations.

Questions that have risen regarding decommissions includes: (1) Will there be any lay-offs? Chief Rohlfing stated that there will not be any. Currently there are 66 vacancies. Usually MFD runs between recruit classes around 40-50 short of their full complement. (2) Will they cause reversions in rank and demotions? Yes. When the companies are browned-out, the promoted positions are not lost. When a company is decommissioned, the promoted positions are eliminated.

Why decommission instead of rolling brownouts? MFD is able to establish a consistent resource allocation model. The resources can be placed where they can best respond to the City without moving them from one station to another. It creates a capital expenditure decrease. During a brownout the engines are in the station fully equipped, but not in use. There are engines at Stations 5, 11 and 35. When the engines are decommissioned, the engines can be moved into the fleet and some purchases can be pushed back so there is some capital savings. A truck costs about $720,000 and an engine is about $525,000. It creates less complex staffing, associated data entry and paperwork. It helps MFD do some better predictive analysis when they are performing a permanent station and resource location study.

The apparatus that will be decommissioned in 2014 includes Engines 5, 11, and 35, and Truck 14 in Station 23. Truck 11 will move from Station 12 to Station 23. Station 5 will have a Battalion Chief, Med Unit and Fire Investigative Unit. Station 11 will have Truck 6. Station 35 will have Truck 16. Station 23 will have Engine 23 and Truck 11. Station 12 will have Engine 12.

MFD's objective is to maximize their resources within their budgetary constraints. They are able to minimize the service effects on the customers, keep all the stations open and staffed, and response times will still be within the national standard guidelines for fire, advanced life support (ALS) and basic life support (BLS).

Commissioner Hein asked what the cost is from having the brownouts. Chief Rohlfing informed her that each piece of apparatus costs the City about $1.4 million. About $1,040,000 to $1,050,000 is attributed to the fire budget and about $400,000 is for benefits. Commissioner Hein then asked about how the City was affected with the response times during the brownouts. Chief Rohlfing stated that the response times were increased by a couple of seconds. Due to the brownouts apparatus would have to come from other stations which would increase the response time, but still be within the guidelines.

Commissioner Wilson asked how much money the brownouts have saved thus far. Chief Rohlfing stated it saved about $7 million.

Director Tobin asked Chief Rohlfing if he has shared this information with the alderman whose areas are affected. Chief Rohlfing stated that he has met with them, or spoke with them on the telephone. He went on to state that they understand the challenge with the economic constraints and MFD's need to put their resources in the correct places. Director Tobin then asked if the brownouts affect the public's safety. Chief Rohlfing stated that it does not affect the public's safety and MFD will still be able to do an excellent job. Most of the public will not notice a difference. They will have a few less resources, but MFD will still be at their residence within 3 to 4.5 minutes. Director Tobin asked how many positions will be eliminated. Chief Rohlfing stated there will be a 48 person reduction in their position ordinance. Only one more resource is being lost in 2014. The other three apparatus that are being decommissioned have not been in use for the past 3 to 5 years. MFD will be responding with one less piece of equipment than they did in 2013.

Commissioner O'Hear asked whether it would make sense to consolidate a number of stations due to the reduction in the amount of apparatus. Chief Rohlfing stated that Alderman Murphy brought up a budget amendment to fund that type of study. MFD has been in contact with students at the University of Chicago. Two are doctoral students and one is a Harvard fellow and a professor at the University of Chicago. They will do a station and resource location study for MFD which should begin by the holidays and take 3 to 6 months to complete. MFD will be able to look at where consolidation is appropriate, how the closing of a station and not building another one affects the City, and/or how the consolidation of two stations and the building of one would work.

Commissioner Wilson asked Chief Rohlfing how they are going to get this information out to the public for community input so everyone understands. Chief Rohlfing stated they will work on that and they will be available at meetings held by the aldermen to explain where MFD put their resources and why they put them there. Commissioner Wilson then asked if the Chief has a bulletpoint presentation on that information. Chief Rohlfing stated he sent Director Tobin a document containing a narrative and some maps that were provided to the Mayor and all of the aldermen with some information so when constituents contact them they can give them the information.

Commissioner DeVougas asked what happens to the apparatus when they are decommissioned. Chief Rohlfing stated the apparatus may still be used or become reserve apparatus; it depends on their age. When they are no longer used, they are sold at auction as City surplus.

Commissioner Hein asked if there were any comments from the public on this topic. Dean Gonzalez, Vice President of Local 215 Milwaukee Professional Firefighters spoke. At Station 5 there will be no firefighting apparatus. There will be a med unit and a chief. If there was a fire across the street, there would be no equipment to put the fire out. Also at Stations 11 and 35 there will only be truck companies and no engine to put the fire out. While they are going through EMT training, there are 5 to 6 rigs out of service at any one time throughout the day. Director Tobin asked Chief Rohlfing for his comment. Chief Rohlfing stated that Mr. Gonzalez is correct that Station 5 will be without an engine. Engine 5 was chosen because it is in an area that is surrounded by other resources and while doing their mapping, they can respond to any area within Engine 5's area in 3 to 4 minutes for an emergency. Commissioner Wilson asked the Chief what he means by resource. Chief Rohlfing stated a resource is an engine, an aerial or a firefighting apparatus. Every-day equipment is out of service for training and the shift commander does the best he can to keep the needed resources in the City to respond to emergencies and to fulfill their required training.

3. POLICE DEPARTMENT:

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

TO BUILDING MAINTENANCE SUPERVISOR II, from Heating and Ventilating Mechanic II, effective November 10, 2013:

THOMAS A. THELEN.

b) The Director presented correspondence dated October 30, 2013, from Chief Flynn, wherein he requests DER to classify the position of Media Producer as exempt. Commissioner O'Hear moved to approve the classification proposal, seconded by Commissioner DeVougas. The motion carried unanimously.

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

TO MEDIA PRODUCER, contingent upon approval of the Finance and Personnel Committee at their meeting on November 21, 2013, and the successful completion of a background investigation, medical exam and drug screen, effective November 25, 2013:

JEFF GALLAGHER.

d) The Director presented a communication from Chief Flynn regarding status of crime statistics independent audit recommendations. Chief Flynn presented a report to the Commissioners on the subject. There are 25 recommendations on the PRI audit. Of those recommendations, 16 have been implemented, seven are in the process, one is pending and one was not implemented. Inspector Mary Hoerig's division is responsible for the implementation of the recommendations. Commissioner O'Hear informed the Chief that they just received the report at the beginning of the meeting and they need time to review it. Director Tobin asked Inspector Hoerig to brief the Board on what she thinks the major recommendations that have been completed so far are and what recommendations are yet to be done. Inspector Hoerig stated that the majority of their time has been spent on getting the department to understand the significance of NIBRS, training them on the definition of NIBRS, and the importance of how it impacts the department and the community to be accurate and timely with the information. It is a complex concept and counter-intuitive to state statute. The officers have to learn a new language. It is auditing and coming up with good sound practices of auditing. The Office of Management and Planning audits itself randomly throughout the year. The Records Management section audits itself. Sexual assaults have been randomly audited and they are looking to audit disorderly conduct and intimidation of witnesses. They look at the areas of risk and where they have trouble spots. Recently they did an audit of the Records Management section and they had zero errors. It is a group of 17 men and women and they review every report of the Milwaukee Police Department (MPD) for accuracy. MPD did not have this prior to the audit being completed. They have good computer systems, good training and good leadership.

Commissioner Wilson asked Inspector Hoerig to explain the acronyms used. Inspector Hoerig stated NIBRS is the National Incident Reporting System. NIBRS is a compilation of definitions of crimes that are nationally accepted. The challenge with this is that the officers do their reports based on state statutes and state statutes differ with every state. The FBI came up with the national standard. Sergeants and officers have been put through training and they have remedial training as needed. It is a targeted approach and if someone is having a problem, they send them for remedial training.

Commissioner O'Hear asked Inspector Hoerig to explain the one item that is not implemented. Inspector Hoerig stated that the recommendation was that they have the officers solely work with NIBRS and not state statutes. The problem with that is that they have to take cases to the District Attorney's office and they have to be statute specific and they need to meet the elements of that statute. It is more difficult to have 1,800 supervisors and officers changing their way of thinking to enter information into NIBRS, compared to the 17 people in Records Management who look at them every day.

Director Tobin asked Inspector Hoerig what is the next most significant thing to be done to make sure the records management system is working properly. Inspector Hoerig stated that hiring a Records Manager would be most helpful. They have several interviews scheduled. The reclassification has to be completed. DER is doing a study right now with MPD's human resources department. Chief Flynn stated the replacement of the entire records management system is also part of it. That is being worked on with a number of individuals and there are RFIs being completed. There are 11 vendors bidding on the system.

4. ADJOURNMENT:

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

The meeting concluded at 6:19 P.M.

Respectfully submitted,

Michael G. Tobin
Executive Director

MGT:cj