

June 4, 2009

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:40 P.M.

PRESENT: Commissioners: Richard C. Cox, Chair
Carolina M. Stark
Kathryn A. Hein
Paoi X. Lor
Sarah W. Morgan

ABSENT: Commissioner: Ernesto A. Baca (Excused)

ALSO PRESENT: Douglas Holton, 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 4:04 p.m. to 5:35 p.m. pursuant to Section 19.85 (1) (c) Wis. Stats. to conduct a performance evaluation of Fire Chief Douglas Holton and promotion evaluation of Battalion Chief, Fire nominee.

The Director administered the oath of office to Sarah Morgan as the newest Commissioner to the Board.

The Director presented for adoption minutes of the Regular Meeting of May 21, 2009. Commissioner Hein moved approval of the minutes as presented, seconded by Commissioner Stark. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The following exempt promotion, as presented by Chief Douglas Holton, was approved by the Board:

TO BATTALION CHIEF, FIRE, from Fire Captain, effective June 14, 2009:

GERARD M. WASHINGTON.

2. NEW BUSINESS:

a) The Director introduced Kristin Kappelman, Research and Policy Analyst for the Fire and Police Commission (FPC). Ms. Kappelman presented the 2008 Fire and Police Commission Annual Report. She stated that it featured many changes for the FPC including a new format as one of many methods to improve citizen oversight and awareness of the FPC. The report focuses on daily functions of the FPC while highlighting select initiatives and statistics of the Fire and Police Departments. The report includes: an overview of the FPC including the history, guiding principles and goals, the Commissioners and staff, highlights from the public safety departments, community relations, the citizen complaint process, disciplines, appointments, promotions, and separations. With regard to community relations in 2008, there were 11 community organizations that serve as partners and satellite locations which provide information on the FPC and also accept complaints. The FPC also launched a new website with information on complaints, brochures, and Board meeting times. In 2008, the FPC instituted a pilot citizen complaint process which includes independent investigations, mediation, and rapid resolution. In 2008, 120 citizen complaints were filed with the FPC, a 25% increase from the 94 that were filed in 2007. It is the highest total since 2004, when 103 complaints were filed. At the end of 2008, 65 of the 120 complaints were closed. With regard to discipline in 2008, six Police Department members appealed their disciplines to the FPC. One appeal is pending, and 5 were resolved with the following outcomes: 2 employees were discharged, 2 employees

resigned, and 1 employee withdrew their appeal and took the suspension. The FPC has authority over civil service functions for the Fire and Police Departments, and no one has been appointed or promoted without FPC approval since 1885. In 2008, with help from the Department of Employee Relations, 12 different promotion or appointment examinations were given. There were 5,610 applications received for Firefighter, and 1,651 applications received for Police Officer. The Fire Department had 55 appointments and 50 separations, and the Police Department had 62 appointments and 92 separations. With regard to public safety, the Fire Department reported 6 fire fatalities in 2008, which is the lowest since 2002, and 88% of calls for service were responded to within 5 minutes. The Police Department reported a 32% decrease in homicides and a 10% decrease in overall violent crime from 2007 to 2008. Pedestrian injuries decreased by 16% between 2007 and 2008.

The Director thanked Ms. Kappelman for her work on the Annual Report and the new format that helps the public see clearly what the FPC does. He also stated it will be distributed to the Common Council, community groups, and posted on the FPC website. Commissioner Stark moved approval of the 2008 Fire and Police Commission Annual Report, seconded by Commissioner Lor. The motion carried unanimously.

b) The Director introduced Lt. Gary Gacek and Crime Intelligence Analyst Nicole DeMotto from the Milwaukee Police Department (MPD). They presented the 2008 Police Department Annual Report. Lt. Gacek stated that this is an improvement over previous annual reports. The most significant event of 2008 was the appointment of a new Chief of Police, Chief Edward Flynn. Previous reports did not include information about the FPC. 2008 is the first time an article highlighting the FPC is included. It provides a summary of the role of the FPC and depicts the Commissioners in 2008. Another significant event in 2008 was the major modification to the MPD organizational structure. In 2008, 4 Assistant Chiefs were promoted to oversee the 4 distinct bureaus that were created to better implement enhanced service to the community. The theme for the report is "Progress and Performance," and milestones that occurred during the year are highlighted in chronological order. In terms of leadership and organization, the training model is based on the International Association of Chiefs of Police Center for Police Leadership training model. The curriculum is built around a comprehensive leadership development model, which coincides with the organizational change taking place in the MPD. In 2008, 96 department members from many different ranks attended and completed the training course. So far this year there have been an additional 100 graduates of the training program. Another accomplishment was the Differential Police Response (DPR) which allows "limited duty" officers the opportunity to use their police skills in handling lower priority calls for service with telephones and computers. DPR was responsible for handling 15,385 calls for service in 2008. There were many technological advances in 2008, including cameras and mobile computers in squad cars, electronic citations, the new color scheme of squad cars and motorcycles, daily crime briefings via web conference, and mounted pole cameras. The new merit awards program began in the summer of 2008 and is designed to recognize and honor exemplary service. The award bars are displayed on the uniform to give visible recognition. The first award ceremony under the new system was held in November 2008. There was a significant reduction in violent crime in 2008, a 32% decrease in homicides, and the lowest number of homicides since 1985. There was also a decrease in non-fatal shootings from 2007. In terms of the budget, 2008 was the first time in several years MPD stayed on track with its overtime budget due to a better management of overtime. Lt. Gacek thanked his staff, Sgt. Kristin Riestra, Det. Carol Starr, and Diane Lardinois for their hard work on the report. He also thanked Chief Flynn for his support. Lt. Gacek stated that this year's report will be distributed on miniature compact discs, and there is also a link on the MPD website to the report.

Commissioner Stark moved to accept and receive the 2008 Milwaukee Police Department Annual Report, seconded by Commissioner Hein. The motion carried unanimously.

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Fire Equipment Dispatcher in the Fire Department, consisting of 26 names. Commissioner Stark moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

4. FIRE DEPARTMENT:

a) The Director presented two letters both dated May 27, 2009, from Chief Douglas Holton, wherein he nominates Battalion Chief Michael T. Romas to the exempt position of Deputy Chief, Fire and Fire Captain Jeffrey E. Friedrich to the exempt position of Battalion Chief, Fire both to be effective June 28, 2009. Pursuant to Rules of the Board, final action on these nominations was laid over to permit the nominees to be interviewed.

b) The following promotions, as presented by Chief Douglas Holton, were approved by the Board:

TO FIRE CAPTAIN, on a waiver basis, from eligible list established February 19, 2009, effective June 14, 2009:

#2 – CARTER E. HUNNICUTT.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 6, 2007, previously promoted through a Fire Lieutenant Paramedic special promotion process, effective June 14, 2009:

#27 – LEON BUTTS, JR.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 6, 2007, effective June 14, 2009:

#28 – JAMES A. ARPS.

5. POLICE DEPARTMENT:

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

TO OFFICE ASSISTANT IV, from Office Assistant III, effective June 14, 2009:

ROXANN FISHER.

TO OFFICE ASSISTANT II, from Office Assistant I , effective June 14, 2009:

MICAH T. BILLINGS.

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

TO PERSONNEL ANALYST SENIOR, from the Department of Employee Relations eligible list, contingent upon successful completion of a background investigation, medical examination, and drug screening, effective June 15, 2009:

VALERIE D. SPREWELL.

TO POLICE DISPATCHER, from eligible list established February 19, 2009, contingent upon successful completion of a background investigation, number of vacancies to be filled, medical examination, and drug screening, effective June 22, 2009:

#1 – ALANA QUIGLEY; #6 – LINDA A. MOON-SIEFERT; #13 – PAMELA A. KOLEAS; #18 – MARQUIS N. LEFLORE; and #19 – VALERIA D. MCCLAIN.

TO POLICE DISPATCHER, from eligible list established February 19, 2009, contingent upon successful completion of a background investigation, number of vacancies to be filled, medical examination, and drug screening, effective June 21, 2009:

#3 – JAKARA JOHNSON; #4 – LYNN M. KRAUSE; #8 – ANGELA M. BERGEMANN; and #10 – TIFFANY M. RAMSKUGLER.

TO POLICE TELECOMMUNICATOR (REGULAR), from eligible list established May 7, 2009, contingent upon successful completion of a background investigation, number of vacancies to be filled, medical examination, and drug screening, effective June 22, 2009:

#2 – SHEILA VANCE-TISBY; #7 – JEANNIE E. BERRY-MATOS; and #9 – JACKIE GWITT-SCHUETZ.

TO POLICE TELECOMMUNICATOR (SEASONAL), from eligible list established May 7, 2009, contingent upon successful completion of a background investigation, number of vacancies to be filled, medical examination, and drug screening, effective June 22, 2009:

#7 – JOSEPH TROTTER; #13 – MARYANN BERNDT; #17 – THERESA SCOTT; #19 – SANDRA CAIN; #20 – INGRID JACKSON; and #23 – REGENIA THOMAS.

TO POLICE TELECOMMUNICATOR (SEASONAL), from Police Telecommunicator (Regular) eligible list established May 7, 2009, contingent upon successful completion of a background investigation, number of vacancies to be filled, medical examination, and drug screening, effective June 22, 2009:

#11 – LINDA SIKORSKI and #19 – MARLECIA GEE-LUCZAK.

c) The Director presented a letter dated May 26, 2009, from Chief Flynn, wherein he requests that one position of Police Alarm Operator be reclassified to Police Dispatcher due to a retirement, in accordance with the Salary Ordinance. Commissioner Stark moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

d) The Director presented a letter dated May 28, 2009, from Chief Flynn, wherein he proposes a change to district boundaries.

Chief Flynn gave a presentation regarding the proposed redistricting. He stated the mission and strategy of the redistricting as follows: "In partnership with the community, we will create and maintain neighborhoods capable of sustaining civic life. We commit to reducing the levels of crime, fear, and disorder through community-based, problem-oriented, and data-driven policing," and "To place a highly visible uniformed police presence in public spaces that are historically susceptible to violent crime, and disrupt the criminal environment." He stressed the need to strengthen neighborhoods with visible police presence, District Commander accountability, and internal and external reorganization. Historically, district boundaries were based on equalizing the workload. The proposed redistricting will take into account established neighborhoods, geography, topography, and crime trends and patterns. He compared districts 1 & 5 and 2 & 6 regarding crime and police presence. He also addressed the problem of cars getting called out of their district to assist in other districts. He showed the change in district sizes by square miles. He described the process as extensive, thoughtful, and inclusive, stating that staff, community groups, neighborhoods, and stakeholders were consulted during the process. A national model was used when deciding how many officers to put in each district, as well as consideration for calls for service, supplemental staff, crime type and volume, and geographic make up and size. If approved, information will be disseminated in a memo, along with maps, and an internal general order. The maps and project summary will be posted on the MPD website. The Common Council will be provided with a PowerPoint presentation, maps, and project summary. There will also be a media release, and the Police Department will be available to attend public meetings to discuss the issue. The goal is to concentrate on violence and quality of life policing.

Commissioner Stark asked about the negative effects of the redistricting. Chief Flynn stated that people were concerned with losing their officers and Aldermen with losing their commanders, but officers and commanders were not necessarily going to change, and those concerns have been addressed. He also said that the officers' geographical areas were not going to change; just which station house they will report too.

The Director mentioned a previous redistricting in early 2008, when it was based on a patrol bureau matrix study and number of calls for service. He indicated that this proposed redistricting goes above and beyond that and includes input from the community. Chief Flynn stated the plan is to start June 28, 2009, and squad areas are being finalized. Commissioner Morgan stressed the need for citizens to know where their district headquarters are located. Lt. Gacek stated several maps will be made public with all pertinent information.

Commissioner Stark moved approval of the district boundary changes, seconded by Commissioner Hein. The motion carried unanimously.

e) The Director presented an FPC informational memorandum dated May 29, 2009, regarding the open carry of firearms. The memo was created in response to an advisory memo dated April 20, 2009, from Attorney General J.B. Van Hollen regarding the open carry of firearms and Wisconsin's Disorderly Conduct statute, and the Milwaukee Police Department Training Bulletin 2009-02. Informational memorandums will be periodically presented on current public safety issues of concern to the community and will be distributed and reported on the FPC website.

7. PUBLIC COMMENT:

There was no comment made from the public present.

8. CLOSED SESSION:

Commissioner Hein moved to go into closed session 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: promotion evaluation of Battalion Chief, Fire to Deputy Chief, Fire, seconded by Commissioner Lor. The motion was approved on a roll call vote of 5-0. Closed session commenced at 6:30 P.M. and concluded at 6:45 P.M.

Sincerely,



Michael G. Tobin
Executive Director

MGT:mk