

February 4, 2010

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:35 P.M.

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

ABSENT: Commissioner: Paoi X. Lor (Excused)

ALSO PRESENT: Debra Weber, Acting Assistant Chief, representing the Milwaukee Fire Department; and Monica Ray, Assistant Chief, representing the Milwaukee Police Department.

The Director presented for adoption minutes of the Regular Meeting of January 21, 2010. Commissioner Hein moved approval of the minutes as presented, seconded by Commissioner Stark. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from the Fire Department to reclassify one position of Fire Captain to Fire Lieutenant. In a report dated January 29, 2010, Maria Monteagudo, Director of Employee Relations, recommends that the position continue to be authorized at the Captain level in Pay Range 857. Employees who are at the Fire Lieutenant level in Pay Range 856 can underfill the position. This will eliminate the need to reclassify the position each time there is a change in personnel in the Local 215 President/Contract Administrator position. Commissioner Stark moved to deny the reclassification request from the Fire Department based on the recommendation, seconded by Commissioner Morgan. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented a letter dated January 26, 2010, from Ronald D. Leonhardt, City Clerk, who requests that Detective Michael Crivello be detached from the Police Department to serve as Police Liaison Officer, effective February 7, 2010. Mr. Crivello will have reinstatement rights to his former classification when his term of employment as Police Liaison Officer ends. Commissioner Hein moved approval, seconded by Commissioner Morgan. The motion carried unanimously.

3. COMMITTEE REPORTS:

a) David Heard, Community Relations Manager, Fire and Police Commission, gave a verbal report of the Committee on Testing and Recruiting. The Committee met on January 26, 2010 to begin the annual review of the Department of Employee Relations (DER) as it relates to testing. In the last recruitment for Police Aide approximately 860 applications were received, compared with over 400 from the previous recruitment. Mr. Heard expressed his thanks to Police Officer Katrina Harris for doubling the number of applicants from the previous recruitment. The Committee discussed the meeting with Chief Flynn who is interested in evaluating whether a polygraph examination should be added to the hiring process for Police Officer and Police Aide. The Committee discussed the Firefighter hiring process, specifically the Candidate Physical Ability Test (CPAT). DER recommended and the Committee concurred that CPAT certification would be valid for one year from the time DER administers the CPAT certification for the next Firefighter recruit class. The next meeting will be held Tuesday, February 16, 2010 at 3:30 p.m.

4. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the position of Police Telecommunicator (Seasonal) in the Police Department. Michelle Stein, Human Resources Representative, Department of Employee Relations (DER), spoke regarding the announcement bulletin. The application deadline has been extended to March 5, 2010 to create a wider pool of candidates. Commissioner Stark asked why there are no minimum education requirements listed. Ms. Stein stated there is no minimum education requirement for the position. DER's policy is not to have minimum education requirements, because if someone can do the job without attaining a high school diploma they should not be excluded from the selection process. The Director asked about recruiting efforts because Telecommunicators are the citizenry's first contact with the Police Department. Ms. Stein responded that DER posts positions on E-notify, the City job board, the City job hotline, Craigslist, Milwaukee Jobs, other internet sites, and also all of the private, public, and technical colleges and universities in Wisconsin. Marti Cargile, Human Resources Representative, stated it will also be posted on Wilenet, which is a Wisconsin law enforcement job site. Ms. Cargile and Police Officer Katrina Harris will be attending job fairs, criminal justice fairs, and other recruiting events. At the request of the Director, Ms. Cargile will also contact Aldermen, City employees, and have Roseann St. Aubin, Communication Director for Milwaukee Public Schools, send out the announcement bulletin to teachers. Commissioner Hein asked what is the likelihood of Seasonal Telecommunicators becoming Regular Telecommunicators. Val Williams, Personnel Administrator, Milwaukee Police Department stated Seasonal Telecommunicators can become Regular Telecommunicators based on vacancies, but they are also asked to return the following season if they are still Seasonal Telecommunicators.

Commissioner Morgan moved approval of the bulletin, seconded by Commissioner Stark. The motion carried unanimously.

b) The Director presented a letter dated January 28, 2010, from Acting Chief Michael Jones, wherein he notifies the Board that #48 – Brian P. Gruber requests to have his name removed from the Fire Lieutenant Eligible List. Commissioner Hein moved approval of the request, seconded by Commissioner Morgan. The motion carried unanimously.

5. FIRE DEPARTMENT:

a) The following promotions, as presented by Acting Chief Michael Jones, were approved by the Board:

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 17, 2009, effective February 7, 2010:

#1 – MICHAEL J. CIECIWA; #2 – KEVIN D. HAFEMANN; and #3 – JOHN T. LITCHFORD.

Note: #1 was previously promoted on March 8, 2009, pursuant to the Fire Lieutenant Paramedic special promotion process.

TO FIRE LIEUTENANT, on a waiver basis, using the Fire Lieutenant Paramedic special promotion process, effective February 7, 2010:

#7 – BRIAN T. MOORE.

b) The Director presented correspondence dated January 27, 2010 from Acting Chief Michael Jones regarding the Chief Officer Furlough Implementation Plan. The plan affects Deputy Chiefs, Battalion Chiefs, and command staff. The civilian members of the Department will follow the City furlough plan. Acting Assistant Chief Debra Weber stated those affected will have to choose a pay period in which to

take their furloughs based on seniority. Field personnel will take two 20-hour days and the remaining four hours will be taken of a vacation day. The non-field personnel will also choose a pay period based on seniority to take the furloughs. The Director stated the Common Council has already approved a furlough plan for general City employees, the Board approved the furlough plan for the Police Department, and that is why the Fire Department plan is before the Board today.

Commissioner Morgan moved to approve the Chief Officer Furlough Implementation Plan, seconded by Commissioner Stark. The motion carried unanimously.

6. POLICE DEPARTMENT:

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

TO NETWORK COORDINATOR-SENIOR, from Help Desk Specialist II, a promotion without competitive examination, effective February 7, 2010:

MELONIE S. BROWN.

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

TO CRIME ANALYST, from a Department of Employee Relations eligible list, contingent upon successful completion of medical examination and drug screening, effective February 22, 2010:

SUSAN GADE.

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

SARAH K. BELANGER (1/15/10); LONZO HAYES (1/12/10); SYLVIA SILVA (1/8/10); and MICHAEL D. WAGNER (1/19/10).

TO SCHOOL CROSSING GUARD (SUBSTITUTE), effective January 21, 2010:

MICHAEL R. THIGPEN.

c) The Director presented a letter dated January 19, 2010, from Chief Flynn, wherein he requests that Lieutenant of Police Charles Berard serve as Acting Captain of the Neighborhood Task Force for more than 30 days until a promotion to Captain can be made. Commissioner Hein moved approval, seconded by Commissioner Morgan. The motion carried unanimously.

d) The Director presented a request dated January 15, 2010 from Chief Edward Flynn for a classification study of one civilian position of Data Base Specialist/Analyst. The Department received a grant from the Office of Community Police Services Child Sexual Predator Program to fund one civilian position of Data Base Specialist/Analyst assigned to the Criminal Investigation Bureau, Sensitive Crimes Division. The Chair referred the request to the Department of Employee Relations for study and report.

7. PUBLIC COMMENT:

Al Jansen, Lieutenant, Milwaukee Fire Department asked when a list will be compiled regarding Fire Chief candidates and if the list will be made public.

The Director explained that the Commission will be assessing applications beginning February 17, 2010 and semi-finalists will be selected after that date. By the third week in March, a public meeting will be held with the finalists. State law requires that the names of up to six finalists must be made public. The Commission

(Public Comment:)

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will then conduct background investigations and final interviews during the week of March 22nd. A final determination should be made in April.

8. ADJOURNMENT:

Commissioner Stark moved to adjourn the meeting, seconded by Commissioner Morgan. The motion carried unanimously.

The meeting concluded at 5:55 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:mk