

March 15, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:32 P.M.

PRESENT: Commissioners: Richard C. Cox, Chair
Kathryn A. Hein
Paoi X. Lor
Sarah W. Morgan
Michael M. O'Hear

ABSENT: Commissioner: Carolina M. Stark (Excused)

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

The Director presented for adoption minutes of the Regular Meeting of February 16, 2012. Commissioner Morgan moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

The Director presented for adoption minutes of the Regular Meeting of March 1, 2012. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Morgan. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from the Police Department to reclassify one position of Assistant Chief of Police to Inspector of Police. In a report dated March 9, 2012, Maria Monteagudo, Director of Employee Relations, recommends that in the Positions Ordinance, under Police Department, Administration Services Decision Unit, Professional Standards Bureau, Office of Assistant Chief, delete one position of "Assistant Chief of Police" and under Administration Bureau, add one position of "Inspector of Police." Andrea Knickerbocker, Human Resources Manager was present and spoke regarding the report. Commissioner Morgan moved approval of the recommendation, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director returned to the Board a request from the Police Department to study and reclassify the position of Audiovisual Specialist II. In a report dated March 9, 2012, Maria Monteagudo, Director of Employee Relations, recommends that in the Salary Ordinance, under Pay Range 2EN, add the title "Media Producer" with the footnote designation "10\\"", and in the Positions Ordinance, Police Department, Administrative Services Decision Unit, Training Division, Audio Visual Section, delete one position of "Audiovisual Specialist II" and add one position of "Media Producer". Andrea Knickerbocker, Human Resources Manager was present and spoke regarding the report. Commissioner O'Hear asked if the Department had a position on the request. Chief Flynn responded that the Department requested the reclassification as the individual performing these duties is performing all functions related to videography and video production for the Department. Chief Flynn indicated the individual is functioning as producer. Chief Flynn supports the recommendation. Commissioner O'Hear moved approval of the recommendation, seconded by Commissioner Morgan. The motion carried unanimously.

c) The Director returned to the Board a request from the Police Department to classify two new positions of Crime Analyst. In a report dated March 9, 2012, Maria Monteagudo, Director of Employee Relations, recommends the establishment of two new positions of Crime Analyst for a total of four Crime Analyst positions in the Department. Andrea Knickerbocker, Human Resources Manager was present and spoke

regarding the report. Commissioner Morgan moved approval of the recommendation, seconded by Commissioner Hein. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented correspondence dated March 6, 2012, from staff, wherein Fire Department Office Assistant Judith Kenney requests a temporary residency exemption to reside with her husband in their newly purchased home in Colgate until her retirement May 22, 2012 in order to care for their elderly parents that also reside in Colgate and to secure a home improvement loan. Office Assistant Kenney was present and answered questions from the Chair regarding her request. Commissioner Morgan moved approval of the residency exemption, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented the Milwaukee Homicide Review Commission 2011 Homicides and Nonfatal Shootings Data Report for Milwaukee, WI dated January, 2012. The Report is available through the Milwaukee Police Department and the Fire and Police Commission websites. Commissioner O'Hear asked, given the grant-funded nature of the Homicide Review Commission, what will happen to the Commission if funding is unavailable. Chief Flynn responded that funding is solid, but if funding does end the Homicide Review Commission's work the Department will be able to compensate because of their increasing crime analysis capacity. Chief Flynn indicated a benefit of the Commission's work is the third-party nature of the Commission as an analyst of the Milwaukee Police Department's crime data. In addition, according to Chief Flynn, the Commission has been helpful in stimulating discussion regarding the homicide issue in Milwaukee.

3. COMMITTEE REPORTS:

a) Commissioner Hein presented the report of the Committee on Testing and Recruitment. The Committee met March 6, 2012 with Commissioners Morgan and Hein present. The Committee was updated on the status of recruiting and testing procedures for Police Officer, Police Aide, and Police Telecommunicator (Seasonal). All recruitment and testing procedures are moving forward with Police Officer and Police Aide classes starting in August. The Director indicated the Police Telecommunicator (Seasonal) oral interviews were completed March 15, 2012. Reporting on the status of exam dates for Detective, Sergeant, and Lieutenant of Police, Commissioner Hein indicated there was much discussion on pending retirements and the need to schedule these exams. Due to the need for analysis of those positions, testing for these positions is delayed. The Police Department would like to see these exams offered soon and offered to assist in any way possible. Finally, the Fire Cadet recruitment effort was successful with 912 total applications received and 770 scheduled for the written test with a class expected to begin in September.

4. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the position of Heavy Equipment Operator in the Fire Department. Toni Vanderboom, Human Resources Analyst – Sr. was present and indicated the number of years required for application has been reduced from three (3) to two (2) and a note was added informing applicants that, pending analysis of other positions, service as a Heavy Equipment Operator may be used as a prerequisite for future promotional opportunities. Commissioner Morgan moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Fire Equipment Dispatcher in the Fire Department. Toni Vanderboom indicated this position had undergone a job analysis and the position was re-examined in light of technological advancements that have taken place since the previous job analysis was done 15 years ago. The testing process is being re-developed to fill the vacancies with the best possible applicants. Commissioner Morgan moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

5. FIRE DEPARTMENT:

a) The Director presented correspondence dated March 6, 2012, from Chief Rohlfing, wherein he notifies the Board that Firefighter John R. Chelstowski has been suspended for five (5) days for violation of Department Rules.

The Director presented correspondence dated February 13, 2012, from Chief Rohlfing, wherein he notifies the Board that Firefighter Michael K. Shea was suspended for 20 days for violation of Department Rules.

b) The Director presented correspondence dated March 7, 2012, from Chief Rohlfing, wherein he requests that one position of Paramedic Field Lieutenant/Fire Paramedic Field Lieutenant be reclassified to Fire Lieutenant due to retirement, in accordance with the Salary Ordinance. Commissioner Morgan moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

6. POLICE DEPARTMENT:

a) The Director presented correspondence dated March 12, 2012, from Chief Flynn, wherein he nominates Deputy Inspector of Police Carianne Yerkes to the exempt position of Inspector of Police in the Police Department, to be effective April 8, 2012. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

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

TO OFFICE ASSISTANT II, from Office Assistant I, effective March 18, 2012:

ERIC SHIN.

TO POLICE DISTRICT OFFICE ASSISTANT, from Office Assistant I, effective March 18, 2012:

LUANN SCOTT.

TO POLICE PAYROLL SUPERVISOR, from Human Resources Analyst – Sr., effective March 18, 2012:

CYNTHIA L. RATLIFF.

b) The Director presented correspondence dated February 28, 2012, from Chief Flynn, wherein he notifies the Board that Police Aide Ydsia N. Lugo-Rivera has been terminated for violation of Department Rules and Regulations under Personnel Order 2012-25, dated February 22, 2012.

c) The Director presented correspondence dated March 6, 2012, from Chief Flynn wherein he notifies the Board of the suspension of Detective Dennis A. Gardner for 20 working days for violation of Department Rules under Personnel Order 2012-32, dated March 6, 2012.

d) The Director presented correspondence dated March 6, 2012, from Chief Flynn wherein he notifies the Board that Police Lieutenant Paul Felician was granted an unpaid military leave of absence effective February 23, 2012 and ending in February, 2013; Police Officer Eugene Burns was granted an unpaid military leave of absence, effective February 19, 2012 and ending on February 18, 2013; Police Officer Jennifer Mishich was granted an unpaid medical leave of absence, effective March 8, 2012 and ending on April 15, 2012; and Police Officer Scott Strong was granted an unpaid military leave of absence, effective February 29, 2012 and ending on February 28, 2013.

7. PUBLIC COMMENT:

a) Tom Klusman, Milwaukee Police Supervisors Organization, spoke regarding the promotional testing process for Detective, Sergeant, and Lieutenant of Police. Mr. Klusman requested the Commission find a renewed sense of urgency regarding the need to test for these positions as lower ranks are performing the functions of higher ranks due to vacancies. Although this prepares the individuals to do well on the exam, Mr. Klusman indicated it was at the expense of first line supervision and asked for a timeframe as to when these exams will be offered. The Chair asked if a job analysis was being done for these positions. The Director indicated the first job analysis done in 15 years is in the final stages and the outside contractor is compiling the data from the member survey. Chief Flynn voiced his concern over the length of time it has taken to complete this process and offered the Department's assistance. Commissioner Hein said Chief Flynn's concerns are valid and indicated that feedback on how long this process will take is lacking. The Chair indicated the Commission is aware of and thankful for people's patience with this process and hears the need to provide some information regarding progress. Commissioner Hein asked why the need for a job analysis stopped the process for testing rather than continuing under the old process until the new process was in place. The Director said there is a need for a legally defensible job examination process in place based upon the job analysis because of the substantial changes the Police Department made to these positions. Once the analysis is complete, staff will issue a timeline related to the examination process. The Chair suggested trying to expedite the response from the contractor in order to try to give a definitive answer regarding the timeline for this process and expressed support for the process being completed expeditiously, but in a legally defensible manner. The Chair expressed appreciation for everyone's patience. Mr. Klusman asked if the Commission could produce a tentative schedule based on the response from the contractor. The Director indicated staff is attempting to do just that, understands the frustration felt, thanked Chief Flynn for his patience, and reiterated the fact that the ultimate goal is an accurate test which tests for the qualities the Chief wants in individuals who fill these positions.

8. ADJOURNMENT:

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

The meeting concluded at 6:02 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:kj