

April 19, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:34 P.M.

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

ABSENT: Commissioner: Michael M. O'Hear (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 April 5, 2012. Commissioner Morgan moved approval of the minutes as presented, seconded by Commissioner Lor. The motion carried unanimously.

1. UNFINISHED BUSINESS:

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

TO BATTALION CHIEF, FIRE, from Fire Captain, effective April 29, 2012:

ERICH J. RODEN.

b) The Director presented the State of Wisconsin Court of Appeals Decision in the matter of Milwaukee Police Supervisors' Organization vs. the City of Milwaukee and Milwaukee Police Association vs. City of Milwaukee filed April 10, 2012, stating the Court affirmed the Circuit Court's and the Board's decision, finding that mandatory unpaid furlough days were not a violation of the contract.

2. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the position of Electronic Technician Assistant in the Police Department. Commissioner Morgan moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented for adoption an eligible list for the position of Police Telecommunicator (Seasonal) in the Police Department, consisting of 21 names. Toni Vanderboom, Fire and Police Commission Human Resources Analyst – Senior, was present to answer questions. Commissioner Morgan moved approval of the list, seconded by Commissioner Lor. The motion carried unanimously.

The Director also introduced Lindsey O'Connor, a new staff Human Resources Analyst – Sr. for the Fire and Police Commission.

c) The Director indicated this item was removed from the agenda.

d) The Director presented a staff request to extend the Firefighter Eligible List from its expiration date of April 23, 2012 to April 23, 2013, a period of one year. Only 251 have been hired from the 1,148 names on the list and it is not necessary to incur the expense in dollars and staff time to conduct a new recruitment and

examination. The Director indicated this list is currently on a one-year extension. Commissioner Stark moved approval of the eligible list extension, seconded by Commissioner Morgan. The motion carried unanimously.

3. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, on a waiver basis, from eligible list established February 20, 2011, effective April 29, 2012:

#11 – CHRISTOPHER J. SCHUTTE.

TO FIRE LIEUTENANT, on a waiver basis, using the Fire Lieutenant, Paramedic special promotion process, effective April 29, 2012:

TIMOTHY M. HELING.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 28, 2011, effective April 29, 2012:

#8 – DENNIS J. SIEBEN.

b) The Director presented correspondence dated April 12, 2012, from Chief Rohlfing, wherein he notifies the Board that Firefighter Jason L. Leistiko successfully completed his probationary period on April 3, 2012.

c) The Director presented correspondence dated April 12, 2012, from Chief Rohlfing, wherein he notifies the Board that Firefighter Walter D. Price was granted an unpaid medical leave of absence expiring July 20, 2012, effective April 20, 2012 and Network Coordinator-Associate Michael L. Thomas was granted an unpaid medical leave of absence expiring May 1, 2012, effective April 2, 2012.

d) The Director presented a letter dated April 4, 2012, from Chief Rohlfing, wherein he notifies the Board of the guidelines for 2012 furloughs. The Director noted the guidelines fall in line with guidelines for general city employees requiring employees to take three furlough days. All sworn fire management and civilian personnel are subject to furloughs. Commissioner Morgan moved approval of the furlough guidelines, seconded by Commissioner Hein. The motion carried unanimously.

4. POLICE DEPARTMENT:

a) The Director presented correspondence dated March 12, 2012, from Chief Flynn, wherein he nominates John M. Mesich to the exempt position of Communications Systems Manager in the Police Department, to be effective May 7, 2012. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

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

TO OFFICE ASSISTANT I, contingent upon completion of a successful drug screening, effective April 30, 2012:

NICOLE GARRISON and SARAH L. SMITH.

c) The Director presented correspondence dated March 28, 2012, from Chief Flynn, wherein he notifies the Board that Office Assistant II Angelita Mendez has been suspended for 15 working days for violation of

Department Rules. The Director also indicated that under our new Civilian Grievance Procedure this discipline has not, as yet, been appealed.

d) The Director presented correspondence dated April 11, 2012, from Chief Flynn, wherein he notifies the Board of the guidelines for 2012 civilian furloughs. The Director indicated these guidelines require civilian employees to take three furlough days on the dates and under the circumstances the departmental memorandum outlines. Commissioner Morgan moved approval of the furlough guidelines, seconded by Commissioner Hein. The motion carried unanimously.

5. PUBLIC COMMENT:

Chris Ahmuty, Executive Director, American Civil Liberties Union (ACLU) of Wisconsin, commended the Milwaukee Police Department, Fire and Police Commission, and Professor Steven Brandl for their work on the 2011 Report on Milwaukee Police Department Firearms Discharges and Types of Force Used by the Milwaukee Police Department in 2010: The Role of Officer, Subject, and Other Situational Characteristics. Mr. Ahmuty offered four suggestions on how subsequent reports could be made more meaningful to the public. First, Mr. Ahmuty recommended the Milwaukee Police Department look for ways to improve their current data management system, Administrative Investigations Management (AIM), to support a Predictive Analytic Software format. Second, Mr. Ahmuty indicated neither the 2011 interim report nor the 2010 annual report explain why, in situations where force is used, an arrest is not always made. Further, he recommended including this information. Third, Mr. Ahmuty recommended identifying what offenses people are arrested for when there is a use of force to help identify whether there is a correlation between the underlying offense and the use of force. Finally, Mr. Ahmuty indicated the baseline data in the 2011 interim report and the 2010 annual report does not tell the public which officers may be involved in a significant number of use of force incidents. Mr. Ahmuty recommends including this information in subsequent reports to assure the public the MPD has a way of identifying these officers and implementing remedial action. Overall, Mr. Ahmuty recommended MPD's supervisory, training, disciplinary, and information management systems need to be more robust and transparent in order to increase public confidence.

6. ADJOURNMENT:

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

The meeting concluded at 5:51P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:kj