

September 6, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:39 P.M.

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

ABSENT: Commissioner: Kathryn A. Hein (Excused)

ALSO PRESENT: Michael Romas, Deputy Chief, representing the 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 4:32 p.m. to 5:30 p.m. 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.

The Director presented for adoption minutes of the Regular Meeting of July 26, 2012. Commissioner Cox moved approval of the minutes as presented, seconded by Commissioner O'Hear. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director presented a proposed modification to Fire and Police Commission Rule XI, Section 2(a) regarding the requirement of a Police Aide to pass the Physical Ability Test (PAT) in order to be eligible for appointment to Police Officer. The Chair directed that the proposal be laid over until the next meeting for adoption.

2. NEW BUSINESS:

a) The Director presented a letter dated August 28, 2012, from staff, wherein Police Telecommunicator Catherine DeFord requests a temporary residency exemption to reside in her Franklin apartment until her one-year lease expires April 30, 2012. The Commissioners questioned Ms. DeFord regarding the terms of her lease, start date with the City, and whether she was aware of the residency requirement when she applied for the position. The Director indicated Ms. DeFord was part of the previous selection process for Police Telecommunicators and it was approximately 1½ years from the time Ms. DeFord filed her initial application until she was hired. Ms. DeFord said she signed the year lease because, given the length of the selection process, she was unaware she would be hired so quickly. Commissioner Cox moved to lay over the matter until the October 18, 2012 meeting to allow Ms. DeFord time to investigate and pursue other options. Commissioner Lor seconded the motion. The motion carried unanimously.

b) The Director presented the Milwaukee Fire and Police Commission 2012 Mid-Year Brochure (<http://city.milwaukee.gov/fpc>) for approval. Joe Lawler, Fire and Police Commission (FPC) Research Assistant, spoke regarding the brochure. According to Mr. Lawler, there were 82 informal complaints and 58 formal complaints filed with the FPC in the first six months of 2012. In addition, Mr. Lawler stated that the most common formal complaint allegation was related to department procedures and District 7 was the district with the most formal and informal complaints. According to Mr. Lawler, the Milwaukee Fire Department (MFD) responded to 13,667 Advanced Life Support (ALS) calls and 14,838 Basic Life Support (BLS) calls for a total of 1,751 fire responses, 3,901 rescue responses, and 591 service responses. Finally, Mr. Lawler said the Milwaukee Police Department (MPD) reported a slight increase in violent crime and a

decrease in property crime compared to the first six months of 2011. Commissioner Cox moved approval of the brochure, seconded by Commissioner Lor. The motion carried unanimously.

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Fire Cadet in the Fire Department, consisting of 126 names. Commissioner O'Hear moved approval of the list, seconded by Commissioner Lor. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Fire Cadet in the Fire Department. Lindsey O'Connor, FPC Human Resources Analyst – Sr., was present to answer questions. Commissioner Lor moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented for approval an examination announcement bulletin for the position of Media Specialist in the Fire Department. Cassandra Scherer, Department of Employee Relations (DER) Human Resources Representative, was present to answer questions. Commissioner Cox moved approval of the bulletin, seconded by Commissioner Lor. The motion carried unanimously.

d) The Director presented for approval an examination announcement bulletin for the position of Police Aide in the Police Department. Lindsey O'Connor said the high school graduation date listed; i.e., July 1, 2012 should be July 1, 2013 and the error will be corrected prior to posting the bulletin on September 7, 2012. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Cox. The motion carried unanimously.

e) The Director presented for approval an examination announcement bulletin for the position of Building Maintenance Mechanic II in the Police Department. Jeff Harvey, DER Human Resources Representative, was present to answer questions. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Cox. The motion carried unanimously.

f) The Director presented for approval an examination announcement bulletin for the position of Police Fleet Supervisor in the Police Department. Jeff Harvey said the date the examination will be held should be 10/4/12, not 10/4/21 as listed. Mr. Harvey indicated this would be corrected prior to posting. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Lor. The motion carried unanimously.

g) The Director presented for approval an examination announcement bulletin for the position of Electronic Technician in the Police Department. Cassandra Scherer was present to answer questions. Commissioner Cox moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIRE CADET, from eligible list established September 6, 2012, contingent upon successful completion of background, psychological, medical, and drug screening, effective September 17, 2012:

#2 – JUSTIN M. BUSCHMANN; #3 – JEREMIAH H. DUNN; #4 – GABRIEL CAMBRONERO; #6 – AMBER S. BRIDGES; #7 – JULIAN P. L. HOPGOOD; #8 – JUSTIN T. TUNKS; #10 – TYLER J. SHARP; #11 – STEVEN PICKETT; #12 – DENNIS LEWIS, JR.; #13 – DIEGO E. KILWEIN-JENNERJOHN; #14 – JORDAN S. THOMPSON; #15 – SETH W. BIERMANN; and #16 – ANTHONIO M. DELVALLE.

TO FIRE CADET, on a contingent basis, from eligible list established September 6, 2012, contingent upon successful completion of background, psychological, medical, and drug screening and vacancies, effective September 17, 2012:

#17 – DYLAN A. P. BANKS; #28 – QUINCY WALKER; #21 – TYLER MORGAN; #23 – SALEEM FINKLEY; #24 – MATTHEW M. ZIEMS; #25 – MICHAEL W. JAKUBIAK; #26 – KEON T. BATTLE; #30 – TIFFANY C. KLOSKEY; #31 – TINEASHA GIVENS; and #32 – ZACHARY R. PREMETS.

TO NETWORK COORDINATOR – ASSOCIATE, from DER eligible list, effective September 16, 2012:

PETER J. KENDL.

TO OFFICE ASSISTANT I, from DER eligible list, effective September 17, 2012:

KAYLYN J. JENNIK.

b) The Director presented correspondence from Chief Rohlffing, dated July 26, 2012, wherein he notifies the Board that Firefighter Gregory R. Ewert was terminated for violation of Department Rules and Procedures, effective July 26, 2012.

The Director presented correspondence from Chief Rohlffing, dated August 21, 2012, wherein he notifies the Board that Firefighter Mark F. Grauberger was terminated for violation of Department Rules and Procedures, effective August 21, 2012.

c) The Director presented correspondence from Chief Rohlffing, dated July 31, 2012, wherein he notifies the Board that Firefighter Daniel T. Disimile was suspended for three days, with one day held in abeyance, for violation of Department Rules and Procedures, effective July 10, 2012.

d) The Director presented correspondence from Chief Rohlffing, dated August 27, 2012, wherein he notifies the Board that Captain Matthew W. Williamson returned from an unpaid military leave of absence, which commenced August 3, 2012, not August 6, 2012 as previously reported, effective August 27, 2012.

The Director presented correspondence from Chief Rohlffing, dated August 28, 2012, wherein he notifies the Board that Firefighter Michael K. Shea has been granted a three (3) month extension to his unpaid medical leave of absence, which commenced May 13, 2012, effective August 13, 2012. Firefighter Shea returned to duty on August 28, 2012.

The Director presented correspondence from Chief Rohlffing, dated August 27, 2012, wherein he notifies the Board that Fire Lieutenant William J. Echevarria returned from an unpaid military leave of absence, which commenced May 23, 2012, effective August 16, 2012.

##### 5. POLICE DEPARTMENT:

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

TO CRIME ANALYST, from eligible list established June 21, 2012, contingent upon successful completion of a medical and drug screening, effective September 24, 2012 and September 16, 2012, respectively:

#1 – STEPHANIE R. SIKINGER and #2 – DANIEL S. POLANS.

b) The Director presented correspondence from Chief Flynn, dated August 22, 2012, wherein he requests that the appointment of #74 – Colin Keevers, #95 – Gregory J. Boulanger, #110 – Anthony J. Walesby II,

#115 – Andrew R. Kryshak, #123 – Mitchell J. Reseburg, and #126 – Sean R. Patterson from the Police Officer Eligible List established February 17, 2011, approved at the July 26, 2012 Regular Meeting, be rescinded as these candidates either withdrew or did not qualify for the position. Commissioner Cox moved to rescind the appointments, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented correspondence from Chief Flynn, dated August 29, 2012, wherein he requests that the appointment of #10 – Rakeyia Hart, #34 – David Jimenez, and #46 – Julissa Moore from the Police Aide Eligible List established June 7, 2012, approved at the July 26, 2012 Regular Meeting, be rescinded as these candidates either withdrew or did not qualify for the position. Commissioner Lor moved to rescind the appointments, seconded by Commissioner Cox. The motion carried unanimously.

d) The Director presented correspondence from Chief Flynn, dated August 24, 2012, wherein he requests that the contingency appointment of #139 – Justin R. Schwarzhuber, #140 – Daniel D. Yang, #141 – Victor A. Murillo, #142 – Joseph M. Sanchez, #145 – Russell J. MacRae, and #146 – Dana M. Rodriguez from the Police Officer eligible list established July 12, 2012, approved at the July 26, 2012 Regular Meeting, be utilized effective August 6, 2012; #147 – Brian Heder from the Police Officer eligible list established July 12, 2012, approved at the July 26, 2012 Regular Meeting, be utilized effective August 13, 2012; and Chief Flynn notifies the Board that #138 – Jeffrey L. Jopp, #148 – William A. Pamperin, #149 – Lee Xiong, and #151 – Clayton R. Amborn from the Police Officer eligible list established July 12, 2012, approved at the July 26, 2012 Regular Meeting, were not used.

e) The Director presented correspondence from Chief Flynn, dated August 28, 2012, wherein he notifies the Board that Police Sergeant Stephen Chin returned from an unpaid military leave of absence which commenced on May 14, 2012, effective July 22, 2012; and Police Officer Tiffany Skonieczny returned to duty from an unpaid military leave of absence which commenced December 27, 2011, effective August 20, 2012.

f) The Director presented correspondence from Chief Flynn, dated July 31, 2012, wherein he notifies the Board that Police Officer Erin K. Lelinski was suspended for thirty (30) days without pay for violation of Department Rules and Procedures under Personnel Order 2012-109 dated July 31, 2012.

g) The Director presented correspondence from Chief Flynn, dated July 31, 2012, wherein he notifies the Board that School Crossing Guard Anastacio Gonzalez was terminated for violation of Department Rules and Procedures under Personnel Order 2012-108 dated July 31, 2012.

h) The Director presented correspondence from Chief Flynn, dated August 27, 2012, wherein he requests that the probationary period of Police Sergeant David A. Ligas, Jr. be extended for a period of 61 days, due to a Family Medical Leave of Absence and a sick leave. Commissioner O'Hear moved approval of the request, seconded by Commissioner Lor. The motion carried unanimously.

The Director presented correspondence from Chief Flynn, dated September 6, 2012, wherein he requests that the probationary period of Police Sergeant Sebastian C. J. Raclaw be extended for a period of 95 days, due to a Family Medical Leave of Absence and a sick leave. Commissioner Cox moved approval of the request, seconded by Commissioner O'Hear. The motion carried unanimously.

The Director presented correspondence from Chief Flynn, dated September 5, 2012, wherein he requests that the probationary period of Telecommunications Specialist Catherine M. Portz be extended for a period of six (6) months to provide her with additional training and to evaluate her performance. Commissioner O'Hear moved approval of the request, seconded by Commissioner Lor. The motion carried unanimously.

i) The Director presented correspondence from Chief Flynn, dated August 22, 2012, wherein he notifies the Board that the effective date of July 23, 2012, approved at the July 12, 2012 Regular Meeting, for the appointment of Daryl Maternowski to the position of Electronic Technician, has changed to August 13, 2012.

j) The Director presented correspondence from Chief Flynn, dated August 15, 2012, wherein he presents a request for reappointment to the position of Police Officer from Jonathan Echevarria. Mr. Echevarria was appointed on August 14, 2006 and resigned on June 24, 2012. Based upon the results of a background investigation and review of his sick leave usage, Chief Flynn recommends that Mr. Echevarria be reappointed to his former position of Police Officer. Mr. Echevarria was present. Commissioner O'Hear moved approval of the reappointment request based upon the conditions set forth in the correspondence, seconded by Commissioner Cox. The motion carried unanimously.

k) The Director presented correspondence from Chief Flynn, dated August 27, 2012, wherein he requests that two positions of Transcriptionist II be reclassified to Office Assistant II and two positions of Transcriptionist III be reclassified to Office Assistant III due to the elimination of the Word Processing Unit within the Criminal Investigation Bureau, in accordance with the Salary Ordinance. The Chair referred the request to the Department of Employee Relations for study and report.

l) The Director presented correspondence from Chief Flynn, dated August 20, 2012, wherein he requests that an examination be conducted for the position of Police Dispatcher as soon as possible as the department anticipates the eligible list will be exhausted by the end of 2012. The Chair referred the request staff for implementation.

m) The Director presented Standard Operating Procedure (SOP) 455 – Critical Incident Review Board to the Board for approval. The Director indicated this SOP was a direct result of a recommendation from the 2011 Report on Milwaukee Police Department Firearms Discharges (<http://city.milwaukee.gov/fpc/Reports/ReportsonMPD.htm>), which called for MPD to continue to work with the FPC to develop a more robust policy for critical incidents. According to the Director, this SOP fits the Department of Justice model policies that were looked at. The Director also said he thinks this is a great response from the Chief. The Director said as the SOP is put into practice, the SOP will continue to be evaluated, with additional recommendations likely over time. The Director also said that the report generated by the Department at the conclusion of a critical incident review will be an excellent tool to inform the public of the results of the review. Chief Flynn concurred with the Director's explanation of the SOP. Commissioner O'Hear asked if the report produced by the review board will supersede regular firearms reports done by the FPC. The Director said the FPC will continue to do those reports. According to the Director, the report discussed in the SOP will be specific to critical incidents. In this case, the Director said, the most common critical incidents are death in custody or an officer-involved shooting. Commissioner Cox moved approval of the SOP, seconded by Commissioner O'Hear. The motion carried unanimously.

#### 6. PUBLIC COMMENT:

There was no comment made from the public present.

#### 7. ADJOURNMENT:

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

The meeting concluded at 6:10 P.M.

Respectfully submitted,



Michael G. Tobin  
Executive Director