

September 20, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:43 P.M.

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Patrick Mitchell, Assistant Chief, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:05 p.m. to 5:40 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, to wit: performance evaluation of Fire Chief Rohlfing.

The Director presented for adoption minutes of the Regular Meeting of September 6, 2012. Commissioner Cox moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from staff to amend Fire and Police Commission Rule XI, Section 2(a) which would require Police Aides to pass the Physical Ability Test (PAT) prior to appointment to Police Officer. Commissioner Cox moved approval of the rule change, seconded by Commissioner Hein. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented a letter dated September 17, 2012, from Budget and Management Director Mark Nicolini who requests that the Fire and Police Commission recommend to the Common Council a decrease in the salary and compensation of all members of the Police Department and certain members of the Fire Department in 2013, up to and including the decrease in salary and compensation that is associated with three unpaid furlough days for each affected member in that year. The employees of the Fire Department who would be exempt are members of the Local 215, Milwaukee Professional Fire Fighters Association collective bargaining units. Mr. Nicolini outlined the budgetary realities that require him to request this recommendation. Commissioner O'Hear asked how this recommendation differs from last year's similar request. Mr. Nicolini replied that last year's recommendation was more limited in that sworn members were not required to participate in furlough days. Sworn members except Local 215 members will now be required to take three furlough days in 2013 along with all other City employees. The Chair asked how the departments will schedule the furlough days. Chief Rohlfing and Assistant Chief Mitchell outlined their staffing plans, with Chief Mitchell going into detail about minimum staffing levels. Commissioner O'Hear asked if there were any plans to change policies regarding other kinds of leaves, and Chief Mitchell replied in the negative.

Michael Crivello of the Milwaukee Police Association was recognized for comment. He stated he was not convinced the City was in such dire straits that these furlough days were necessary. Millions of dollars are being saved through his members agreeing to pay into their health insurance. He is concerned with the

safety impact this may have on one-man squads and citizens, and the ability of officers to schedule time off from the stresses of the job. He urged the Board to deny the request.

David Seager of the Milwaukee Professional Fire Fighters Association expressed concern with the chain of command during furloughs. He urged the Board to consider this request carefully and ensure that Deputy Chiefs and Battalion Chiefs are not furloughed either. He stated that the monies saved through changes to special duty far outweigh any savings from furlough days.

Thomas Klusman of the Milwaukee Police Supervisors' Organization stated he would have liked to sit down and deal with this issue earlier. He believes the Police Department has also saved vast amounts of money through changes to special duty but they are still being asked to participate in furlough days. Supervisors handling the work left by 29 vacancies are going to fall further behind as they are furloughed. The amount saved by the 29 vacancies is above any amount saved through furloughs. He does not believe this request is in the best interest of public safety.

Commissioner Cox thanked the speakers for their comments and said he takes them seriously. However, he believes that most departments operate on minimum staffing all the time anyway. He did not believe that these furlough days will have the effect of reducing police coverage. He then moved to approve the request as set forth by Mr. Nicolini. The motion was seconded by Commissioner Hein.

On further discussion, Commissioner O'Hear asked Chief Mitchell to address Mr. Crivello's concern about one-man squads. Chief Mitchell outlined the process by which command staff determines which squads will be manned by one or two officers. He reminded the Board that a dispatcher can still send two one-man squads to the same call if necessary, and that furlough days are not scheduled the same as for other City departments where the entire department is absent on the same day. Upon the call of the question, the motion to recommend to the Common Council a decrease in the salary and compensation of all members of the Police Department and certain members of the Fire Department in 2013, up to and including the decrease in salary and compensation that is associated with three unpaid furlough days for each affected member in that year, carried unanimously.

3. FIRE DEPARTMENT:

a) The Director presented a letter dated September 12, 2012, from Chief Rohlfing, wherein he nominates Fire Captain John J. Schwengel to the exempt position of Battalion Chief, Fire in the Fire Department, to be effective October 14, 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 promotions, as presented by Chief Rohlfing, were approved by the Board:

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 26, 2012, effective September 30, 2012:

#1 – ERIC M. MUEHLBAUER; #2 – NICHOLAS J. STANLEY; #3 – TIMOTHY J. INGRAM; #4 – CHRISTOPHER L. BROWN; and #5 – VICTOR J. IZQUIERDO.

TO FIRE LIEUTENANT, on a temporary and waiver basis, from expired eligible list established December 17, 2009, effective September 30, 2012:

#33 – THOMAS A. PECORARO, JR. and #35 – KELLY J. WINFREY.

TO OFFICE COORDINATOR, from Inventory Control Assistant III, a promotion without competitive examination, effective September 30, 2012:

ELIZABETH L. VAN PAY.

c) The following appointment, as presented by Chief Rohlfing, was approved by the Board:

TO FIRE EQUIPMENT MECHANIC, from Department of Employee Relations eligible list, contingent upon successful completion of medical and drug screens, effective September 30, 2012:

BRUCE D. WENTLAND.

d) The Director presented a letter dated September 11, 2012, from Chief Rohlfing, wherein he notifies the Board that Firefighter Anthony J. Guehlstorf returned from an unpaid military leave of absence effective September 11, 2012, which was granted February 8, 2012.

4. POLICE DEPARTMENT:

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

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

BARBARA CHARLES (8/23/12), D'LANOR GRAVES, JR. (8/30/12), KEVIN HAMPTON (8/31/12), CHRISTINE KASPRZAK (8/24/12), JOSEPHINE KEY (8/28/12), PATRICIA KUJAWSKI (8/23/12), RUTH ANN LEE (8/24/12), ANGEL O'NEAL (8/31/12), BARBARA POINTEK (8/30/12), CHRISTINE RABB (8/23/12), DEBORAH RADLIFF (8/30/12), DANIELLE RICKERT (8/23/12), JOHN SANFILIPPO (8/31/12), CAROL SCOTT (8/30/12), ROLAND TRIPEAUX (8/30/12), KIMBERLY WALKER (8/27/12), TEZRA WILLIAMS (8/29/12), and BRANDI WOMACK (8/27/12).

b) The Director presented two letters dated September 5, 2012, from Chief Flynn, wherein he notifies the Board that Police Sergeant Charles W. Cross has been discharged for violation of Department Rules and Regulations under Personnel Order 2012-118 dated September 4, 2012, and that he has been discharged and demoted to Police Officer for violation of Department Rules and Regulations under Personnel Order 2012-119 dated September 4, 2012.

c) The Director presented a letter dated September 5, 2012, from Chief Flynn, wherein he notifies the Board that his prior request to extend the probationary period of Police Sergeant Misty M. Torres to November 29, 2012, approved at the July 12, 2012 meeting, needs to be modified to end on October 21, 2012 instead as she has been given service credit for administrative duties performed during her limited duty time. Commissioner Cox moved approval of the modified date, seconded by Commissioner Lor. The motion carried unanimously.

5. PUBLIC COMMENT:

David Seager of the Milwaukee Professional Fire Fighters Association asked about the time frame for the Fire Lieutenant examination process. The Director responded that the exam process is tentatively scheduled to start in the Spring of 2013, and it is anticipated that the Fire Captain exam will occur after that.

6. ADJOURNMENT:

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

The meeting concluded at 6:28 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

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