

January 17, 2013

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

ABSENT: Commissioner: Kathryn A. Hein (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 January 3, 2013. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Lor. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from the Police Department for a reclassification study of three (3) positions of Electronic Technician for appropriate job title and rate of pay. Andrea Knickerbocker, Department of Employee Relations Human Resources Manager, presented the report and indicated a single report was created to encompass three (3) positions of Electronic Technician and two (2) positions of Electronic Technician Assistant. These five (5) positions would be reclassified into one classification, Emergency Vehicle Equipment Installer, which is equivalent to the position of Vehicle Service Technician in the Fleet Services Division. According to Ms. Knickerbocker, due to recruitment issues the report also allows for higher pay rates for individuals who come into the position with experience, as well as an additional 3% when an individual is designated as a lead worker. In the report dated January 17, 2013, Maria Monteagudo, Director of Employee Relations, recommends that in the Salary Ordinance, under Pay Range 3CN, delete the title "Electronic Technician Assistant (3)" and footnote "(3)"; under Pay Range 7EN, add the title "Emergency Vehicle Equipment Installer (8) (9)" and create footnotes (8) and (9) to read as follows: "(8) Recruitment is at \$1,570.47 (\$40,832) for candidates with at least three years of related experience and at \$1,617.58 (\$42,057) for candidates with at least four years of related experience." and "(9) Employees shall receive an additional 3% when designated to act as a lead worker." In the Positions Ordinance, under Police Department, Administration Services Decision Unit, Administration Bureau, Facilities Services Section, delete two positions of "Electronic Technician Assistant" and three positions of "Electronic Technician" and add five positions of "Emergency Vehicle Equipment Installer." Commissioner Cox moved approval of the recommendation, seconded by Commissioner O'Hear. The motion carried unanimously.

b) The Director returned to the Board a request from the Police Department for a reclassification study of two (2) positions of Electronic Technician Assistant for appropriate job title and rate of pay. Andrea Knickerbocker presented the report and indicated a single report was created to encompass three (3) positions of Electronic Technician and two (2) positions of Electronic Technician Assistant. These five (5) positions would be reclassified into one classification, Emergency Vehicle Equipment Installer, which is equivalent to the position of Vehicle Service Technician in the Fleet Services Division. In response to a request from the Chair for clarification, Ms. Knickerbocker said this reclassification does not affect the positions of Electronic Technician and Electronic Technician Assistant used elsewhere in the department, but rather only affects these five (5) vacant and/or under-filled positions. As Electronic Technician is a higher level classification, the recruitment rate for this position represents a mid-point between the higher and lower levels. The information contained in the report dated January 17, 2013, from Maria Monteagudo, is detailed

in agenda item “a)” above. Commissioner Cox moved approval of the recommendation, seconded by Commissioner O’Hear. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented correspondence dated January 9, 2013, from City Clerk James R. Owczarski, wherein he requests the detachment of Police Officer Shawn C. Lauda from the Milwaukee Police Department to serve in the position of Police Liaison Officer in the Office of the City Clerk, effective January 20, 2013. Commissioner Cox moved approval of the request, seconded by Commissioner O’Hear. The motion carried unanimously.

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Police Lieutenant in the Police Department, consisting of 132 names. Toni Vanderboom, Fire and Police Commission Human Resources Analyst – Sr., presented the eligible list and said the list was created based on the results of both written and oral exams. Total applications received were 181 with 49 candidates who chose not to complete the process. The Director asked Ms. Vanderboom to comment on the feedback portion of the exam, which is new for this process. Ms. Vanderboom said candidates will receive extensive feedback on their results throughout the process. This printed report will be mailed to the candidate’s home residence in approximately two (2) to four (4) weeks. The Director read the first 20 names from the eligible list. Commissioner O’Hear moved approval of the list, seconded by Commissioner Cox. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a temporary and waiver basis, from the expired eligible list established December 17, 2009, effective January 20, 2013:

#40 – *; #41 – DANIEL ACEVEDO; #42 – **; #43 – TIMOTHY A. KLOCKOW.

* Promoted to Fire Lieutenant under the special process on January 22, 2012.

** Promoted to Fire Lieutenant under the special process on May 27, 2012.

b) The following appointment, as presented by Chief Rohlfig, was approved by the Board:

TO MEDIA SPECIALIST, from eligible list established January 3, 2013, contingent upon successful completion of background, medical, and drug screening, effective January 22, 2013:

#1 – DAWN M. HAASE.

c) The Director presented correspondence dated January 10, 2013, from Chief Rohlfig, wherein he notifies the Board that the contingency appointments to Fire Equipment Dispatcher of #1 – Mark DeStefanis and #9 – Danielle Comer, approved at the December 6, 2012 meeting, were utilized.

d) The Director presented correspondence dated January 10, 2013, from Chief Rohlfig, wherein he requests that the appointments of #2 – Angela Pickens and #3 – Katie Chapman to Fire Equipment Dispatcher, approved at the December 6, 2012 Meeting, be rescinded as the candidates either withdrew or did not qualify for the position of Fire Equipment Dispatcher. Commissioner Cox moved to rescind the appointments, seconded by Commissioner Lor. The motion carried unanimously.

- e) The Director presented correspondence dated January 9, 2013, from Chief Rohlfing, wherein he notifies the Board that a Settlement Agreement and General Release converting the termination of Firefighter Gregory R. Ewert on July 26, 2012 to an unpaid medical leave of absence, was signed by Firefighter Ewert and Chief Rohlfing, with Firefighter Ewert returning to duty effective January 9, 2013.
- f) The Director presented correspondence from Chief Rohlfing, dated January 7, 2013, wherein he requests that an examination be conducted for the position of Fire Captain as soon as possible as the eligible list will expire on February 20, 2013. The Chair referred the request to staff for implementation.
- g) The Director presented a communication from Chief Rohlfing regarding the Milwaukee Fire Department (MFD) Health and Wellness Program. Chief Rohlfing said approximately two (2) years ago, he and Jason Mims, MFD Health and Safety Officer, began discussing a fitness program for the members of MFD. Mr. Mims put this vision into practice as MFD's Health and Wellness program and, just recently, MFD was awarded a federal grant that will help them achieve some of these goals. Chief Rohlfing discussed the goals, partnerships, grants, and results of the program.

Program Goals

1. Develop a joint labor management program, in accordance with the International Association of Firefighters (IAFF)/International Association of Fire Chiefs (IAFC) Fitness Initiative, that meets the health and wellness needs specific to firefighters to include annual physicals, a fitness program that incorporates peer fitness trainers, a behavioral health program that incorporates the Employee Assistance Program (EAP) and the Peer Support Team, and health education.

Federal grant money will allow MFD to put their firefighters through an extensive NFPA 1582 physical to be completed by July, 2013. With regard to the fitness program, volunteer MFD Peer Fitness Trainers offer Fit Camps, similar to boot camps offered at gyms, at various fire stations during off-duty hours for MFD firefighters to participate in. The behavioral health program, started in 2011, has 19 peer support team members that are trained and working with firefighters. During 2012, these peer support team members made approximately 100 contacts to help individuals looking for health and stress debriefings both within the department and outside as well. Finally, MFD, in partnership with Froedtert's Workforce Health, is providing health education not only to firefighters in the field but also to Fire Cadets and Recruits to teach them about nutrition and the whole wellness picture.
2. Provide sound health and wellness resources that will empower the firefighters to independently make quality life changes that will lengthen and improve both their career and retirement.

According to Chief Rohlfing, firefighters have a shorter lifespan than the public because of the accumulated effect of their work over time. MFD, through these resources, is trying to remind firefighters that while dangerous situations they are in at any given time are an issue, the larger issue is the accumulated effect over time of behaviors and choices that will shorten their life and retirement.
3. Reduce the health risk factors that impact firefighter performance, injuries and lost time such as strains and sprains, overall fitness condition, knowledge of health conditions, overall firefighter mental health wellness, and nutrition/health education.
4. Partner with academia to perform studies on how to improve firefighter performance through health and wellness initiatives.
5. Develop a program that can be modeled by other fire departments.
6. Develop a health and wellness program that can be used as a tool to improve public health in the Milwaukee community.

Chief Rohlfig said this is an area where MFD is working with the University of Wisconsin – Milwaukee and other partners to do groundbreaking things that no other fire department in the country is doing. Much of the work focuses on developing fitness standards, movements, and functionality tests that will not only help identify firefighters prone to injuries, but also work on functional tests that are meaningful in evaluating firefighters and why injuries occur.

Partnerships

- University of Wisconsin – Milwaukee is doing research to develop tactical fitness programs. They are developing physical therapy and functional fitness programs and building off of work done for professional athletes to develop programs for MFD. Chief Rohlfig said he anticipates this is a program that will be copied across the country.
- Athletico provides occupational therapy and rehabilitation and is working with MFD to provide education and an injury prevention program. They are also consulting with MFD peer fitness trainers on education and injury prevention training, including the basic movements firefighters do in their work-related tasks and fitness workouts.
- Squeeze Fitness is comprised of professional consultants that work with MFD peer fitness trainers.
- Firefighter Fitness Online provides an online database for firefighters to track their fitness progress.
- Froedtert Workforce Health
- Traumatic Incident Resource (TIR) is a county-wide mental health resource for first responders that is comprised of volunteer mental health providers working in conjunction with the peer support team.
- Milwaukee County Natural Disaster Mental Health Taskforce is comprised of providers from across the county that helps in large or small disasters. MFD sits on that task force representing first responders.

FEMA Assistance to Firefighter Grant (AFG)

Chief Rohlfig said in September, 2012 MFD received an AFG award from FEMA for \$353,000. The grant will go toward funding NFPA 1582 physicals for all 854 sworn MFD members in 2013. According to Chief Rohlfig, heart attacks and cancer are the leading causes of firefighter fatalities and early detection is the key to preventing or surviving these diseases. This is the last piece of the program and these physicals will allow MFD to begin tracking how fitness and stress reduction programs affect injury and sick leave to determine the cost savings of having a health and wellness program.

Results

Chief Rohlfig said that since the health and wellness program was implemented in 2011 there has been a significant decrease in injury leave hours taken. At its peak in 2008, injury leave was 107,070.4 hours and has declined to 50,175.6 hours in 2012.

In addition, Chief Rohlfig said sick leave hours declined as well. Although sick leave hours accounted for \$1,000,000 in 2012, the number of sick leave hours has declined significantly since 2007, with 58,003.0 sick leave hours recorded in 2007 compared to 36,810.5 hours in 2012.

The Chair asked if firefighters are expected to go through physical testing on a yearly basis as they did when they were hired. Chief Rohlfig said they do not, but MFD is working on that component of the wellness program and any physical testing would be similar to the test taken now by applicants. The Director complimented the work done by MFD to bring in grant money because sick leave dollars really do translate into taxpayer dollars and the department has done a great job reducing the number of sick leave hours taken. The Chair also complimented both Chief Rohlfig and Chief Flynn on the grant dollars brought in to assist with programs in their respective departments.

5. POLICE DEPARTMENT:

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

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

DOROTHY R. EILAND (12/14/12) and GEORGE L. KORDUS (12/13/12).

b) The Director presented correspondence dated January 7, 2013, from Chief Flynn, wherein he presents a request from Electronic Technician Supervisor David Go for voluntary demotion to his former position of Electronic Technician, to be effective January 20, 2013. Commissioner Cox moved approval of the request, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented correspondence dated January 9, 2013, from Chief Flynn, wherein he notifies the Board that Police Officer Mark Kruschke returned from a Family Medical Leave Absence (FMLA), which commenced June 28, 2012, effective December 28, 2012 and Police Services Specialist Edgar Bullock, Jr. returned from an unpaid medical leave of absence, which commenced November 13, 2012, effective January 4, 2013.

6. PUBLIC COMMENT:

Phyllis Wolfert asked Chief Rohlfing why there was an increase in sick leave hours in 2010 and 2011 over 2009. Chief Rohlfing said he cannot speak to the reasons because he was not there in 2009. She also asked why MFD needed grant money to perform physicals for firefighters when City health benefits provided to firefighters cover yearly physicals. Chief Rohlfing responded that the NFPA 1582 physical involves four (4) or five (5) tests that would not be covered by a normal physical and allows each of the firefighters to be tested every year so MFD can follow individual progress, rather than have firefighters follow their own progress. Ms. Wolfert commented that she does not like it that MFD uses an outside service when people call for service.

Chris Ahmuty, Executive Director of the American Civil Liberties Union (ACLU) of Wisconsin, referenced the Use of Force (UOF) SOP, modified in 2012, and the Critical Incident Review Board (CIRB), created in 2012. Mr. Ahmuty said he would like to see the results of the new process for reporting UOF incidents and the CIRB in relation to an incident in December, 2012 where an individual, as reported in the media, used a truck to ram a squad car and, when it looked as though the individual would try to ram the squad again, the officers involved fired upon and struck the individual. Mr. Ahmuty said that he hoped the new incident report process did kick in beginning with that incident so the department will see how the new process works. Mr. Ahmuty also said he hoped the public would hear the assessment of how the process worked.

7. ADJOURNMENT:

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

The meeting concluded at 6:04 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:kj