

April 2, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:53 P.M.

PRESENT: Commissioners: Sarah W. Morgan, Chair  
Kathryn A. Hein  
Michael M. O'Hear  
Ann Wilson  
Marisabel Cabrera

ABSENT: Commissioner: Steven M. DeVougas (Excused)

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

The meeting was staffed by Attorney Steven Fronk. Mr. Fronk presented for adoption minutes of the Regular Meeting of March 5, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

1. NEW BUSINESS:

a) Mr. Fronk presented a classification report dated March 27, 2015, from Maria Monteagudo, Director of Employee Relations, regarding a new position of Property Control Manager in the 2015 Police Department budget. Ms. Monteagudo recommends that the Salary Ordinance be amended under Pay Range 1FX to add the title "Property Control Manager", and that a footnote designation "6" be added after the title Property Control Manager to read as follows: "Recruitment is at \$3,051.99 (\$79,351.74)". Sarah Trotter, Human Resources Representative, was present and spoke regarding the report. Commissioner O'Hear moved approval of the report, seconded by Commissioner Hein. The motion carried unanimously.

2. COMMITTEE REPORTS:

a) Commissioner O'Hear presented the report of the Research Committee, which met on March 27, 2015, with Commissioners O'Hear, Cabrera, Wilson and DeVougas in attendance. The Committee was established in January following the presentation of the UWM Police Satisfaction Survey. The Committee is going to explore the possibility of doing additional surveys and will follow up on the issues and areas of concern raised by the survey. Several members of the public were present and provided feedback. Based on their input, the Committee plans to present survey research to the public differently in the future. The Committee also decided to focus initially on the citizen complaint process and will collect information to better understand how the current process works. Findings and recommendations will be presented to the full Board.

3. EXAMINATIONS:

a) Mr. Fronk presented for adoption an eligible list for the position of Emergency Vehicle Equipment Installer in the Police Department, consisting of 7 names. Commissioner O'Hear moved approval of the list, seconded by Commissioner Cabrera. The motion carried unanimously.

4. FIRE DEPARTMENT:

a) Mr. Fronk presented a letter dated March 6, 2015, from Chief Mark Rohlfing, wherein he notifies the Board that Fire Cadet Lindsay Halmar has been terminated from the Fire Department effective March 6, 2015.

- b) Mr. Fronk presented a letter dated March 30, 2015, from Chief Rohlfing, wherein he notifies the Board that Probationer Heavy Equipment Operator Robert DeLeon, Jr. was demoted to his former position of Firefighter for violation of Department Rules, effective March 29, 2015.
- c) ) Mr. Fronk presented a letter dated March 25, 2015, from Chief Rohlfing, wherein he notifies the Board that Heavy Equipment Operator Robert DeLeon, Jr. was suspended for five days, with two days held in abeyance pending the successful completion of a stipulated program, for violation of Department Rules, effective March 22, 2015.
- d) Mr. Fronk presented a letter dated March 24, 2015, from Chief Rohlfing, wherein he notifies the Board that Firefighter Anthony Davila was suspended for five days, with one day held in abeyance pending the successful completion of a stipulated program, for violation of Department Rules, effective March 20, 2015.
- e) Mr. Fronk presented a letter dated March 26, 2015, from Chief Rohlfing, wherein he requests that an examination be conducted for the position of Fire Equipment Repairer (Upholsterer) as soon as possible as the former eligible list expired and this position is critical to the department. The Chair referred the request to the Department of Employee Relations for implementation.

#### 5. POLICE DEPARTMENT:

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

TO POLICE SERGEANT, on a waiver basis, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective retroactive to March 29, 2015:

#54 – ROBERT J. CRAWLEY.

Commissioner Wilson asked whether the Board was going to check promotional candidates for disciplines before voting on them. Commissioner Cabrera stated she believed the Board has requested this be done. Mr. Fronk questioned whether this would be done for both Fire and Police Department promotions in exempt and non-exempt positions. Commissioner Cabrera indicated it would be for both. The vote to approve the promotion went ahead with the understanding that future promotions would include information on the candidates.

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

TO ELECTRONIC TECHNICIAN, from eligible list established December 4, 2014, contingent upon successful completion of a medical examination and drug screening, effective April 27, 2015:

#2 – PAUL G. STERNIG.

- c) Mr. Fronk presented a letter dated March 30, 2015, from Chief Flynn, wherein he requests that the appointment of #10 – Jamie Wagner to Police Dispatcher, approved at the March 5, 2015 Regular Meeting, be rescinded as the candidate either withdrew or did not qualify for the position. Commissioner O'Hear moved to rescind the appointment, seconded by Commissioner Hein. The motion carried unanimously.

- d) Mr. Fronk presented a letter dated March 30, 2015, from Chief Flynn, wherein he notifies the Board that the contingency appointments to Police Dispatcher of #18 – Scott Santiago and #19 – Kimberly Sylvas, approved at the March 5, 2015, meeting, were utilized due to a candidate who could not accept the position and an extra vacancy.

e) Mr. Fronk presented a letter dated March 10, 2015, from Chief Flynn, wherein he requests that Lieutenant Thomas Welch serve as Acting Captain of the South Investigations Division for more than 30 days, retroactive to March 3, 2015, until a promotion to Captain can be made. Commissioner Hein moved approval, seconded by Commissioner O'Hear. The motion carried unanimously.

Mr. Fronk presented a letter dated March 10, 2015, from Chief Flynn, wherein he requests that Lieutenant Jeffery Micklitz serve as Acting Captain of the Narcotics Division for more than 30 days, retroactive to February 16, 2015, until a promotion to Captain can be made. Commissioner O'Hear moved approval, seconded by Commissioner Hein. Commissioner Wilson inquired whether succession plans were in place for these two positions or what is needed to secure permanent promotions to these positions. Assistant Chief Leibold stated Chief Flynn is working on establishing a Captain eligible list in the new few months. The process will include applications and interviews. The motion carried unanimously.

f) Mr. Fronk presented a letter dated March 30, 2015, from Chief Flynn, wherein he requests that ten Police Aides, who will not meet the two-year service requirement for appointment to Police Officer until two days after the next class starts, be granted an exception to the Board rule and allowed to join the class. Commissioner Cabrera moved approval of the request, seconded by Commissioner DeVougas. Commissioner Wilson asked why the class could not be moved instead of making an exception. The Chair stated that the class has been moved at least once already. Assistant Chief Leibold stated it is easier to make a two-day exception than move everything back two weeks. The motion carried unanimously.

g) Mr. Fronk presented a letter dated March 12, 2015, from Chief Flynn, wherein he notifies the Board that Police Alarm Operator Herman Suarez has been terminated for non-disciplinary reasons under Personnel Order 2015-29 dated March 9, 2015.

h) Mr. Fronk presented a letter dated March 18, 2015, from Chief Flynn, wherein he requests that one position of Police Alarm Operator be reclassified to Police Dispatcher due to a termination, in accordance with the Salary Ordinance. Commissioner O'Hear moved approval of the request, seconded by Commissioner Cabrera. The motion carried unanimously.

i) Mr. Fronk presented a letter dated March 24, 2015, from Chief Flynn, wherein he requests that an examination be conducted for the position of Police Records Assistant Manager as soon as possible. The Chair referred the request to the Department of Employee Relations for implementation.

j) Mr. Fronk presented a letter dated March 24, 2015, from Chief Flynn, wherein he requests that an examination be conducted for the position of Telecommunications Specialist as soon as possible. The Chair referred the request to the Department of Employee Relations for implementation.

## 6. PUBLIC COMMENT:

Mary Watkins thanked the Christopher Manney hearing panel for the decision they made. She appreciated the more open format of the Research Committee and is glad it will be focusing on citizen complaints. She repeated that there has been no citizen complaint trial since 2012. She suggested the Board look at the disciplinary record of officers up for promotion and perhaps interview them first. She also suggested the Board look into the number of municipal warrants that are issued.

Sandra Christensen thanked the Manney hearing panel for the decision they made. Their actions send a message that officers will be held accountable for their actions. She requested the Board assume a more proactive role in improving the relationship between the police and the community, particularly communities of color. The status quo cannot continue. Many police officers and concerned citizens want to see things change, and the Board is the logical entity to take a leadership position to bring that about.

Curtis Sails III, on behalf of the Coalition for Justice, thanked the Manney hearing panel for the decision they made. They hope the Board will try to make the City a fair and safe place to live. The Coalition will continue to attend Board meetings as long as there are measures to be put in place regarding police accountability and transparency, such as addressing the citizen complaint process; submitting the Board's bylaws and allow for a question and answer period either during survey presentations or once a month at meetings; and have a profile of each officer of the city in a database that has the officer's name, photo, training, commendations and complaint record, etc.

Commissioner Wilson asked that the March 20, 2015 letter from Alderman Donovan be placed on the Board's next agenda.

7. ADJOURNMENT:

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

The meeting concluded at 6:22 P.M.

Respectfully submitted,



Sarah W. Morgan  
Chair

SWM:REK:rk