

September 3, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:31 P.M.

PRESENT: Commissioners: Steven M. DeVougas, Chair  
Kathryn A. Hein  
Michael M. O'Hear  
Ann Wilson  
Marisabel Cabrera

ABSENT: Commissioners: Fred Crouther (Excused)  
Ann Wilson (Executive Session only)

ALSO PRESENT: Mark Rohlfing, Chief, 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 5:07 p.m. to 5:18 p.m. pursuant to Section 19.85 (1) (c) Wis. Stats., to consider the promotion of Police Officers William M. Savagian and Cheuyeml Yang to the rank of Detective.

The meeting was staffed by Executive Director MaryNell Regan and Deputy City Attorney Miriam R. Horwitz. On behalf of the Board, Commissioner DeVougas introduced and welcomed Ms. Regan as the new Executive Director of the Fire and Police Commission.

The Director presented for adoption minutes of the Regular Meeting of July 16, 2015. Commissioner Wilson moved approval of the minutes as presented, seconded by Commissioner O'Hear. The motion carried unanimously. The Director also presented for adoption minutes of the Special Meeting of July 23, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

1. NEW BUSINESS:

a) The Chair announced the new Standing Committee assignments. Commissioners O'Hear, Cabrera, Wilson and DeVougas were appointed to the Research Committee. Commissioners Hein, Cabrera and DeVougas were appointed to the Testing and Recruitment Committee; and Commissioners O'Hear and Wilson were appointed to the Complaints and Discipline Committee. Commissioner Cabrera requested and was granted permission to also be assigned to the Complaints and Discipline Committee. Commissioner O'Hear was appointed to the Policy and Standards Committee.

2. COMMITTEE REPORTS:

a) Commissioner O'Hear presented the report of the Research Committee, which met on July 28, 2015, with Commissioners O'Hear, Cabrera, and DeVougas in attendance. After initially meeting in January 2015, the Research Committee has met every month since April 2015, except August, and has focused on revising the citizen complaint process. The Committee is now reporting back to the full Commission and presenting a memo setting forth proposed objectives to pursue in revising the complaint process. The Committee seeks approval from the full Commission to continue to research and discuss the objectives outlined in the memo, in order to make more specific recommendations to be presented to the Commission at a later time.

The overarching objectives outlined in the memo are: 1) initiating a complaint should be made as easy and convenient as possible; 2) there should be a transparent, uniform screening process to determine the

most appropriate investigation and resolution process for each complaint; 3) the Commission should provide a fair, expeditious hearing to all complainants who wish to have one and whose allegations, if proven, would establish a rule violation; 4) the Commission, the public, and interested stakeholder groups should be given regular updates on the complaints process; and 5) the Police Department should continue to refine its early intervention program and keep the Commission and the public informed of its progress.

Commissioner Wilson questioned why the full Commission would vote on the preliminary objectives. Commissioner O'Hear explained that additional work needs to be done on how to implement the objectives, and before investing further work, he wants to have full Commission approval on the general approach the Committee is taking. This is not a vote for a policy change, but for authorization from the Commission for further work in this area. Commissioner Cabrera moved to give preliminary approval of the objectives, seconded by Commissioner Hein. The motion carried unanimously.

### 3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Police Records Assistant Manager in the Police Department. A presentation was made by Human Resources Representative (HRR) Marti Cargile from the Department of Employee Relations (DER). In late March 2015, the Police Department (MPD) requested a new examination for this position. In May 2015, the DER conducted a job analysis and accepted applications from a targeted recruitment for a three-week period in June. Forty-four (44) applications were received by the deadline. Twenty-three (23) applications were rejected, leaving 21 applicants to be evaluated by a panel of subject matter experts and rated on their training and experience against standard criteria. The eligible list consists of the 21 candidates in rank order. Commissioner O'Hear moved to approve the list, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented for adoption an eligible list for the position of Telecommunications Specialist in the Police Department. A presentation was made by HRR Jeff Harvey. In February 2015, DER received a request from the Police Department to fill this position. The job position was posted from June-August 2015. The DER conducted a training and experience assessment of the applications it received. Thirty-seven (37) applications were received, twenty-seven (27) applications were rejected, and ten (10) remained for a final review. The remaining ten applicants represent the eligible list. Commissioner O'Hear moved to approve the list, seconded by Commissioner Hein. The motion carried unanimously.

c) The Director presented for adoption an eligible list for the position of Fire Equipment Repairer in the Fire Department. A presentation was made by HRR Jeff Harvey. A request to fill this position was received by DER in April 2015. An examination announcement bulletin was reviewed by the Board in June 2015. The announcement was posted from June to mid-July 2015, and a performance exam or skills test was conducted of the minimally qualified applicants. Fifteen applications were received; nine applications were rejected; and two applicants failed to show for the performance exam, leaving four names on the eligible list before the Board.

Commissioner Wilson commented on the large number of rejections for job positions and asked if there was a way to help individuals before they were rejected. Mr. Harvey explained that the minimum qualifications for positions are based on job analysis. For example, the Fire Equipment Repairer position is an upholstery position and would be considered a skilled trade. Skilled trade employers throughout the City are having difficulty finding skilled tradesmen or candidates to fill these positions. There are not as many people coming out of trade schools. A trade school is a good way for individuals to prepare themselves for these positions. Commissioner Wilson suggested that the FPC, and the Fire and Police Departments, should talk to someone at Milwaukee Public Schools or talk to students in the tenth and eleventh grades about attending trade or technical schools to obtain City jobs. Mr. Harvey indicated that DER does reach out to all of the technical schools and community colleges, as well as four-year

universities and the City's community partners, for their pool of candidates. The Director indicated that this was something she and FPC staff could work on. Commissioner O'Hear moved to approve the list, seconded by Commissioner Wilson. The motion carried unanimously.

d) The Director presented a staff request to amend the Police Officer eligible list. HRR Toni Vanderboom made a presentation explaining the request to add an additional 40 candidates to the eligible list. In the fall of 2014, over 2,000 candidates passed the written exam for police officer. The top 300 candidates participated in the physical ability test and mile-and-a-half run. Due to time constraints, only the top 135 candidates were asked to take the oral exam and writing sample exam. One hundred and two (102) candidates successfully completed the exams and were placed on the eligible list adopted by the Board on March 5, 2015. The remaining sixty-five (65) candidates have now taken the oral and writing sample exams, which forty (40) of them passed successfully. Approval is now sought to amend the March 5, 2015 eligibility list to include these additional 40 candidates. Commissioner O'Hear noticed that a large number of individuals passed the written exam but failed to turn in their Personal History Questionnaire (PHQ). Traditionally, a large number of candidates are lost at this stage because the PHQ is a very lengthy document that requires a lot of personal information, and a large number of candidates opt not to complete the document. In this particular examination, the PHQ was due at a much earlier stage in the examination process, and that seems to have impacted the numbers. Commissioner O'Hear moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

e) The Director presented for approval an examination announcement bulletin for the position of Fire Cadet in the Fire Department. HRR Jason Stenglein gave a presentation regarding the bulletin. The Fire Cadet position is an apprenticeship position. A three month recruitment period begins on September 4, 2015 and will end on December 4, 2015. Candidates must be at least 17 years old at the time of application, and may not be more than 19 years old on the starting date of the Fire Cadet class. The Fire Cadet academy class is scheduled to begin on August 15, 2016. Candidates are also required to have graduated from an accredited high school by July 1, 2016, and have a four-year cumulative GPA of at least 2.0. There will be a written exam, personal interview and physical ability test. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

f) The Director presented for approval an examination announcement bulletin for the position of Police Aide in the Police Department. HRR Toni Vanderboom gave a presentation regarding the bulletin. Police Aide applications are to be completed online from September 4, 2015 through December 4, 2015. Candidates must be at least 17-years old at the time of application, and may not be more than 19-years old at the time of appointment. Candidates are also required to have graduated from an accredited high school by July 1, 2016, and have a four-year cumulative GPA of at least 2.0. Candidates cannot have a felony conviction or a misdemeanor domestic violence conviction, and may not have been dishonorably discharged from military service. A Police Aide class is tentatively scheduled to begin on July 18, 2016. The testing process includes a written exam, oral exam, writing exercise and a physical ability test, including a mile-and-a-half run. All candidates must also successfully complete a background investigation, medical evaluation, psychological evaluation and a drug screen prior to hire. Commissioner Wilson questioned whether a psychological exam has always been conducted. Ms. Vanderboom responded that it has been the practice for the past ten years. The psychological evaluation consists of a written exam and an interview with a psychologist. Commissioner Wilson moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

#### 4. FIRE DEPARTMENT:

a) The following appointments, as presented by Acting Chief Gerard Washington, were approved by the Board:

TO FIRE CADET, on a contingency basis, from eligible list established May 21, 2015, also contingent upon successful completion of a background, psychological, medical, drug screening, and vacancies, effective September 4, 2015:

#53 – THOMAS GOSSE; #55 – ANDREW KOHLER; # 56 – ALEXANDER THOMAS; #58 – NATHAN DANTZLER; and #59 – ALAN SAAVEDRA-AURA.

b) The Director presented a letter dated August 26, 2015, from Acting Chief Washington, requesting the following July 16, 2015 appointments to Fire Cadet be rescinded, because the candidates either withdrew or did not qualify: #6 – Jose L. Jimenez; #11 – Taylor O. Carloni; #14 – Davion Sanford; #16 – Raymond Wendt; #19 – Cameron Wiley; #24 – Brendon Mccord; And #29 – Rahfee R. Washington. Commissioner Wilson moved to rescind the appointments, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented a letter dated August 27, 2015, from Acting Chief Washington, notifying the Board that the following contingency appointments to the Fire Cadet class starting on August 17, 2015, were utilized: #33 – Timothy M. Blanco; #34 - Imani K. Sprewer; #36 – Ryan M. Correa; #37 – Kandace J. Fons; #38 – Jake T. Meach; #40 – Austin D. Melka; #44 – Marcellus A.; # 45 – Christopher M. Hall, Jr.; and #52 – Carmello C. Aguilar.

d) The Director presented a letter dated July 16, 2015 from Chief Rohlfing, notifying the Board that Fire Lieutenant Jared J. Triplett has been discharged from the Department for violating Department Rules and Regulations.

e) Chief Rohlfing presented to the Board the Fire Department's Annual Report for 2014. The Chief highlighted four areas from the report. The first area was the Paramedic Program, noting that 85% of the Department's runs are emergency medical service calls. The Chief indicated that the program is in great shape. After struggling for a while to recruit paramedics, the Department now has more members and fire recruits volunteering for the program than they can use. The first class of Fire Cadets graduated from the program in 2014 and a second class was begun in 2015. Fire Cadets spend their second year in paramedic training. The Department has determined that 190 paramedics is the optimal number to have for a department with approximately 830 sworn members, and they will reach that goal very soon sometime in 2015.

The second area the Chief highlighted was the training they are conducting. The Department is involved in about 165,000 hours of training a year. The Department is continuing to participate with Underwriters Laboratories Firefighter Safety Research Institute, along with the New York City, Chicago and Atlanta fire departments in conducting firefighting research. They are involved in a four phase research project on fire behavior and extinguishment tactics. The program scientifically examines what firefighters do, how they do it, and whether they are doing it right. The research project provides fire services with valuable information to enable them to change tactics or strategies to make firefighters safer and to better protect citizens.

The third area highlighted was the Shared Service Initiative with suburban fire departments. The departments are working on unifying the various departments' Computer Aided Dispatch systems. Whoever is closest to the call for service is the most appropriate department to respond. The MFD responded to the suburbs 124 times for fire responses, and 354 times for EMS responses. The suburbs responded to the City of Milwaukee 74 times for fire responses and 276 times for EMS responses.

The last area highlighted was the Health and Wellness program, which the Department continues to build. The Injured Firefighter Rehabilitation Conditioning Program is a clinic at one of their stations to rehab injured firefighters. The Department has initiated the Firefighter FIT Challenge to promote physical and mental health wellness. Most notable, however, is the lost time injury leaves reduction and the reduction in sick leave. The number one outcome has been healthier firefighters, and the secondary outcome has

been significantly reduced costs, whether it is special duty pay or workman's comp pay, or medical injury pay. Other fire departments across the country have been in contact with the MFD to start similar programs at their departments.

5. POLICE DEPARTMENT:

a) The Director presented a letter dated September 2, 2105, from Chief Flynn, objecting to the promotion of #64 - Police Officer Cheuyeml H. Yang, to the position of Detective. FPC Rule XI, Section 4 states if an objection is raised by the Chief, the Board shall interview the candidate and determine if the name should remain on the eligibility list. Commissioner O'Hear moved to lay over the matter to the next meeting to interview the candidate. Commission Hein seconded the matter, and the motion carried unanimously.

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

TO DETECTIVE, on a waiver basis, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective September 27, 2015:

#65 – WILLIAM M. SAVAGIAN.

TO BUILDING MAINTENANCE MECHANIC II, from Building Maintenance Mechanic I, effective September 27, 2015:

RICHARD J. THOMAS; TODD G. WEHAUSEN, MANUEL RAMOS and THOMAS A. SCHMIRLER.

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

TO GARAGE ATTENDANT, contingent upon successful completion of a medical examination and drug screening, effective September 14, 2015:

DAVID E. WALTON.

TO CUSTODIAL WORKER II, contingent upon successful completion of a medical examination and drug screening, effective September 14, 2015:

ELIZABETH KRIESE and TIMOTHY D. PRINCE.

TO SCHOOL CROSSING GUARD, with the respective effective dates:

BETTY BRANCH (8/18/15); DAVID CLAY (8/5/15); TASHEKKA COMER (8/5/15); KIM COSTELLO (8/18/15); CARLA GIVENS (8/20/15); GWENDOLYN HARRIS (8/18/15); FRANK KOZAR (8/5/15); SANDRA MATHIS (8/7/15); BETTY SIRNA (8/20/15); APRIL TEAGUE (8/18/15); ARLENE WILLIAMS (8/7/15); ESTHER WILLIAMS (8/5/15); and ARNOLD WILKINS (8/18/15).

d) The Director presented a letter dated July 22, 2015, from Chief Flynn, notifying the Board that Police Lieutenant Jeffrey Micklitz will no longer serve as Acting Captain of the Narcotics Division effective August 2, 2015.

The Director presented a letter dated July 22, 2015, from Chief Flynn, notifying the Board that Police Lieutenant Johnny C. Sgrignuoli will no longer serve as Acting Captain of the Central Investigations Division effective August 2, 2015.

The Director presented a letter dated July 22, 2015, from Chief Flynn, notifying the Board that Police Lieutenant Thomas H. Welch will no longer serve as Acting Captain of the South Investigations Division effective August 2, 2015.

e) The Director presented a letter dated August 31, 2015, from Chief Flynn, requesting the following June 18, 2015 appointments to Police Officer be rescinded, because the candidates either withdrew or are on hold: #5 – Jeremiah Szydel; #8 – Jacob Bryant-Povletich; and #21 – Spenser Moody.

f) The Director presented a letter dated July 30, 2015, from Chief Flynn, requesting the following appointments to Police Aide, approved at the July 2, 2015 meeting, be rescinded because the candidates either withdrew or did not qualify: #4 – Austin Bonk; #11 – Tyler Trepanier; #12 – Daizsa Taylor; #24 – Kenneth Rembert; #25 – Matthew Grade; #30 – Cindy Boyadjian; #34 – Naquita Brown; #38 – Imani Coleman; and #42 – Zackaree Wellen.

g) The Director presented a letter dated August 11, 2015, from Chief Flynn, notifying the Board that the following three contingency appointments to Police Officer, approved at the June 18, 2015 meeting, were utilized: #23 – Kody Wetzel; #24 – Jacob Schnur; and #25 – Christopher Birmingham.

h) The Director presented a letter dated July 22, 2015, from Chief Flynn, notifying the Board that the following three contingency appointments to Police Aide, approved at the July 2, 2015 meeting, were utilized:  
#45 – Levour Dawson; #46 – Isaiah Mccrary; and #48 – Hugo Aviles.

i) The Director presented Personnel Order No. 2015-94, dated August 13, 2015 from Chief Flynn, wherein he notifies the Board that he is rescinding the non-disciplinary discharge of Police Sergeant Steven W. Moon.

j) The Director presented to the Board for their initial review the proposed MPD Standard Operating Procedure 747 – Body Worn Cameras. Chief Flynn updated the Board on the Department's implementation of body-worn cameras. Almost two years ago, the Department began reviewing different types of body-worn cameras. This process was overseen by Inspector Mary Hoerig, and she was responsible for establishing the policy standards and selecting the cameras. She was sent to Washington, D.C. to meet with other major city representatives to discuss nationally what should be done with body cameras. A thoughtful and thorough investigation was conducted reviewing department policies across the country and interviewing other city departments on how to bring body cameras to the City of Milwaukee and develop best practices around it.

A pilot program was conducted in District Five in 2013. A decision was made to use a camera produced by Taser International. On June 30, 2015, a five-year contract was executed with Taser International to provide the Department with cameras and video storage. In July 2015, the MPD contacted the American Civil Liberties Union, the Milwaukee Police Supervisors Organization and the Milwaukee Police Association to overview the equipment and share the Department's operational timeline. Following these meetings, modifications were made to the draft standard operating procedure. In addition, the draft policy has been reviewed against the Association of Police Chiefs' (IACP) model policy and other police departments around the country.

Sergeant Douglas Wiorek was deeply involved in the technical aspect of the cameras and oversaw the pilot program in District Five. Sergeant Wiorek demonstrated the use of the cameras and the different camera views when the camera is affixed in different places on the body. Ultimately, the Department chose to go with a camera that provided the point of view of the individual wearing the camera, the Taser Axon Flex, which is a battery operated camera. The camera can hold 18GB, which is approximately nine hours of video. The battery is good for 10-12 hours of recording. The preferred position for the camera is

for it to be mounted on or near the member's head to provide the point of view of the member. The camera is activated with two taps and is stopped by holding the on/off switch for 3-5 seconds. The camera has a thirty-second pre-event video buffer, which is included in evidentiary recordings. The video in the camera will be tagged according to different categories, which determines the length of time the video will be stored. None of the video is alterable by the member and stays in the camera until it is downloaded. The camera has a Bluetooth connection which can be used with a smart phone to allow the member to view and tag the video while in the field. The video cannot be altered or modified by the member during this process. The camera also has a "live" view, which allows the member to detach the camera and hold it out around a corner to see what is around the corner.

The deployment of 1200 body cameras will be done in four phases. Depending on approval of the Department's policy by the FPC and some financial considerations, the Department anticipates going live with 200 cameras on September 22, 2015. An additional 300 cameras will be added in November, another 300 in February, and the final 400 in June 2016. This will enable every street officer and patrol sergeant to have a camera. The Department began training on the use of cameras in August 2015, beginning with "super users", consisting of command staff, supervisors, Internal Affairs/Inspections personnel, Open Records staff, and NTF trainers. The video from the cameras will be stored in a secure web-based site on the Cloud.

The policy will continue to be a work-in-process, at least for the next six months as they tweak the program and make adjustments for best case scenarios and consult with users as to what is working and what is not. The only authorized camera is the Taser Axon Flex; other personal recording video devices are prohibited. Each officer will have his own camera and be responsible for his equipment. The preferred mounting location is on or near the head. If an officer is in uniform and assigned a camera, he is required to wear it and turn it on when performing or likely to perform enforcement duties. However, officer safety is always foremost, and the member must start recording as soon as it is safe and practical to do so. Once the camera is on, it must remain on until the completion of the event. Video will be retained for a minimum of 120 days for the most part, subject to the retention period assigned to each category of event. Police members have the discretion to turn off the camera at sensitive events or circumstances, such as victims of sexual assault, child victim statements, interviews of nude people, or when a victim or witness requests they not be recorded while giving a statement. Prior to turning the camera off, the member shall verbally record their intention to turn the recording off and the reason why the recording is being stopped. There will be no surreptitious recording of the public or other members of the department. Nor will undercover officers or confidential informants knowingly be recorded. During critical incidents, members will not review the recorded data until a police supervisor from the Investigations and Intelligence Bureau arrives and takes possession of the camera. Officers will be able to access their video when writing their reports. Supervisors will not be allowed to randomly view member's videos; however the Chief may authorize periodic integrity inspections. Videos may be flagged for use as a training video; however members have the opportunity to object to the use of the video as a training video. Videos will be available to the public through the Open Records process. Members cannot make any copies of the video, only Open Records.

Commissioner O'Hear stated that the policy is thoughtful and thorough, but he wants the policy to make it clear that investigators from the Fire and Police Commission will be able to view the videos in connection with investigations of citizen complaints.

Commissioner Wilson is not clear about where the cameras may be mounted. Sergeant Wiorek explained that the preferred mounting is near the head, on glasses, or a headband. However, members are not required to wear the camera on their head. They have the option to mount it on their collar or vest. However, the camera cannot be down at the level of the chest, it must be up higher. Commissioner Wilson is concerned about cameras being mounted on glasses, which can be knocked off. She is also concerned about unlawful search accusations when a member removes the camera to get a view of something around the corner or out of view. She is also concerned about a young child of 12 or 13

years old being stopped on the street and asked questions and having that encounter recorded. Commissioner Wilson would like to have a public meeting in which the public can have input. The Executive Director confirmed there is a plan for a public meeting to be announced in the future.

Commissioner Cabrera wondered about other alternatives, other than turning off the camera, when recording statements from victims or witnesses in sensitive situations. She wanted to know if the person's face could be redacted or blurred by Open Records. Sergeant Wiorek indicated that the camera has a very robust redaction feature, which can redact or blur a face that can be followed through the entire video. She questioned why an officer would turn off the camera then. Inspector Hoerig stated that if a victim, especially a sexual assault victim, indicated they wanted the camera off, the police will turn the camera off because it is more important to get the victim's statement and not cause the victim any distress or discomfort. It is a balancing test, and the member has to articulate they are going to turn off the camera. The review of best practices across the country is to do this balancing test and turn the camera off when requested to do so. The deployment of the first 200 cameras will tell the Department a lot about what is happening and what may need to be changed in the policy.

Commissioner Cabrera indicated she was on the panel involved in the selection of cameras and thought the Taser Axon Flex camera was the best one presented to them. She is very happy the Department chose to go with that camera. Inspector Hoerig wanted to thank the Department of Administration - Purchasing for all of their help in the bid process and negotiating a contract for the backend storage. Commissioner DeVougas reiterated there would be a public meeting in which there could be a more robust discussion about the implementation of this investigatory tool.

#### 6. PUBLIC COMMENT:

The Director opened the floor to public comment, indicating that each commentator had to sign-up beforehand and limit their comments to two minutes.

Mary Watkins questioned what does it say about police-community relations that we are now discussing a body camera initiative? She lamented that people do not feel safe and secure or have enough trust in the police department. She was very disappointed there was no discussion about discipline, or clear and consistent consequences that would happen to officers if misconduct occurred. She questioned what good is it if the City spends \$900,000 on this equipment, if there is a possibility for misconduct. She believes that based on past events the officers will "get away with it." She said that citizens cannot be duped into believing that cameras alone will solve the police relations problem. Body cameras are indicative of how damaged the relationship is. Ms. Watkins opined that although the new Executive Director indicated she wants to change the perception of problems with the police department and the FPC, until it is accepted that there are real and profound problems with the police department, nothing will change. She foresees that there will be more protests and outcries. She complained that nearly half of the City's operating budget is going toward the police department and millions of dollars are being spent on police misconduct lawsuits. She stated that citizens are owed clear and consistent consequences for police misconduct, and that citizens need to demand results and demand action when things go wrong.

Jacob Glicklich complained about the FPC "going along" with the police department and not exercising any oversight or restraint over the department. He complained that the Commissioners avoided public comment and just reappointed Ed Flynn as police chief. He said that it is not a question of "if", but "when" the body camera technology will be misused, like every other tool has been misused by the police. He accused the police of using handcuffs, Tasers, and guns to violate people's rights and commit murder. He believes the most glaring problem with the body cameras is the ability of officers to turn the camera off. He believes body cameras are just another tool for the police to increase monitoring and surveillance of citizens and violate civil rights.

Cynthia Greenwood states she is here to represent the children in the City, and has a real concern about body cameras and is not in favor of them. She is suspicious that the police will use the cameras to incriminate young men and fill the prisons. She wonders where the cameras were when two young men she knew were held and interrogated by police, or when her nephew was beaten by police, or when Derek Hamilton was killed by police in Red Arrow Park. She believes the body cameras are a waste of money, and the money would be better spent on anger management classes for the police department. She doesn't understand why officers can't interact with the youth in the City. She believes there are officers on the streets that should not be there.

Chris Ahumuty, Executive Director of the ACLU of Wisconsin, extended a welcome to the new Executive Director and indicated that the position had been held vacant far too long. He also thanked all of the people who worked on the body camera policy and procurement of body cameras, and recognized their hard work. He commented that it still was not a done deal, and he looks forward to having a public hearing on the matter in which the public can have an opportunity to provide input before the Commissioners vote on the policy. On an entirely different matter, he noted that the MPD is receiving a lot of attention in the national press on the City's rising murder rate. He was struck by a comment made by Chief Flynn that, "his officers were responding to crimes as they always have, but they were making fewer traffic stops and conducting fewer field interviews, a fact he attributed to free-floating anxiety among members around the nation." Mr. Ahumuty believes that it is important for the Commissioners to know as part of their oversight, how the numbers of traffic and pedestrian stops have decreased and why. He noted that the annual FPC report on Use of Force prepared by University of Wisconsin-Milwaukee Professor Brandl is long overdue. Another opportunity to obtain that information would have been in a report to the Common Council on traffic stops that was supposed to have been delivered in February. However, Mr. Ahumuty does not know where that report is nor can Common Council staff locate it. Mr. Ahumuty believes it behooves the Commissioners to find out what the numbers are so they can find out if there is a drop in stops and citations and why.

Jennifer Hazard declared she is not a fan of living in a surveillance state and is sad it has come to this--that the City needs to outfit officers with body cameras to have better accountability. She is concerned that the cameras will not provide that accountability. She is confused that it was stated during the presentation that the video could not be altered, and then it was stated that the image could be altered to make a face blurry or change their voice. The public needs to know if the video can be altered, how far and by whom. The public also needs accountability for malfunctions, so that officers can't claim that a battery was dead or a camera didn't properly function. She emphasized that these were really important concerns and if they are not addressed, this is an enormous waste of time and money. The entire process has to be extremely transparent and extremely responsible for everyone's sake.

Jarrett English from the ACLU of Wisconsin states that although the ACLU generally takes a dim view of the proliferation of surveillance cameras, it believes body cameras are useful as a potential check against abuse of power by police officers. While body cameras are useful, they are not the universal problem solver. He believes other changes need to be made to increase transparency and accountability. The Commissioners need to ask if the FPC has authority to request videos to investigate citizen complaints or to conduct the Commission's own investigations and audits. He believes Section I.1.g should be added to the proposed SOP to read, "By authorized FPC personnel to pursue or review a citizen complaint or Commission audit/investigation." The policy states that officers working on the street will be required to wear cameras. Mr. English wants to know if that also applies to Detectives and other special police units. How will the Department prevent editing on the fly? What are the policies for officers that misuse footage? What protections are in place to prevent the deletion of material? Does the MPD plan to use now or in the future facial recognition technology to identify people in these videos or connect with other databases? Finally, he believes the cameras should always be placed on the member so they are visible to the incident.

Nathaniel Hamilton from the Coalition of Justice believes body camera discretion is very stupid. If an officer speaks to one of his children, he wants to make sure that event is recorded. He asserts that officers misuse their authority all of the time. He also does not believe the officers should be allowed to view the footage when they prepare their reports. He expects the officers to do their job with integrity and competence. If they are not competent to make a field report after a field interview or incident, then there is a problem with them being an officer. He does not want officers to review footage to make sure their report lines up with what is on the video. Mr. Hamilton also wants to know who is going to investigate the police department outside of MPD. He states that there is a very big trust issue with the way the police department works in the black community. The black community does not trust the police and it is the FPC's job to make sure that communities can trust the police department. The community needs time to review the body camera initiative and Mr. Hamilton vows to pick it apart to ensure that the community is not misled.

Marty Wall expressed concern about traffic in the City. He exclaimed that he sat for four and one-half hours in the Public Safety meeting and not once did the subject of traffic come up. He notes that citizens of Milwaukee had to pay \$50,000 to two occupants in a police vehicle that were struck by a vehicle driven by an uninsured motorist. He wonders how many uninsured motorists are on the streets. There is no data about traffic crashes, traffic fatalities or property damage, and he is wondering when this is going to be addressed. He proclaims that traffic is out of control on the streets of Milwaukee.

Abdul Mateen believes that transparency is the most important aspect with the body cameras. As a community activist, he conducts "cop watch" to make sure people are safe from the police and watches how they interact with people. He claims that he has had interactions with police in Milwaukee wearing body cameras who still violated people's rights. He wants people to watch the footage every day regardless of whether there was an incident or not, in order to look for wrongdoing to be addressed. He believes there should be timely access to the videos, and the public should not need to wait six months to view a video, or until the MPD gets their story straight after an incident. The body cameras should be used to protect the people, and not protect the police. People are harmed more every day than officers are. As a final comment, he wants the police officer who clipped the bikers a few weeks ago to be fired.

Sherman Morton is concerned about the officer's ability to turn off the cameras at will. He also has a concern that officers will not have time to turn their cameras on in time due to safety concerns, and important footage may be missed. He wants to know what the penalty is for failing to turn on a camera in timely fashion. He believes the officers should need to call into the station to get permission to turn off a camera regardless of the situation or circumstance.

7. ADJOURNMENT:

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

The meeting concluded at 7:18 P.M.

Respectfully submitted,



MaryNell Regan  
Executive Director