

October 1, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:34 P.M.

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Inspector Carianne Yerkes, representing the Milwaukee Police Department.

The meeting was staffed by Executive Director MaryNell Regan. The Director presented for adoption minutes of the Regular Meeting of September 17, 2015. Commissioner O'Hear 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 the Milwaukee Police Department to approve MPD Standard Operating Procedure 747 – Body Worn Cameras. The Chair made a statement indicating that a Public Meeting was held on September 29, 2015, regarding the proposed standard operating procedure and the results were fruitful. A FAQ document is being drafted to respond to common questions that emerged from the meeting and will soon be posted on the Fire and Police Commission's (FPC) website. The Chair in his discretion held over to the next meeting any decision on the proposed standard operating procedure.

b) The Director provided responses to questions and issues raised during the public comment period at the prior regular meeting. She reminded everyone that the Open Meetings Law of Wisconsin does not allow Commissioners to engage in a discussion or conversation on an issue raised during a public comment period because it has not been properly noticed. The Attorney General recommends deferring a response to a later meeting in which the item can be noticed on an agenda. Going forward, the Commission will notice as an agenda item under Unfinished Business, "Responses to public questions raised at the prior meeting". The Director encourages people to continue to raise questions during the public comment period and to also submit written questions to the FPC office or website.

In response to questions raised at the prior meeting, the Director indicated there is no foreseeable plan to equip Community Service Officers (CSO) with weapons or body cameras; and that a public posting for the CSO positions will occur in mid-to-late October. With regard to the disappearance and alleged murder of Ms. Kramer's daughter, the Director stated that the MPD has reopened the case in the Cold Case Division and Ms. Kramer will be provided with monthly updates. Lastly, the Director encouraged Ms. Greenwood to file a citizen complaint with the FPC regarding any allegations of abuse by the MPD or other law enforcement officers against her son or other persons. FPC staff would assist in helping her connect with the appropriate agencies to have her grievances heard.

2. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Help Desk Specialist II in the Milwaukee Police Department. A presentation was made by Jeff Harvey of the Department of Employee Relations Staffing Services. Mr. Harvey explained that the purpose of the Help Desk Specialist is to record and resolve all information technology issues reported by Police Department users, by providing first-line technical support for all MPD computer system users and locations. The Specialist also provides regular monitoring of MPD computer hardware and software systems for proper functioning. There are two vacancy positions to fill in the Help Desk area. There were 65 applicants, of which twenty-two (22) were rejected.

A training and experience review was conducted of the remaining 43 candidates, of which one individual failed, resulting in an eligible list of 42 candidates. Commissioner O'Hear moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Crime & Intelligence Manager in the Milwaukee Police Department. Vanessa Armstrong from the MPD Human Resources Division explained that the person in this position would provide analytical support to ongoing investigations and assist in the production of analytic products for presentation in law enforcement and community-based forums. The position is exempt from Civil Service and there is currently one vacancy. This position was initially posted in December 2014, but there was little interest in it. Only ten applicants applied, eight of which were not qualified. No one was selected from that process. After an assessment of the qualifications for this position, it was determined that the required minimum qualifications were too high for the level of responsibility and the salary range. The minimum qualifications have been revised, and with the Board's and the Finance Committee's approval, the Department would like to re-post the position next week and take applications for the next three weeks. Commissioner Hein moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

3. FIRE DEPARTMENT:

a) The following appointment, as presented by Chief Rohlffing, was approved by the Board:

TO FIRE EQUIPMENT REPAIRER II, from eligible list established September 3, 2015, effective October 12, 2015:

#1 – ADAM L. NISIEWICZ.

b) The Director presented a letter dated September 24, 2015 from Chief Rohlffing, wherein he notifies the Board that Firefighter Ryan T. Trapp has been discharged for violation of Department Rules and Code of Conduct under an Order dated September 24, 2015.

4. POLICE DEPARTMENT:

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

TO POLICE FLEET MANAGER, from Police Fleet Supervisor, effective October 25, 2015:

TODD D. AHNERT.

TO DETECTIVE, on a waiver basis, from eligible list established December 19, 2013, contingent upon successful completion of a drug screening, effective October 11, 2015:

#66 – JEFFREY N. EMANUELSON.

TO OFFICE ASSISTANT IV, from Office Assistant III, effective October 25, 2015:

DEBORAH A. DETTMAN.

TO OFFICE ASSISTANT III, from Police District Office Assistant, effective October 25, 2015:

NANCY HACKETT.

TO OFFICE ASSISTANT III, from Office Assistant II, effective October 25, 2015:

THEODORE D. CROSS.

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

TO SCHOOL CROSSING GUARD, with respective effective dates:

GERALDINE ANDERSON (9/03/15); BRYNCE FALKNER (8/28/15); ROBER MILLER (8/28/15); and MARY WOJTALEWICZ (9/17/15).

c) The Director presented a letter dated September 22, 2015, from Chief Flynn, wherein he presents a request from Police Records Specialist I Elizabeth A. Van Duyn for voluntary demotion to Police District Office Assistant, to be effective October 11, 2015. Commissioner O'Hear moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

d) The Director presented a letter dated September 16 2015, from Chief Flynn, wherein he notifies the Board that Police Officer Scott A. Strong has been suspended for thirty (30) working days for violation of Department Core Values under Personnel Order 2015-113 dated September 16, 2015.

e) The Director presented a letter dated September 21, 2015, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Amy C. Rivera be extended for 54 consecutive days, until December 6, 2015. Commissioner O'Hear moved approval of the request, seconded by Commissioner Cabrera. The motion carried unanimously.

f) The Director presented a letter dated September 22, 2015, from Chief Flynn, wherein he requests that the probationary period of Police Officer Juan L. Garcia be extended for 109 consecutive days, until February 10, 2016. Commissioner O'Hear moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

The Director presented a letter dated September 22, 2015, from Chief Flynn, wherein he requests that the probationary period of Police Officer Douglas J. Pavlik be extended for 146 consecutive days, until March 18, 2016. Commissioner O'Hear moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

g) The Director presented a letter dated September 22, 2015, from Chief Flynn, wherein he requests that the probationary period of Electronic Technician Paul G. Sternig be extended for 41 consecutive days, until December 8, 2015. Commissioner O'Hear moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

5. PUBLIC COMMENT:

The Chair opened the floor to public comment, indicating that the two-minute limit for comments would be strictly adhered to, so he encouraged commentators to be respectful of others who also wished to speak. He reminded the public to address their comments to the Commissioners and not to the Chiefs or anyone else. He encouraged anyone who has more to say or wants to provide materials to the Commissioners, to submit their comments or information in a letter or phone call to the FPC office, or through the FPC's website.

Ms. Mary Watkins was pleased that the Commission decided to hold over the vote on the body worn camera policy because she feels there are way too many "loopholes", and that there are still too many unanswered questions. She also thought it was a great idea to have as an agenda item, a response to the public's concerns and questions from the prior meeting. Ms. Watkins wants to know why the public is not allowed to know what a police member did in violation of their Code of Conduct when these notifications are made to the Commissioners. She believes the public has a right to know that information. She continues to criticize the lack of citizen complaint hearings in the past three years.

Ms. Jennifer Hazard is very encouraged that the decision regarding the body worn cameras has been delayed. She still has many more questions and wants to know how as a community they are going to get their answers. She particularly wants to know what the consequences are going to be if an officer does not use his camera and an incident occurs. She also appreciates that the Commissioners are listening to the community's concerns and hopes that these dialogues will continue and that the community will be kept involved. She too wants to know the reason for disciplinary actions against members of the Police Department. She believes that if the community was aware of the nature of the violation the community could help in preventing these type of violations from occurring in the future. She believes the community can help by keeping an eye on these individuals, and providing them with what they need, whether it is support or additional discipline. She looks forward to hearing more about solutions to the community's concerns.

Ms. Cynthia Greenwood continues to be concerned that the body cameras will be misused. She warns the MPD that "they" will be watching the officers. She feels that there is too much inappropriate behavior by police officers, in spite of all their training and higher education. She does not feel body cameras are the solution; rather she believes that workshops with the officers teaching them how to interact with urban youth would be far more effective. She wonders if the cameras are for the benefit of the police or for the public. She wants to know if the public can have the video footage for use in court. She also thanks the Board for addressing the issue regarding her son because for such a very long time she felt that no one cared about what happened to her son.

Mr. Jimmy Holt agrees that tabling the body cameras is a good idea because there are too many loopholes. He does not see the need for body cameras, but if they are approved, he agrees that the video footage should not just be for the police's use, but also for the citizens' use. He too wants more details regarding the suspensions of police officers and believes the public has a right to know. He wants to know in particular why an officer was suspended or demoted and what the violation was.

Mr. Abdul Mateen thanks the Board for holding off on a decision regarding the body cameras. He has the same concerns about them that everyone else has. He states that body cameras were asked for because citizens needed protection. He predicted that body cameras would be a waste of money if there was no community-building between the police and the community prior to the implementation of the cameras. He complains that the City of Milwaukee has a history of funneling money into programs they don't need, as a ploy to say that they did something, rather than really addressing the problem. He believes the focus has to stay on addressing the problems with the police department in violating civil rights and taking lives. He also has an issue with the new position of Community Service Officers. He believes that he and other people perform this work every day without being paid. Mr. Mateen believes he is protecting the citizens by patrolling the community observing and videotaping the police during their interactions with citizens. He believes his "cop-watching" is keeping people in the community safe. He believes the City should invest in programs such as his that are already in play and are working.

6. ADJOURNMENT:

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

The meeting concluded at 5:59 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director