

December 3, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:33 P.M.

PRESENT: Commissioners: Steven M. DeVougas, Chair  
Michael M. O'Hear  
Marisabel Cabrera  
Fred Crouther

ABSENT: Commissioners: Kathryn A. Hein (Excused)  
Ann Wilson (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The meeting was staffed by Executive Director MaryNell Regan. The Director presented for adoption minutes of the Regular Meeting of November 19, 2015. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Crouther. The motion carried unanimously.

1. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the position of Police Sergeant in the Police Department. FPC Human Resources Representative Toni Vanderboom made a presentation, informing the Board that applicants for the position must have served continuously as a sworn member of the Milwaukee Police Department for at least five years immediately prior to the date of the written exam, February 25, 2016. Applications are being accepted online at [city.milwaukee.gov/jobs](http://city.milwaukee.gov/jobs). Applications must be submitted by January 20, 2016. The examination process for this position consists of a written exam, oral assessment, career review board, and the allocation of seniority points. A reading list and preparation guide is available on SharePoint for the candidates. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Crouther. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Server Administrator in the Police Department. A presentation was provided by Jeff Harvey of the Department of Employee Relations Staffing Services. This position is a replacement for an already existing position of Network Coordinator-Senior in the department. This position is responsible for designing, installing and optimizing department servers and related components to achieve high performance of various business applications. The minimum requirements for the position are a Bachelor's degree in computer science or information systems, and three years of server analysis experience. Commissioner Crouther moved approval of the bulletin, seconded by Commissioner O'Hear. The motion carried unanimously.

2. FIRE DEPARTMENT:

a) The Director presented a letter dated November 30, 2015, from Chief Mark Rohlfing, wherein he nominates Fire Captain Joseph Hegeman, Jr. to the exempt position of Battalion Chief. Pursuant to the Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

3. POLICE DEPARTMENT:

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

TO HEALTH AND SAFETY SPECIALIST, from Office Assistant IV, effective December 20, 2015:

SARAH L. SMITH.

b) The Director presented a letter dated November 20, 2015, from Chief Flynn, wherein he notifies the Board that Detective Joshua A. Post requests a voluntary demotion to his former rank of Police Officer, to be effective December 6, 2015. A motion was made by Commissioner O'Hear to approve the voluntary demotion, seconded by Commissioner Crouther. The motion carried unanimously.

c) The Director presented a letter dated November 30, 2015, from Chief Flynn, wherein he requests the Board to extend the Police Sergeant Eligible List adopted on December 19, 2013, to April 21, 2016, at which time it is anticipated there will be a new list. The current list is scheduled to expire on December 19, 2015. This extension will allow the Department to continue with promotions without any interruptions until the new list is prepared and adopted by the Commission. A motion was made by Commissioner O'Hear to approve the extension of the current list as requested, seconded by Commissioner Crouther. The motion carried unanimously.

d) The Director presented a letter dated November 25, 2015, from Chief Flynn, wherein he requests the Board to exempt the positions of Database Analyst and IT Support Specialist – Senior from competitive examination, so that the positions can be filled as soon as practical for its Records Management System project scheduled to begin on January 1, 2016. A motion was made by Commissioner Crouther to approve the exemptions, seconded by Commissioner O'Hear. The motion carried unanimously.

#### 4. PUBLIC COMMENT:

The Chair opened the floor to public comment, indicating that there is a two-minute limit for comments. He requested the public to address their comments to the Commissioners and not to anyone else. He reminded everyone that by law the Commissioners are not allowed to respond to comments and to please not be offended by that. He encouraged anyone who had additional questions or concerns to contact the FPC office by email or phone and to check the website.

The first individual to comment was Mr. Jimmy Holte, who stated he was concerned that the Commission is working for the Fire and Police Departments and not for the people. He stated that every time something happened with the Police Department, the Commission just brushed it off as no big deal. It appears to him that the Commission is defending the police. He believes the Commission needs to review police conduct and hold them accountable. This is very concerning to him because the City has had over 130 homicides, and it seems to him that the police are not doing their job. He believes that if the police were doing their job, the homicide rate would not be double what it was last year. He believes that if the police were doing their job, it would not be easy for felons to obtain guns from gun shows that are held in the City. He states there are no background checks at the gun shows and the guns from the shows are flooding the streets. He demands to know when the Police Department is going to stop this.

Ms. Mary Watkins stated that the public needs to stop asking and to start demanding that Chief Flynn be removed from office. She believes the City of Milwaukee has a lot to learn from Chicago. In Chicago, the police chief was removed and the mayor is "fighting for his political life" because of an incident in which an unarmed man was shot sixteen times. Ms. Watkins compares this to Milwaukee, where Dontre Hamilton was shot fourteen times, yet Christopher Manney is a free man and receiving retirement pay. She believes Chief Flynn needs to be removed because of Dontre Hamilton, Derrick Williams, James Perry, Darius Simmons, Corey Stingley, and the illegal "strip searches." It is her opinion that Chief Flynn should never have been reappointed in July, which she thought was a duplicitous maneuver because the hearing occurred during an ATU strike. Ms. Watkins demands that Chief Flynn be removed by the Commission.

Ms. Cynthia Greenwood asked the Commissioners not to forget about Frank Jude or Daniel Bell, and the police officers who were imprisoned for their actions. She believes officers need to uphold their badge and serve and protect. She claims that is not being done. She states that perhaps Milwaukee citizens need to protest like they do in Chicago. Ms. Greenwood does not believe a fair investigation occurs when they protest and demonstrate. She states they have a legal right to be in Red Arrow Park and sing songs like

everyone else. She does not understand why anyone would want to bring their children to a murder scene (Red Arrow Park), where a body was lying and bleeding to death. Ms. Greenwood believes that both the Chief and Mayor Barrett need to be removed from office, and that Mayor Barrett should not be able to run for re-election. She believes the Mayor is a disgrace to the City of Milwaukee.

5. ADJOURNMENT:

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

The meeting concluded at 5:45 P.M.

Respectfully submitted,

  
MaryNell Regan  
Executive Director

MNR:JS:jcs