

July 14, 2016

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:45 P.M.

PRESENT:	Commissioners:	Kathryn Hein (Acting Chair) Ann Wilson Fred Crouther
EXCUSED:	Commissioners:	Steven M. DeVougas (Excused) Marisabel Cabrera (Excused)

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:03 p.m. to 5:35 p.m. pursuant to Section 19.85 (1) (c) Wis. Stats. to consider employment, promotion, compensation or performance evaluation data of any public employee over whom the Board has jurisdiction or exercises responsibility, to wit: performance evaluation of candidates for promotion to Police Lieutenant, Police Sergeant and Detective; and pursuant to Section 19.85 (1)(d) Wis. Stats. to consider strategy for crime detection or prevention, to wit: Office of Management, Analysis and Planning.

The meeting was staffed by Executive Director MaryNell Regan. Acting Chair Commissioner Hein opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Ms. Mary Watkins spoke about police shootings that occurred in other jurisdictions and the need for transparency during investigations.

Ms. Jodi Kamermayer spoke on behalf of Fire Equipment Dispatchers regarding the reclassification report to be presented to the Commissioners. She expressed disappointment in the study because the proposed salary would not be higher than what Milwaukee Police Emergency Communication Operators (ECO) receive. Traditionally, Fire Dispatchers have received higher salaries because they must provide medical protocol to callers and be certified. Ms. Kamermayer stated that MFD operators must remain on the line until first responders arrive on the scene, and MPD operators do not. She also complained that they would not receive "longevity" pay and that Act 10 had taken away step increases. Ms. Kamermayer wants the Commission to reevaluate the reclassification study and factor longevity pay into the pay scale.

Ms. Rebekah McAleese, another Fire Equipment Dispatcher, echoed Ms. Kamermayer's sentiments and urged the Commissioners to address their concerns.

2. CONSENT AGENDA:

The Director presented the following items for approval on the consent agenda. (Detailed information concerning the items can be found under the appropriate regular meeting agenda heading in the minutes.)

- A. Regular Meeting – June 16, 2016
- B. Promotions: 1. Administrative Assistant I (Police Department)  
2. Office Assistant II (Police Department)
- C. Appointments: School Crossing Guards (Regular – 4 positions)
- D. Correspondence regarding Return to Fire Recruit Training Class
- E. Request for Voluntary Demotion to Battalion Chief, Fire

- F. Correspondence regarding Termination of Police Officer
- G. Correspondence regarding Suspension of Police Officer
- H. Request to Revise Extension of Police Sergeant Probation Period
- I. Building Maintenance Supervisor II Examination Announcement Bulletin
- J. Request for Health and Safety Officer Examination (Police Department)
- K. Request to Amend Fire Cadet Eligible List

There being no objections, all of the items were approved for adoption.

### 3. UNFINISHED BUSINESS:

a) The Director presented a reclassification report dated July 12, 2016, from Maria Monteagudo, Director of Employee Relations (DER), for the position of Fire Technical Services Manager in the Fire Department. Andrea Knickerbocker, Human Resources Manager, was present and spoke regarding the report. DER is recommending that the title of the position be changed to more accurately reflect the scope of the position and to increase the pay range. Therefore, it is recommended that the Salary Ordinance be amended under Pay Grade 1GX to delete the title "Fire Technical Services Manager", and add the title "Fire Information Technology Manager" under Pay Range 1IX. In the Positions Ordinance, under the Fire Department, Support Services Bureau Decision Unit, Technical Services/Dispatch Division, delete one position of "Fire Technical Services Manager" and add one position of "Fire Information Technology Manager". Commissioner Wilson moved approval of the report, seconded by Commissioner Crouther. The motion carried unanimously.

The Director presented a second reclassification report dated July 12, 2016, from Maria Monteagudo for the position of Fire Equipment Dispatcher in the Fire Department. Ms. Knickerbocker also spoke about this report. DER is recommending an increase in pay for this position to Pay Range 5IN, which is the same pay range as Emergency Communications Operators in the Milwaukee Police Department. Ms. Knickerbocker stated that this position has not been reviewed for reclassification for decades. She stated that although there is no longer any longevity pay, DER would like to work with the Fire Department and the dispatchers in creating a career ladder which would provide for pay progression based on certifications, job performance and additional credentials. It will take at least 6-9 months to develop a career ladder. However, with the implementation of this report, all of the dispatchers would be paid more to receive at least the minimum of the range, and anyone currently at the top of the range would receive a 5% increase over that. None of the dispatchers would be paid less money. The change in pay would occur in 2016. The formal recommendation is to change the Salary Ordinance under Pay Range 6NN by deleting the title "Fire Equipment Dispatcher (1)" and footnote "1" in its entirety, and to add the title "Fire Equipment Dispatcher (3)(4)(5)(6)" under Pay Range 5IN with footnote "6" to read as follows: "(6) An employee who receives a temporary assignment to Fire Dispatch Supervisor for at least four (4) hours of a full work shift shall receive an additional eleven (\$11.00) dollars per work shift."

Ms. Monteagudo also spoke to the Commissioners about the implementation of career ladders in general throughout City departments. She stated that career ladders provide employees with pay progression and are new to the City. It is a change in culture for the City in that employees are accountable for what they are paid based on what they bring to the table and not on how long they have worked in a position. Commissioner Hein requested that a status report be provided by the end of the year to the Commissioners on the development of a career ladder for Fire Dispatchers. Commissioner Crouther moved for approval of the report, seconded by Commissioner Wilson. The motion carried unanimously.

### 4. NEW BUSINESS:

a) The Director presented a classification report dated July 12, 2016, from Maria Monteagudo, Director of Employee Relations (DER), regarding a new position of Safety Coordinator in the Police Department. Ms. Knickerbocker reminded the Commissioners that this report had come before the Commissioners during the

Commission meeting on June 16, 2016. At that time, there were some questions raised about the duties and responsibilities of the position, and based on additional input received by DER the job description did change. DER recommends that in the Salary Ordinance, under Pay Range 1EX, add the title "MPD Safety Division Manager"; and in the Positions Ordinance, under Police Department, Risk Management Bureau, Crossing Guard Division, delete one position of "Safety Coordinator" and add one position of "MPD Safety Division Manager". Commissioner Wilson moved for approval of the report, seconded by Commissioner Crouther. The motion carried unanimously.

The Director presented a second classification report dated July 12, 2016, from Maria Monteagudo regarding a new position of Director of Planning (OMAP) in the Police Department, which has not yet been given position authority by the Common Council. The recommendation from DER is to amend the Salary Ordinance, under Pay Range 1JX, by adding the title "Police Planning and Policy Director"; and to amend the Positions Ordinance, under Police Department, Office of Management & Planning, by adding one position of "Police Planning and Policy Director". The Chair stated that this report was discussed during Executive Session. While the Board initially thought they would hold the report over pending input from Chief Flynn, it was decided to move the report forward to allow the Finance and Personnel Committee to review the financial feasibility of the position next week. The Director also entered into the record a copy of a letter dated July 14, 2016, received from Aldermen Robert Donovan, Mark Borkowski and José Pérez, expressing reservations regarding the civilianization of this position and requesting it be held until it can be further reviewed by the Public Safety Committee. Commissioner Crouther moved for approval of the report, seconded by Commissioner Wilson. The motion carried unanimously.

In addition to the above report, the Director presented a letter from Assistant Chief Carianne Yerkes dated July 12, 2016, providing the rationale for civilianizing the new "Director of Planning" position in the Office of Management Analysis (OMAP) of the Milwaukee Police Department. The Chair held this matter over to the next meeting to allow the Commissioners to hear directly from Chief Flynn regarding his strategy for this position.

b) The Director presented a proposed modification to Milwaukee Police Department Standard Operating Procedure 747 – Body Worn Cameras (BWC). The changes pertain to Section 747.25 Operational Guidelines (WILEAG 1.2.5, 6.3.6, 6.6.4, 10.2.1) F. Critical Incident Protocol. Commissioner Crouther approved the revised S.O.P., seconded by Commissioner Wilson. The motion carried unanimously.

## 5. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Heavy Equipment Operator in the Fire Department, consisting of 18 names. FPC Human Resources Representative La'Neka Horton provided a brief report on the examination process. Thirty-seven (37) applications were received for the position between March 18<sup>th</sup> and April 18, 2016. Thirty (30) applicants met the minimum requirements and were invited to take the written exam. Twenty-five (25) applicants successfully completed the written exam and proceeded to the performance exam held on June 21 and 22, 2016. The 18 names on the list represent the candidates who successfully completed all of the selection exam components. Commissioner Crouther moved adoption of the list, seconded by Commissioner Wilson. The motion carried unanimously.

b) The following communications, as presented by the Director, were approved by the Board under the Consent Agenda, Items I and K:

A request from staff dated July 14, 2016, to amend the June 2, 2016 Fire Cadet Eligible List. Due to a miscalculation in awarding residency preference points, candidate Joshua Fisher did not receive his residency preference points. The amended list reflects Mr. Fisher's corrected position rank of No. 11.

An examination announcement bulletin received from the Department of Employee Relations for the position of Building Maintenance Supervisor II in the Police Department.

6. FIRE DEPARTMENT:

a) The Director presented a letter dated July 6, 2016, from Chief Rohlfing, wherein he requests the Board approve the assignment of Battalion Chief John J. Schwengel to serve as Acting Assistant Chief of the EMS/Training/Education Bureau for more than 30 days, effective July 17, 2016. This is a temporary assignment until a permanent promotion to the position is made. Commissioner Crouther moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

b) The Director presented a letter dated July 6, 2016, from Chief Rohlfing, wherein he nominates Vehicle Operations Instructor Douglas A. Pietz to the exempt position of Vehicle Operations Training Coordinator in the Fire Department, to be effective July 31, 2016. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

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

TO FIREFIGHTER, from Fire Cadet, contingent upon successful completion of the Fire Cadet program\*, medical exam, drug screen, updated background investigation and updated psychological exam, effective August 1, 2016:

HUMZAH I. ABDULLAH; JOSE M. LUNA, JR.; MARCUS M. WILLIS, JR.; DANNY M. THOMAS II; AGUSTIN E. GUERRERO; TRAYVON D. ROSEMOND; JUSTIN M.E. SHOCK; JEREMY J. FONTANEZ; AMBER L. BUSCHMANN; BENJAMIN S. ERICKSON; ALEAH L. ELLIS; SHARLEA F. BAUMEISTER; and PHILLIP J. TADYSK.

\*Note: On June 2, 2016, a temporary exception to the requirements for promotion listed in Rule XI, Section 2(b) was granted to members of this class of Fire Cadets.

TO FIREFIGHTER, from eligible list dated April 23, 2009, contingent upon successful completion of the EMT process, background investigation, medical exam, drug screen, and psychological exam, effective August 1, 2016:

#557 – ANTHONY M. MYERS; #564 – NICHOLAS A. ADAMS; #578 – SAMUEL C. BLOCK;  
#585 – MICHAEL J. RICE; #600 – JASON J. KRAEMER; #608 – TROY A. BECKER;  
#634 – MARTIN E. WALLNER; #643 – NATHAN T. REBHOLZ; #656 – THEODORE J. WUSLER;  
#675 – ANDREW P. GRADISHER; #683 – BRANDON T. CALLOW; and #689 – LUCAS A. KOTSCHI.

TO FIREFIGHTER, on a contingency basis, from eligible list dated April 23, 2009, also contingent upon successful completion of the EMT process, background investigation, medical exam, drug screen, psychological exam, and number of vacancies, effective August 1, 2016:

#695 – JAMIE L. MORGAN; #702 – JONATHAN A. KOSZUTA; #717 – ANDREW R. MATIAS;  
#727 – MICHAEL T. JOHNSON; #763 – WILLIAM C. NICHOLS; #766 – JOSEPH A. CICERO;  
#777 – CRAIG W. FISHER; #781 – KARL A. DEBELACK; and #810 – NICHOLAS E. RAUTER.

A representative from the graduating Fire Cadet class, Fire Cadet Justin Shock, made a presentation to the Board. He thanked the class for the honor of representing the class and spoke about how two years ago they all walked through the doors of the Academy as individuals, and now end their time as cadets; a young group of ladies and gentlemen able to achieve any goal thrown their way. He humorously recalled the tasks they learned to accomplish; such as raising roof ladders, chopping, laying out hose, chopping, running mile after mile, chopping, physically conditioning all morning in full turn-out gear and then staying awake for an

afternoon of lectures. All of these challenges they overcame together, and he credited the friendship and teamwork they developed as the most important aspect they gained from the program. He stated the program not only provided them with the knowledge on how to be a great firefighter, but also provided them with the character to be a great member of society and the community. He ended by stating that today they walk through a new door to embark on a life as a Milwaukee Firefighter and will do so with courage, integrity and honor.

d) The following communications, as presented by the Director, were approved by the Board under the Consent Agenda, Items D&E:

A letter dated July 6, 2016, from Chief Rohlfing, wherein he informs the Board that Probationer Firefighter Zachary D. Ginster will return to the Fire Recruit training class effective August 1, 2016, contingent upon successful completion of a return to duty exam and a drug screen.

A letter dated July 6, 2016, from Chief Rohlfing, wherein he presents a request from Assistant Chief Daniel C. Lipski for voluntary demotion to his former rank of Battalion Chief, effective July 17, 2016.

e) Chief Rohlfing presented to the Board the Fire Department's Annual Report for 2015. The Chief presented highlights from the report beginning with some quick statistics. He stated that last year the Department responded to 89,448 calls for service: 70,504 calls were for emergency services, 13,999 were fire related, and 4,945 were false alarms. Firehouse #36 and Med #5, both located at 4060 N. 27<sup>th</sup> Street on the northwest side, were the busiest fire stations and Advanced Life Support (ALS) units with 10,454 and 5,822 runs respectively. He also acknowledged the work done by the Special Operations Teams: Haz-Mat, Heavy Urban Rescue, Marine/Dive/Boat Rescue, Tactical Emergency Paramedics (TEMS), Incident Command Post and the Fire Investigation Unit. He noted that it was the Milwaukee Heavy Urban Rescue team that located the three teenage boys who recently went missing in a closed mine. He also pointed out that these special teams have played a significant role in fostering a closer and cooperative relationship with Milwaukee suburban and regional fire departments, which did not exist six years ago.

Chief Rohlfing stated that 85% of calls for service were for emergency medical service and about half of those were for advanced life support. The state passed a law requiring all high school students to be able to perform Hands-only CPR. The Fire Department visits Milwaukee Public Schools to provide this training, and CPR training kits can be reserved through the Fire Department. This past year, the Department has trained 20 fire cadets to be paramedics, as well as 16 additional fire members. During the three-month pilot program of the Mobile Integrated Health unit, 25 volunteer Milwaukee Fire paramedics proactively delivered medical services to 75 patients, 46 of whom were from homeless shelters.

During the past year, 22 Fire Cadets graduated from the fire recruit class, and 26 new cadets began the Fire Cadet program. The Fire Cadet program not only teaches the cadets to become Wisconsin Level-1 firefighters, it also teaches them to be extensively involved in the community. In 2015, the Department conducted 160,427 hours of training, compared to 24,000 hours in 2010. Chief Rohlfing emphasized that the Department is prepared because it trains.

The Department continues to see benefits from its Health, Wellness and Injury Prevention Program. Last year sworn members experienced 349 injuries, but only 96 of the injuries resulted in the member losing time at work. Total injuries have decreased 43% since 2010. In 2015, the MFD held its first Health Summit and continued its Firefighter Fit Challenge, Fitness Assessment, and Medical/Wellness Screening programs. Due to the success of the Milwaukee Fire Department's health programs, the Greenfield and North Shore Fire Departments created a Consortium of Sustainable Health Services with the MFD, so that all three departments could share training and resources to further enhance firefighting performance and prevent injuries.

The Department tries to be proactive through community outreach. Last year it administered 1,331 community outreach programs reaching over 3 million people, and installed more than 2,100 smoke alarms. It partners with the American Red Cross, Milwaukee Bucks, Harley Davidson, Wisconsin Child Safety Seat Coalition, and R-Hero Foundation, among others, to provide these programs. One of the programs has Fire Cadets in partnership with Big Brothers Big Sisters to be big brothers and sisters with a south side Milwaukee grade school. The Department uses these opportunities to educate citizens on fire safety.

7. POLICE DEPARTMENT:

a) The Director presented a letter dated June 21, 2016, from Chief Flynn, wherein he nominates Police Sergeant Jesus A. Ortiz to the position of Police Lieutenant. Final action on the nomination was held over by the Chair to permit the nominee to be interviewed.

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

TO POLICE SERGEANT, on a waiver basis, from eligible list established May 5, 2016, contingent upon successful completion of a drug screening, effective July 31, 2016:

#2 – JONATHAN W. CAYA; #3 – CHRISTOPHER F. MARTIN; and #4 – SEAN A. MAHNKE.

TO DETECTIVE, on a waiver basis, from eligible list established December 17, 2015, contingent upon successful completion of a drug screening, effective July 31, 2016:

#8 – TELLY A. KEMOS; #9 – JAMES R. HUNTER; #10 – JOHN R. SHIPMAN; #12 – KEVIN J. SADOWSKI; #13 – RYAN M. BERGEMANN; #14 – MICHAEL A. FEDEL; #15 – JOLENE A. REYES and #16 – DEBBIE ALLEN.

c) The following promotions, as presented by Chief Flynn, were approved by the Board under the Consent Agenda, Items B-1 & 2:

TO ADMINISTRATIVE ASSISTANT I, from Police District Office Assistant, effective July 31, 2016:

SALLY A. KALLAS.

TO OFFICE ASSISTANT II, from Office Assistant I, effective July 31, 2016:

CHRISTY C. IRVINE-BACHMANN.

d) The following appointments, as presented by Chief Flynn, were approved by the Board under the Consent Agenda, Item B-3:

TO SCHOOL CROSSING GUARD, with the following retroactive effective dates:

MONA L. LAURA (6/01/16); HALEY E. LISKA (6/06/16); DESIRE LORAN (5/16/16) and KANIQUE WILLIAMS (5/27/16).

e) The following communications, as presented by the Director, were approved by the Board under the Consent Agenda, Items F-H and J:

A communication dated June 20, 2016, from Chief Flynn, wherein he notifies the Board that he has terminated Police Officer Jason Bleichwehl for non-disciplinary reasons effective immediately, under Personnel Order No. 2016-69.

A communication dated June 16, 2016, (*sic*) from Chief Flynn, wherein he notifies the Board that he has suspended Police Officer Jacob E. Baczek for thirty (30) days for violating Department Core Values, under Personnel Order No. 2016-79 dated June 21, 2016.

A communication dated June 22, 2016, from Chief Flynn, wherein he revises the extension of the probationary period of Police Sergeant Colleen B. Sturma, previously approved by the Board on March 3, 2016, from 140 days to 112 days. The revised probation period will end on July 5, 2016.

A request dated July 1, 2016, from Chief Flynn requesting that the Department of Employee Relations conduct an examination for the position of Health and Safety Officer in the Medical Section of the Human Resources Division of the Police Department.

f) The Director presented a letter dated July 8, 2016, from Chief Flynn wherein he requests that the position of Director of Planning in OMAP be classified as an exempt position. The Chair held the matter over so that the Board could have an opportunity to speak with Chief Flynn regarding the position.

g) The Director presented a letter dated July 5, 2016, from Chief Flynn, wherein he nominates Leslie C. Silletti to be appointed to the position of Director of Planning in OMAP. Final action on the nomination was held over by the Chair for a discussion and decision on the request to exempt the position and, if appropriate, to permit the nominee to be interviewed.

8. ADJOURNMENT:

Commissioner Crouther moved to adjourn the meeting, seconded by Commissioner Wilson. The motion carried unanimously.

The meeting concluded at 6:40 P.M.

Respectfully submitted,



MaryNell Regan  
Executive Director