

December 15, 2016

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 Hein
Ann Wilson
Marisabel Cabrera
Fred Crouther
Angela McKenzie

ABSENT: Commissioner: Nelson Soler (excused)

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 4:50 p.m. to 5:30 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: the performance evaluation of candidates for promotion to Police Lieutenant, Police Sergeant and Police Detective.

The meeting was staffed by Executive Director MaryNell Regan. The Chair opened the meeting by inviting the public to a listening session entitled "Bridging the Gap" to discuss police and community relations, to be held on December 19, 2016 from 6:00 to 8:00 p.m. at City Hall. The event is being jointly sponsored by the Fire and Police Commission and the Peace for Change Alliance. There will be a panel including Fred Royal (NAACP), members of the Fire and Police Commission, and representatives from the League of Martin. The moderator will be Jermaine Reed of the "Rise & Shine" morning radio show on WNOV 860 AM.

1. PUBLIC COMMENT:

Ms. Mary Watkins expressed cautious optimism over the criminal charging of former police officer Dominique Heaggan-Brown for the shooting death of Sylville Smith. She stated she does not have faith in the judicial system because officers are not convicted when they are charged. She also expressed her objection to the promotion of Sergeant John Corbett to lieutenant and requested the release of body camera videos from officer-involved shooting death incidents.

Mr. Christopher Ahmuty, Executive Director of the ACLU of Wisconsin, also expressed satisfaction with the criminal charging of Dominique Heaggan-Brown. He hopes the criminal process will shed light on how Milwaukee Police Department policies may have contributed to the death of Mr. Smith. He contends that the stop policies by other police departments across the country and engaged in by the Milwaukee Police Department have led to unwarranted deaths. He wants Commissioners to make sure justice is done when critical incidents occur and to be actively involved in the review process to make sure that the process is transparent and due process is provided to everybody. He would also like the Commission to issue a public statement about how well the critical incident process worked in the matter of Mr. Smith, and whether the process has worked as it should.

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 Minutes – November 17, 2016
- B. Special Meeting Minutes – December 5, 2016
- C. Promotions: 1. Building Maintenance Supervisor II (Police Dept.)
2. Office Assistant III (Police Dept.)
- D. Appointments: School Crossing Guard (4 positions)
- E. Communication regarding Police Open Records Legal Advisor Appointment Date
- F. Communication regarding Termination of Police Aide
- G. Communication regarding Termination of School Crossing Guard
- H. Communication regarding Request for Reappointment to Fire Equipment Mechanic

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

3. NEW BUSINESS:

- a) The Director presented for the record a letter dated November 11, 2016, from City aldermen requesting a comprehensive audit of the City's 911 dispatch center. They requested a report of the number and type of calls per day indicating response times, dropped calls and other information. In addition, they want to know the number of dispatchers assigned per shift, number of vacancies, and recruitment efforts for the vacant positions.
- b) The Director introduced and welcomed Paulina De Haan, the City's Emergency Communications and Policy Director, whose position and job responsibilities will now be part of the Fire and Police Commission beginning January 1, 2017. Ms. De Haan explained that she will help coordinate the interoperations of push-talk radios between City departments, and the implementation of the next generation of 911 technology for the police and fire departments. She will represent the City's interests at the state and federal level and hopes to build a stronger presence there in order to seek funding and support to implement the new 911 technology. She will also oversee a technical assistance grant received by the Police Department from the Office of Emergency Communications to analyze both of the 911 centers in the city. A report on the analysis will be completed near the end of summer in 2017.
- c) The Director presented a request from the Director of Employee Relations for recruitment flexibility for the vacant position of Chief of Staff for the Police Department. Ms. Sarah Trotter from DER Staffing Services stated that currently the recruitment rate is at 60% percent of the pay range. DER and the MPD are requesting a recruitment rate at 100% of the pay range. Commissioner Cabrera questioned how that individual would be able to advance if they were hired at the top of the pay range. Ms. Trotter confirmed that the person would have limited advancement other than across the board pay increases, which the City has not provided in several years. Commissioner Wilson moved approval of the new recruitment rate and Commissioner Hein seconded it. The motion carried unanimously.

4. COMMITTEE REPORTS:

- a) The Chair presented a report from the Committee on Complaints and Discipline. The Committee reviewed the dismissal of a citizen complaint filed by Mr. Ronald Last against the Fire Department and Fire dispatch services. After hearing from both Mr. Last and the Fire Department, the Committee recommended that the Board affirm the dismissal and advise the Fire Department to continue to review the department's protocol response codes and adjust accordingly. Commissioner Cabrera moved approval of the recommendation, seconded by Commissioner Hein. The motion carried unanimously.

5. EXAMINATIONS:

- a) The Director presented for approval an eligible list for Health and Safety Officer in the Police Department consisting of four names. Marti Cargile, DER Human Resources Representative, indicated

the vacancy occurred as a result of a retirement and that the position has been reclassified from a sworn position to a civilian position. The Health and Safety Officer is responsible for developing, implementing and administering programs to enhance safety and reduce absenteeism of all the employees of the Police Department. Fifteen (15) individuals applied and only four met the minimum qualifications. The eligible list consists of the four qualified candidates. Commissioner Crouther moved approval of the list, seconded by Commissioner McKenzie. The motion carried unanimously.

b) The Director presented for approval an eligible list for Emergency Communications Operator II, consisting of 179 names. Commissioner Hein moved approval of the list, seconded by Commissioner Wilson. FPC HR Analyst Senior La'Neka Horton reported on the hiring process. Almost two thousand (1,700) applications were received, 1,025 of which met the minimum qualifications and were invited to take a typing test. Over 600 applicants were tested over a two-day period at the Safety Academy. Four hundred and twelve (412) applicants advanced to the performance test, which was a simulated dispatch test. Two hundred twenty-one (221) applicants moved on to oral interviews and one hundred seventy-nine (179) completed the entire process and are listed on the eligible list. Commissioner Hein moved approval of the list, seconded by Commissioner Wilson. The motion carried unanimously.

c) The Director presented for approval an examination announcement bulletin for the position of Human Resources Administrator in the Police Department. Kristin Hennessy-Urban from DER Staffing Services made a brief presentation on the qualifications and job responsibilities of the position. The position is the top human resources civilian position in the MPD and is responsible for all human resources related matters within the MPD including payroll, compliance, background investigations, hiring and policy development. Recruitment will begin on December 16, 2016 and continue until January 13, 2017. Commissioner Hein moved approval of the bulletin, seconded by Commissioner Wilson. The motion carried unanimously.

d) The Director presented for approval an examination announcement bulletin for the position of Safety Division Manager in the Police Department. Marti Cargile from DER stated that this was a new position created to focus on traffic and pedestrian safety. The manager will provide leadership and oversight for the MPD Safety Division and will administer the school crossing guard program, safe routes to school and safety cadet patrols, and will be responsible for initiatives and education related to pedestrian, bicycle and water safety as well as school buses, child safety seats and fireworks. The manager will also supervise Safety staff, manage traffic safety grants and administer the Division's budget. Recruitment will begin on December 16, 2016 and continue until January 13, 2017. Commissioner Crouther moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

6. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list dated February 18, 2016, contingent upon successful completion of a drug screening, effective December 18, 2016:

#12 – JOSEPH C. NADBORALSKI.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list dated July 14, 2016, contingent upon successful completion of a drug screening, effective December 18, 2016:

#11 – JAN A. SANCHEZ.

b) The following communication was previously received by the Board under the Consent Agenda, Item H:

A letter dated December 6, 2016, from Chief Rohlfing, wherein he notifies the Board that former Fire Equipment Mechanic Juan M. Roman no longer seeks reappointment to the Fire Department, and therefore the Chief is withdrawing his recommendation for reinstatement originally presented to the Board at the September 1, 2016 Regular Meeting.

7. POLICE DEPARTMENT:

a) The Director presented a request dated November 14, 2016, from Chief Flynn to hold in abeyance the promotion of Police Sergeant Joseph T. Hall to the rank of Police Lieutenant pending the outcome of internal investigations. Commissioner Cabrera moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

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

TO POLICE LIEUTENANT, on a waiver basis, from eligible list dated July 16, 2015, contingent upon successful completion of a drug screening, effective December 18, 2016:

#21 – DAWN R. JONES and #22 – JOHN P. CORBETT.

The Commissioners made a point of explaining that they approved the promotion of John Corbett because his record was devoid of any disciplinary action before and after his arrest for OWI in 2010. In addition, he took responsibility for his action and took steps to improve and rehabilitate himself. Furthermore, he has been very instrumental in Department-wide initiatives to address OWI and the culture of drinking and to be a resource for Department members. Finally, the Commissioners met with the Chief and supervisors and are comfortable with the decision to promote.

TO POLICE SERGEANT, on a waiver basis, from eligible list dated May 5, 2016, contingent upon successful completion of a drug screening, effective December 18, 2016:

#9 – REMERO M. DUNKLEY.

TO POLICE SERGEANT, on a waiver basis, from eligible list dated May 5, 2016, contingent upon successful completion of a drug screening, effective January 1, 2017:

#10 – DAVID J. SKONIECZNY.

TO POLICE DETECTIVE, on a waiver basis, from eligible list dated December 17, 2015, contingent upon successful completion of a drug screening, to be effective December 18, 2016:

#24 – CHRISTOPHER K. SCHLACHTER and #25 – WILLIAM M. BAKER.

c) The following promotions, as presented by Chief Flynn, were approved by the Board under the Consent Agenda, Items C1 and C2:

TO BUILDING MAINTENANCE SUPERVISOR II, from eligible list dated October 6, 2016, effective December 18, 2016:

#5 – TERRY J. SCHEMEHORN.

TO OFFICE ASSISTANT III, from Police District Office Assistant, effective December 18, 2016:

MARIA NICOLE SCAFFIDI.

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

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

JACKELYN GONZALEZ-ROMERO (11/10/16); SHANIKA L. HARRIS (11/30/16); MARY W. JOHNSON (11/23/16); and ASHLEY A. JONES-DOAN (11/09/16).

e) The following communications were previously received by the Board under the Consent Agenda, Items E-G:

A letter dated December 7, 2016, from Chief Flynn, wherein he notifies the Board that the temporary appointment of Open Records Legal Advisor William C. Johnson will be effective January 3, 2017, instead of December 5, 2016.

Personnel Order No. 2016-157 dated December 5, 2016, from Chief Flynn stating that Police Aide Don Q. Bond was terminated effective immediately, pursuant to Core Value 1.00 – Competence, referencing Guiding Principle 1.01, consistent with FPC Rule XI, Section 7.

Personnel Order No. 2016-146 dated November 14, 2016, from Chief Flynn stating that School Crossing Guard Edwin J. Weisenel II was terminated effective immediately, pursuant to Core Value 1.00 – Competence, referencing Guiding Principle 1.05, referencing Standard Operating Procedures, Section 980.00.

8. ADJOURNMENT:

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

The meeting concluded at 6:10 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director

MNR:JCS:js