

January 12, 2017

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:38 P.M.

PRESENT: Commissioners: Steven M. DeVougas, Chair
Kathryn Hein
Marisabel Cabrera
Angela McKenzie
Nelson Soler

ABSENT: Commissioners: Ann Wilson (Excused)
Fred Crouther (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 5:03 p.m. to 5:32 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 Heavy Equipment Operator, Fire Lieutenant, Fire Captain, Police Sergeant, and Police Lieutenant; and to discuss the performance evaluation process for Fire Chief and Police Chief.

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

1. PUBLIC COMMENT:

Ms. Mary Watkins encouraged people to attend the criminal proceedings of former police officer Dominique Heaggan-Brown. Ms. Watkins also expressed her opposition to filling the vacant position of Chief of Staff in the Police Department, indicating that the position creates another barrier between the Chief and the public. She believes the position contributes to the bloated bureaucracy in the Police Department which taxpayers are already paying over \$300 million a year to operate and that the position obscures transparency.

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 – December 15, 2016
- B. Promotion: Office Assistant IV (Police Department)
- C. Request to Rescind Police Officer Appointments (16 positions)
- D. Correspondence regarding Police Officer Contingency Appointments (14 positions)
- E. Correspondence regarding Suspension of Fire Lieutenant
- F. Correspondence regarding Suspension of Police Officer
- G. Request to Reclassify Fire Paramedic Field Lieutenant (2 positions)

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

3. NEW BUSINESS:

a) The Director introduced Research and Policy Analyst David Gelting, who demonstrated how to file citizen complaints online through the Commission's website. Complainants may now submit a complaint online directly to the Fire and Police Commission (FPC) without printing or mailing any paper forms, although that option still exists. In addition, the notary requirement for submission has been eliminated on all complaint forms. Instead, the complainant only needs to affirm that the information being provided is true and correct to the best of the complainant's knowledge upon submission. Verification of identity may need to occur later in the investigation. The complaint forms have also been translated into Spanish and Hmong, and copies of those forms may be downloaded or printed from the website. A "fillable form" in Spanish and Hmong is not available on the website at this time, but the form may be downloaded, filled in, and emailed to the FPC. Paper copies of the translated forms are also available at the FPC and at the FPC's community partners' locations.

b) Mr. Gelting also presented the 2015 Fire and Police Commission Citizen Complaint Report (the FPC's first stand-alone report on citizen complaints) and provided a PowerPoint presentation summarizing some of the findings in the report. The report provided a multi-year analysis of the number of complaints received and investigated by the FPC and Milwaukee Police Department (MPD), the speed in which complaints were resolved and the number of complaint allegations accumulated per MPD employee, as well as statistical analysis of the race and gender of the complainant and employee cited in the complaint. The report is available on the FPC's website and upon request. A 2016 version of the report is expected to be released in the spring of 2017.

c) The Director presented Maria Monteagudo, Director of Employee Relations (DER), who presented a report recommending changes to the compensation structure for the sworn police management positions of Inspector and Assistant Chief of Police. The realignment of pay ranges for these positions became necessary as a result of negotiated salary increases for sworn union positions represented by the Milwaukee Police Supervisory Organization. Commissioner Hein moved approval of the recommended changes to the compensation structure for the two positions, seconded by Commissioner Soler. The motion carried unanimously.

4. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Police Fleet Supervisor in the Police Department, consisting of four names. Marti Cargile, DER Human Resources Representative, was present and outlined the selection process. Commissioner Hein moved to approve the eligible list, seconded by Commissioner Cabrera. The motion carried unanimously.

b) The Director presented for approval a job announcement bulletin for the position of Chief of Staff in the Police Department. Kristin Urban, DER Staffing Services Manager, spoke about this exempt position which is one of the highest civilian administrators in the Police Department and reports directly to the Chief of Police. This individual is responsible for administering the Office of the Chief and performing the functions related to operations, strategic planning, inter-bureau and interagency cooperation, intergovernmental relations, staff management, and directing and managing the operations and personnel in the Budget and Finance Division, Public Relations and Executive Protection. Minimum qualifications include a Bachelor's degree in criminal justice, public administration or related field, five years of progressively responsible administrative, managerial and supervisory experience, and the ability to develop a working knowledge of the role of police in criminal justice in the context of municipal government. The position will be posted on January 13, 2017, and interested candidates can submit a cover letter and resume to Assistant Chief William Jessup no later than January 30, 2017. Commissioner Hein moved to approve the announcement bulletin, seconded by Commissioner Cabrera. The motion carried unanimously.

5. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, from eligible list dated March 3, 2016, contingent upon successful completion of a drug screening, effective January 15, 2017:

#4 – TIMOTHY J. MORAVEC and #5 – SHARON P. PURIFOY*.

*On a waiver basis.

TO FIRE LIEUTENANT, from eligible list dated February 18, 2016, contingent upon successful completion of a drug screening, effective January 15, 2017:

#13 – CHRISTOPHER L. BROWN; #14 – JORIM D. FULSOM; #15 – ANTHONY S. RUEDA;
#16 – ERIC W. KENTOWSKI; #17 – BENJAMIN P. BERENDT; #18 – COLIN G. THOMAS;
#19 – JACOB T. HINSENKAMP; #20 – TIMOTHY J. INGRAM; #21 – LORENZO A. WILLIAMS;
#22 – DANIEL ACEVEDO and #23 – ROBERT J. VESTER*.

*On a waiver basis.

TO HEAVY EQUIPMENT OPERATOR, from eligible list dated July 14, 2016, contingent upon successful completion of a drug screening, effective January 15, 2017:

#12 – BRIAN D. COX; #13 – ALLEN O. DEWINDT III; #14 – PATRICK N. LEMBERGER;
#15 – BRIAN C. MERKEL; #16 – BRETT R. VOLK; #17 – CHAD E. SHEPARDSON and
#18 – ANDREW S. GOEDEN*.

*On a waiver basis.

b) The Director presented a letter dated January 4, 2017 from Chief Rohlring, wherein he advises the Board that the eligible list dated July 14, 2016 for Heavy Equipment Operator will be exhausted on January 15, 2017. Furthermore, after that date the Fire Department will have thirteen vacant HEO positions as a result of end-of-year retirements. The Chief respectfully requests that an examination be conducted and a new eligible list established as soon as practicable. The Chair referred the matter to FPC staff for implementation.

c) The Director presented a letter dated January 4, 2017 from Chief Rohlring, wherein he requests an exception to FPC Rule XIII, Section 1, to permit the reappointment of former Fire Equipment Mechanic Juan M. Roman even though it has been more than six months since he resigned. The Director indicated that the FPC is waiting for a legal opinion from the City Attorney's office to make sure that any exceptions or revisions to the rule would not affect any police or fire collective bargaining agreements. The Chair held the matter over to the next meeting.

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

A letter dated November 14, 2016, from Chief Rohlring, wherein he notifies the Board that Fire Lieutenant Thomas S. Jones has been suspended for violating department rules, the Code of Conduct and Numbered Notice #2007-34.

e) The following communication was previously approved by the Board under the Consent Agenda, Item G:

A letter dated January 4, 2017, from Chief Rohlfing, wherein he requests that the last two positions of Paramedic Field Lieutenant/Fire Paramedic Field Lieutenant be reclassified to Fire Lieutenant in accordance with the Salary Ordinance as the last two incumbents holding those positions have retired.

6. POLICE DEPARTMENT:

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

TO POLICE LIEUTENANT, on a waiver basis, from eligible list established July 16, 2015, contingent upon successful completion of a drug screening, effective January 29, 2017:

#23 – ROBERTA A. KLEIN and #24 – ANNEMARIE DOMURAT.

TO POLICE SERGEANT, on a waiver basis, from eligible list established May 5, 2016, contingent upon successful completion of a drug screening, effective January 29, 2017:

#11 – JOEL T. O'BRIEN; #12 – DANIEL R. ZOLO and #13 – SALVADOR HERNANDEZ.

b) The following promotion, as presented by Chief Flynn, was approved by the Board under the Consent Agenda, Item B:

TO OFFICE ASSISTANT IV, from Office Assistant III, effective January 29, 2017:

GLORIA C. HARRIS.

c) The following communication was previously approved by the Board under the Consent Agenda, Item C:

A letter dated December 13, 2016, from Chief Flynn, wherein he requests the following appointments to Police Officer, approved by the Board on December 5, 2016 from the eligible list dated June 2, 2016, be rescinded:

#150 – JOSHUA HALL; #209 – CRYSTAL HOPSON; #216 – BRETT MARKUT; #233 – DANIEL NIVER; #243 – GURDIP SODHI; #246 – BRANDAN JONES; #247 – ADAM TOMASINO; #273 – TYLER GOODRICH; #293 – JASON MARTIN; #298 – ROBERTO QUILES; #302 – VASHAUN YOUNG; #306 – VINCENTE SANTANA; #308 – JUSTIN EKSTEIN; #312 – THADDEUS DOWL; #327 – NATHANIEL ROGERS; and #333 – NATHAN ANTHONY.

d) The following communications were previously received by the Board under the Consent Agenda, Items D & F:

A letter dated December 13, 2016, from Chief Flynn, wherein he notifies the Board that he has utilized the following 14 contingency appointments to Police Officer, which were previously approved by the Board on December 5, 2016 from the eligible list dated June 2, 2016:

#336 – COLIN BOOTH*; #338 – VERENISE ROSARIO*; #339 – RACHEL SMITH*; #343 – DANIEL SIDA*; #346 – JEFFREY NIELSEN*; #347 – SEAN KOSCIELAK*; #349 – DAN HOVER*; #350 – SPENCER KILBEY*; #361 – JACOB HUBER**; #362 – ZACHARY CVETAN**; #370 – GARRETT BONG**; #364 – JUSTIN SCHLIEM***; #374 – CHRISTOPHER SHARKEY-STOWE*** and #368 – ELLIOTT SANDERS-BARTA****.

* effective December 5, 2016

*** effective December 8, 2016

** effective December 7, 2016

****effective December 12, 2016

(Police Department:)

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A letter dated January 3, 2017, from Chief Flynn, wherein he notifies the Board that Police Officer Erik L. Nordstrum has been suspended for ten (10) days for violating department Core Values, under Personnel Order No. 2016-152.

7. ADJOURNMENT:

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

The meeting concluded at 6:11 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M. Regan", with a stylized flourish at the end.

MaryNell Regan
Executive Director

MNR:JCS:js