

February 16, 2017

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:36 P.M.

PRESENT: Commissioners: Steven M. DeVougas (Chair)
Kathryn Hein
Ann Wilson
Fred Crouther
Angela McKenzie

ABSENT: Commissioners: Marisabel Cabrera (Excused)
Nelson Soler (Excused)

ALSO PRESENT: Gerard Washington, Assistant Chief, representing the 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 5:10 p.m. to 5:31 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: to evaluate a nominee for appointment to Police Lieutenant; and pursuant to Section 19.85 (1)(f) Wis. Stats. to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, to wit: Fire and Police personnel requests for temporary residency exemptions.

The meeting was staffed by Executive Director MaryNell Regan. The Chair opened the meeting and, there being no public comments, proceeded directly to the Consent Agenda.

1. 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 – February 2, 2017
- B. Promotions: Emergency Communications Operator II (3 positions)
- C. Request to Rescind Emergency Communications Operator II Appointments (3 positions)
- D. Correspondence regarding Emergency Communications Operator II Appointments
- E. Request for Reclassification (7 Positions) - Fire Department
- F. Request for Fire Equipment Repairer Examination

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

2. UNFINISHED BUSINESS:

a) The Director presented a job evaluation report dated February 13, 2007 from Maria Monteagudo, Director of Employee Relations, concerning the creation of a career ladder for the position of Emergency Communications Operator II (ECO) and a reclassification of the Telecommunications Specialist, Telecommunications Supervisor, and Emergency Communications Manager positions in the Police Department. Andrea Knickerbocker, Human Resources Manager, was present and reviewed some of the recommendations in the report. It is recommended that incentive footnotes be provided for ECOs that

take on higher level responsibilities, that the two positions of "Telecommunications Specialist" be reclassified to "Communications Facilities Coordinator" in a higher pay range, that the Telecommunications Specialist position be reclassified to a higher pay range with a higher minimum recruitment rate, and that a higher minimum recruitment rate be provided for the Emergency Communications Manager position. Commissioner Crouther moved approval of the report, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director returned to the Board a request to adopt changes to FPC Rule VI – Qualifications, Section 5(b), eliminating the requirement for Police Aide and Fire Cadet applicants to have a 2.0 cumulative GPA and to accept applicants who possess documentation of the completion of a home school program which meets the requirements of the Department of Education. Commissioner Crouther moved to approve the revisions to Rule VI – Qualifications, Section 5(b), seconded by Commissioner Hein. The motion carried unanimously.

3. NEW BUSINESS:

a) The Director presented a recommendation to the Board concerning a hardship exemption request by Heavy Equipment Operator Nate Valley from the City of Milwaukee's residency requirement pursuant to FPC Rule XIV and Milwaukee Ch. 5-02-6(b). HEO Valley requests the exemption because his spouse is a police officer for the City of Janesville and is mandated to live within 25 miles of the City of Janesville, which they have done since their marriage in 2002. The Director recommends that a conditional temporary exemption be granted as long as HEO Valley remains married to his current spouse and his spouse continues to be employed by the Janesville Police Department and remains bound by a residency requirement. As a condition of the exemption, HEO Valley will be required to provide annual notifications to the Board on the status of his marriage, his wife's employment with the Janesville Police Department, and Janesville's continued residency requirement. Commissioner Crouther moved approval of the Director's recommendation of granting the temporary residency exemption with the conditions as outlined, seconded by Commissioner Wilson. The motion carried unanimously.

b) The Director presented a recommendation to the Board concerning a hardship exemption request by Police Officer Matthew Bongard from the City of Milwaukee's residency requirement pursuant to FPC Rule XIV and Milwaukee Ch. 5-02-6. Officer Bongard has a daughter who was born deaf in 2002 and attends the Wisconsin School for the Deaf in Delavan. Officer Bongard and his family live near the school outside of the City's required 15-mile residency jurisdictional boundary for emergency personnel. He requests a hardship exemption from the residency requirement until April 13, 2023, or the date on which his daughter can medically care for herself, whichever is earlier. The Director recommends that a hardship exemption be granted until June 30, 2020, at which time his daughter will be 18 years old. As a condition of the exemption, Officer Bongard must provide written yearly updates to the Board each August advising of the continued enrollment of his daughter in the Wisconsin School for the Deaf. Commissioner Crouther moved approval of the Director's recommendation of granting the temporary residency exemption with the conditions as outlined, seconded by Commissioner Wilson. The motion carried unanimously.

c) The Director presented a recommendation to the Board concerning a residency exemption request by Police Officer Thomas Ruege from the City of Milwaukee's residency requirement. Officer Ruege began his career with the Milwaukee Police Department as a Police Aide in 1992 and is eligible to retire on August 17, 2017. He currently lives in West Bend and requests a temporary residency exemption until his planned retirement in September 2017, which is five months after the City's residency grace period expires on April 11, 2017. The Director recommends granting the residency exemption for good cause until September 30, 2017. Commissioner Hein moved approval of the Director's recommendation of granting the temporary residency exemption, seconded by Commissioner Crouther. The motion carried unanimously.

4. COMMITTEE REPORTS:

a) Commissioner McKenzie presented the report of the Committee on Testing and Recruiting, which met on February 2, 2017, affirming approval of the proposed changes to Rule VI – Qualifications; and recommending that the Executive Director submit amended language to Rule VIII, Section 6, and Rule XI, Section 2 consistent with the discussion at the meeting. The Chair directed the Executive Director to submit the amended language.

5. EXAMINATIONS:

a) The Director presented for approval a job announcement bulletin for the position of Community Service Officer in the Police Department. Jeff Harvey, FPC Staffing Services Manager, reported on the qualifications and job responsibilities for the position and the application process. This is a civilian position, exempt from civil service, who serves at the pleasure of the Chief. This employee will perform a variety of duties to support basic police operations, such as responding to non-emergency, low-priority calls for service, inspecting property damage and accident sites, taking photos, documenting observations, taking citizen complaints and determining whether sworn law enforcement officers should be called to a scene. Applications will be accepted online beginning February 17, 2017 through March 10, 2017. Applicants must be at least 20 years old and have at least two years of work experience related to the position, and also have a valid Wisconsin driver's license. Commissioner Crouther moved approval of the job announcement, seconded by Commissioner Hein. The motion carried unanimously.

6. FIRE DEPARTMENT:

a) The following communication, as presented by the Director, was received and approved by the Board under the Consent Agenda, Item E:

A letter dated February 9, 2017, from Chief Rohlfing, requesting a reclassification study of seven administrative support positions in the Fire Department. The Department is experiencing recruitment and retention challenges because of the complex and specific job knowledge and responsibilities required for the positions. The positions of Program Assistant II, Accounting Assistant III, Personnel Payroll Assistant II, Office Assistant III (2 positions), and Microcomputer Services Assistant will be referred to the Department of Employee Relations for a reclassification and market study. The position of Administrative Assistant IV was previously submitted to the Board on November 19, 2015 and is included in Chief Rohlfing's request.

b) The following communication, as presented by the Director, was received and approved by the Board under the Consent Agenda, Item F:

A letter dated February 9, 2017, from Chief Rohlfing, wherein he requests that an examination be conducted for the position of Fire Equipment Repairer II (Upholsterer) as soon as possible because the candidate selected from eligible list dated September 3, 2015 has resigned, and the remaining three candidates on the list are not suitable for the position. The request will be referred to the Department of Employee Relations for implementation.

7. 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 March 12, 2017:

#26 – MICHAEL J. WALISIEWICZ, JR.

TO HEALTH AND SAFETY SPECIALIST, effective March 12, 2017:

SUSAN M. WROBLEWSKI.

b) The Director presented a letter dated February 7, 2017, from Chief Flynn, wherein he requests that the probationary period of Police Lieutenant Willie O. Murphy be extended for 30 consecutive days, until March 30, 2017. Commissioner Crouther moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

c) The Director presented a letter dated February 7, 2017, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Laura L. Captain be extended for 30 consecutive days, until March 30, 2017. Commissioner Wilson moved approval of the request, seconded by Commissioner McKenzie. The motion carried unanimously.

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

TO EMERGENCY COMMUNICATIONS OPERATOR II, from Emergency Communications Operator I, effective March 12, 2017:

SHEMEKA M. CAMPBELL; ALEXANDRIA M. SHARP and TOWANDA M. YOUNG.

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

A letter dated January 31, 2017, from Chief Flynn, wherein he requests the following appointments to Emergency Communications Operator II, approved by the Board on January 26, 2017, be rescinded:

#2 – BRIAN MCDONOUGH; #45 - EVA ROBERSON and #47 – BRYANHDI C. FLAGG-OGLEN.

A letter dated February 1, 2017, from Chief Flynn, wherein he notifies the Board that he has utilized three contingency appointments to Emergency Communications Operator II, which were previously approved by the Board on January 26, 2017, effective February 2, 2017:

#54 – CANDACE REINIGER; #56 – DANIEL BERNSTEIN and #58 – SARAH TANCHAK.

f) The Director turned the floor over to Chief Flynn who reintroduced to the Board his Assistant Chiefs Carianne Yerkes, William Jessup and James Harpole, and provided a PowerPoint presentation analyzing crime in the City of Milwaukee during 2016. Some of the notable highlights was a 4% decline in violent crime from 2015 to 2016; carjackings decreased 9% from 2015; auto thefts declined 16%; 2016 was the second lowest year in burglaries and theft in 10 years; and 2,419 guns were taken off the streets. Chief Flynn noted that violent crime is disproportionately concentrated in areas that also experience high levels of socio-economic disadvantages, including poverty, unemployment, and vacancies. A particularly violent area of the City is the Center Street Corridor (W. North Avenue to W. Burleigh Street, and 16th Street to 51st Street), in which 10% of the violent crime in the City occurs. As part of the Violence Reduction Network (VRN), Milwaukee partnered with the FBI, ATF, U.S. DOJ, U.S. Marshals, DEA, Milwaukee County District Attorney and the U.S. Attorney's Office to reduce firearm related violence in the Center Street Corridor. As a result of this partnership, there was a 28% reduction in non-fatal shootings in the Center Street Corridor in 2016 from 2015. In response to an increase in carjackings, the Robbery Task Force (RTF) was established in December 2015. The RTF focuses on prolific violent offenders and when appropriate, refers the cases for federal prosecution. In 2016, the RTF made 553 robbery arrests, which accounted for more than half of all the robbery thefts (1,056) in the City.

The Department continues its community based activities such as the Homeless Outreach Team, Listening Circles, Block Watch Programs, Neighborhood Cleanups, Police Explorer and Ambassador Programs, Citizen Academy, Faith-Based Initiatives, Chaplaincy Program and the Trauma Care Program.

The Chair thanked the Chief for the informative presentation and stated the Commissioners may have more questions about the crime analysis at future meetings. He commended the hard work the men and women of the Police Department were doing. The Director indicated that a copy of the Chief's PowerPoint presentation would be available on the FPC's website.

8. ADJOURNMENT:

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

The meeting concluded at 6:56 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director

MNR:JCS:js