

March 2, 2017

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:35 P.M.

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

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 4:52 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: evaluate nominees for promotion in the Fire and Police Departments to the positions of Police Lieutenant, Police Sergeant, Detective, Latent Print Examiner and Fire Lieutenant; and also pursuant to Section 19.85 (1)(g) to confer with a representative of the City Attorney's Office to receive advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved, to wit: Collins, et. al. vs. City of Milwaukee, and residency.

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

1. PUBLIC COMMENT:

Ms. Mary Watkins expressed concern about the proposed changes to MPD Standard Operating Procedure 220 – Arrest Authority. She believes the proposed changes provide too much discretion to officers to enter a person's home without a warrant in order to effectuate an arrest. Officers may enter a home in a chase scenario if they believe a subject has committed a "jailable offense" and are no longer restricted to felony situations. Ms. Watkins believes the term "jailable offense" is far too broad and undefined. She contends that if the SOP is changed, citizens' civil liberties will be violated. She wonders what it will take for the MPD to learn from its past mistakes if the recent riots, protests, the Dontre Hamilton shooting and the ACLU lawsuit do not seem to make a difference.

Ms. Ada Aguiler spoke on behalf of her son who has filed a citizen complaint against two police officers. She requests that the Fire and Police Commission (FPC) review the complaint filed with the Police Department to ensure it is investigated properly and "justice is served." She provided documentation for the FPC's audit file which the Board accepted.

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 – February 16, 2017
- B. Promotions: 1. Emergency Communications Operator II
2. Police Records Specialist I

- C. Correspondence regarding Effective Date of Fire Equipment Mechanic Reappointment
- D. Correspondence regarding Termination of Police Aide

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

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Human Resources Administrator in the Police Department. Lindsey O'Connor, DER Human Resources Representative, was present and provided a report. She informed the Board that there were two recruitments and the applicants underwent a structured interview, resulting in an eligible list of ten candidates. Commissioner Crouther moved approval of the list, seconded by Commissioner Wilson. The motion carried unanimously.

b) The Director presented for approval the job announcement bulletin for Police Officer. Toni Vanderboom, FPC Human Resources Representative, provided information on the position responsibilities and selection process. Police Officers are responsible for preserving the public peace, protecting life and property, and enforcing the ordinances of the City of Milwaukee and the laws of the State of Wisconsin. Minimum requirements for the position are 20 years old at the time of application (21 years old at the time of appointment), U.S. citizenship, a high school diploma or Wisconsin GED, or a Home Education Diploma, a valid driver's license, and the ability to physically perform Police Officer training and the job duties. The selection process may include a written test, a physical readiness test, an oral interview, writing sample exercise and a background investigation. Candidates who successfully pass the examination process are subject to a pre-employment medical examination, psychological evaluation and a drug test. Preference points are awarded to veterans and City residents. Starting salary is \$42,968.32. Applications are processed online only and will begin on March 3, 2017 and continue through March 31, 2017. Commissioner Crouther moved approval of the announcement bulletin, seconded by Commissioner Hein. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established February 18, 2016, contingent upon successful completion of a drug screening, effective March 12, 2017:

#31 – CHRISTOPHER K. BROCK and #32 – MARK W. ZALEWSKI.

b) The Director presented a letter dated February 17, 2017 from Chief Rolfhing, wherein he requests that promotional examinations be held for the positions of Fire Captain and Fire Lieutenant to create new eligibility lists ready to be effective when the old ones expire on March 3, 2018 and February 18, 2018 respectively. The Chair referred the request to FPC staff.

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

A letter dated February 13, 2017, from Chief Rohlffing to the Board, advising that the effective reappointment date for Fire Equipment Mechanic Juan M. Román is February 13, 2017.

5. 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 26, 2017:

#27 – JAY J. KARAS.

TO POLICE SERGEANT, on a waiver basis, from eligible list established May 5, 2016, contingent upon successful completion of a drug screening, effective March 26, 2017:

#15 – KEVIN J. SADOWSKI; #18 – MARK M. KUBICEK; and #19 - DEREK J. KITTS.*

* The Chair held over the nominations of #16 – Bradley R. Dall and #17 – Matthew M. Gadzalinski to allow the nominees to be interviewed by the Board.

TO DETECTIVE, on a waiver basis, from eligible list established December 17, 2015, contingent upon successful completion of a drug screening, effective March 26, 2017:

#26 – STEPHEN G. OSMANSKI, II; #27 – SCOTT R. LESNIEWSKI; and #30 – PAUL D. MARTINEZ.

TO LATENT PRINT EXAMINER, from Forensic Investigator, contingent upon successful completion of a drug screening, effective March 26, 2017:

KENNETH S. SCHILD.

TO HUMAN RESOURCES ANALYST—SENIOR, from Office Assistant IV, effective March 12, 2017:

APRIL L. COLEMAN.

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

TO EMERGENCY COMMUNICATIONS OPERATOR II, from Emergency Communications Operator I, effective March 26, 2017:

TAMMY M. CRESPO.

TO POLICE RECORDS SPECIALIST I, from Office Assistant II, effective March 26, 2017:

ESTELLE L. WILLIAMS.

c) The Director presented a letter dated February 22, 2017 from Chief Flynn, wherein he nominates Steven J. Gehring to the exempt position of Communications Systems Manager, to be effective April 10, 2017. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

d) The following appointment, as presented by Chief Flynn, was approved by the Board:

TO HEALTH AND SAFETY OFFICER, from eligible list established December 15, 2016, contingent upon the successful completion of a medical exam, drug screening and background investigation, effective March 12, 2017:

#4 – CATHY WALKER-HARRIS.

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

Personnel Order No. 2017-13 dated February 15, 2017 from Chief Flynn terminating Police Aide Ariana S. Ward effective immediately, pursuant to Core Value 1.00 – Competence, referencing Guiding Principle 1.01, consistent with FPC Rule XI, Section 7.

f) The Director presented proposed modifications to MPD Standard Operating Procedure 220 – Arrest Authority for approval. The Chair held the matter over to allow the Board to consult with a representative of the City Attorney's Office regarding the proposed changes.

6. ADJOURNMENT:

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

The meeting concluded at 5:50 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director

MNR:JCS:js