

July 27, 2017

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:51 P.M.

PRESENT: Commissioners: Steven M. DeVougas, Chair
Kathryn A. Hein
Ann Wilson
Marisabel Cabrera
Fred Crouther
Angela McKenzie

ABSENT: Commissioner: 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 4:36 p.m. to 5:46 p.m. pursuant to Section 19.85 (1) (c) (d) and (f) 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: promotion of nominee to Inspector of Police; to consider strategy for crime detection or prevention, to wit: Department of Justice Collaborative Review and FPC Directive regarding Vehicle Pursuits; and 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: review of residency exemption/extension requests.

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

The Director announced that the adoption of the minutes of the Regular Meeting of July 13, 2017, had been removed from the agenda.

1. PUBLIC COMMENT:

Jonathan Farris, Pursuit for Change, stated he had been following the development of the Milwaukee Police Department's (MPD) pursuit policy and the input coming from the Fire and Police Commission, the Common Council, and the Mayor's office. Pursuit for Change remains opposed to high-speed pursuits being conducted by the police in highly populated cities like Milwaukee. Mr. Farris expressed his disappointment that the Board did not have Pursuit for Change address the Board before issuing its directive to Chief Flynn at its last meeting. Mr. Farris asked the Board how it will respond when pedestrians and innocents are killed in the process of police pursuits and how it will respond when those victims bring legal action against the City.

Prophet Malcom Hunt, Pastor of Least of These International Ministries, stated he worked with the MPD for 25 years and feels that the current pursuit policy is ineffective. He noted that many officers feel guilty when vehicles that fled from them are later involved in crimes. He stated that people are afraid to drive in Milwaukee because of the reckless drivers. He concluded by noting that the church is willing to help with these fears in the community and would like to sit with the MPD to discuss solutions.

Rose Stietz, MICAH, inquired about the MPD "Star Chase" program, noting that she has not seen any recent reports on its effectiveness. She asked if it is still in use since it was meant to replace vehicle pursuits.

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 – June 15, 2017
- B. ~~Regular Meeting Minutes – July 13, 2017 (removed from agenda)~~
- C. Appointments:
 - 1. Fire Cadet (28 positions)
 - 2. Fire Cadet (Contingent) (40 positions)
 - 3. Police Aide (40 positions)
 - 4. Police Aide (Contingent) (15 positions)
 - 5. Emergency Communications Operator I (6 positions)
 - 6. Emergency Communications Operator I (Contingent)
- D. Request for Systems Security Administrator Examination
- E. Request for Crime Analyst Recruitment

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

3. UNFINISHED BUSINESS:

a) The following promotion, as presented by Chief Flynn, was approved by the Board:

TO INSPECTOR OF POLICE, from Captain of Police, contingent upon successful completion of a drug screening, effective July 30, 2017:

LESLIE M. THIELE.

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

TO COMMUNITY SERVICE OFFICER, exempt from the examination process, contingent upon successful completion of a medical examination, psychological evaluation, drug screening, and background investigation, effective August 14, 2017:

FRANCES ALGEE, JOSEPH CONERY, KEVIN HARKEN, HOBE LOVE, JOSHUA MCVEY, DEANGELO REEL, and NEENAH VELAZQUEZ.

TO COMMUNITY SERVICE OFFICER, on a contingency basis, exempt from the examination process, also contingent upon successful completion of a medical examination, psychological evaluation, drug screening, and background investigation, effective August 14, 2017:

RALPH ROBY and EDWARD MARSHALL.

c) The Director returned to the Board a request from staff to create Fire and Police Commission Rule I, Section 1 (f) recognizing and defining the position of Emergency Communications and Policy Director. Commissioner Wilson moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

d) The Director returned to the Board a request from staff to amend Fire and Police Commission Rule IV, Section 3, to clarify the approval process for Standard Operating Procedures of the Fire and Police departments. Commissioner Cabrera moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

e) The Director returned to the Board for further review MPD SOP 660 – Vehicle Pursuits. She presented to the Board a letter from Chief Flynn, dated July 25, 2017, requesting a 30-day extension to both the July 27, 2017, and September 7, 2017, deadlines included in the directive the Board issued at its last meeting. The Chief has requested this extension after having engaged in conversations with the City Attorney, the Mayor's office, and some members of the Common Council regarding how to best implement the directive. The Chair recommended the Board grant an extension to August 27, 2017, for the MPD to file the amendments to SOP 660, and an extension to September 1, 2017, for the MPD to file its report.

At this point in the meeting, multiple protestors entered the room and began loudly chanting, "No justice. No peace." The protestors asked the Board to investigate a death caused by a drunk driver. They left compact discs and papers related to the death with the representatives of the Fire and Police Departments before they left the room.

The Chair re-summarized his recommendation. Commissioner Wilson asked Chief Flynn if he would be amenable to taking suggestions from the public related to the amending of the SOP. Chief Flynn responded the MPD could look into how it might accommodate that. The Chief emphasized that the reasons for the requested extension were to receive a legal opinion from the City Attorney and to conduct literature review of the procedures of similarly situated police departments in large metropolitan cities.

Commissioner Wilson moved to approve the extensions, seconded by Commissioner Hein. The motion carried unanimously.

4. NEW BUSINESS:

a) The Director presented to the Board a letter from several Alderpersons, dated July 11, 2017, regarding the MPD SOP related to missing persons. The Alderpersons would like the SOP to assign priority to missing veterans diagnosed with post-traumatic stress disorder. The Chair referred this request to the Policies and Standards Committee for evaluation.

b) The Director presented a second temporary residency extension request from Firefighter Eric Daun for more time to sell his house and move within the 15-mile jurisdictional boundary for emergency personnel. FPC staff recommended granting a temporary extension for good cause until the end of February 2018. As a condition of this extension, the Board should be notified immediately in writing of any change in residence. Commissioner Crouther moved approval of granting the extension, seconded by Commissioner Hein. Commissioner Cabrera noted that she does not want this action to create a precedent that difficulty in selling one's home will result in an unlimited number of extensions. She noted that this is the second extension request, and she does not want to see a third. The motion carried unanimously.

The Director presented a second temporary residency extension request from probationary Firefighter Jamie Morgan to establish residency within the 15-mile jurisdictional boundary for emergency personnel. He is asking for the extension to last the duration of his probation. The Director noted that probationary status is not a valid reason to grant an extension under the City Charter Ordinance. However, since his extension is about to expire, FPC staff recommended granting a three month extension until the end of October 2017. Commissioner Cabrera asked when his probation ends. The Director answered that his probation ends in 16 months. As a condition of this extension, the Board should be notified immediately in writing of any change in residence. Commissioner Crouther moved approval of granting the three month extension, seconded by Commissioner Hein. The motion carried unanimously.

c) The election of officers was moved to the end of the agenda.

5. EXAMINATIONS:

a) Jeff Harvey, Staffing Services Manager, presented a request to amend the Fire Cadet Eligible List, adopted by the Board on June 1, 2017 and amended to add two additional names on June 15, 2017. Due to a miscalculation in awarding residency points, one candidate, Jacob Kowalski, did not receive residency points he was entitled to. This requested amendment would reflect those residency points and revise his position on the list to #21. Commissioner Wilson moved approval of the list, seconded by Commissioner Cabrera. The motion carried unanimously.

b) April Mondue, Human Resources Analyst – Sr., Milwaukee Police Department, presented for approval an announcement bulletin for the exempt position of Data Communications Specialist (Application Support Analyst) in the MPD. The Data Communications Specialist provides support to end-users in the MPD, troubleshoots software issues, writes documentation, designs and delivers training, and assists in the acquisition, implementation, testing, maintenance, and improvement of software applications. The minimum requirements include a related bachelor's degree and at least three years of professional systems analysis experience involving enterprise application support or development. The department has one vacancy. Commissioner Crouther moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

c) Ms. Mondue presented for approval an announcement bulletin for the exempt position of Crime Analyst in the Milwaukee Police Department. The Crime Analyst collects, collates, analyzes, disseminates, and evaluates crime data to discover developing trends, patterns, and changes in criminal activity, using mapping and other analytical software. The minimum requirements include a related bachelor's degree and at least one year of experience conducting research using complex statistical analysis and statistical computer programs. There are two vacancies but the MPD is only seeking to fill one at this time. Commissioner Wilson asked why only one vacancy is being filled. Ms. Mondue answered that there has been a recent separation from the department which has opened the vacancy. Commissioner Crouther moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

6. FIRE DEPARTMENT:

a) The following appointments, as presented by Chief Rohlfing, were approved by the Board under the Consent Agenda, Items C1-2:

TO FIRE CADET, from eligible list established June 1, 2017, contingent upon background investigations, medical and psychological examinations, and drug screens, effective August 14, 2017:

#1 – RICHARD N. SMITH; #2 – JOSEPH D. MILLER; #3 – ALYSSA G. EIDE; #4 – LILY I. JEFFERSON; #5 – AARON J. SANDERS; #6 – ZANIQUE D. JORDAN; #7 – TAYSION D. CRAPE; #8 – YSABEL T. LOPEZ; #9 – JESSICA L. LESTER; #10 – LIAM R. ARNOLD; #11 – ALISON C. VELCHECK; #12 – WILLIAM T. BADOVSKI; #13 – JEREMIAH ARROYO; #14 – ANTHONY M. ASH; #15 – LUCIANO J. RIVERA; #16 – JULIA G. OELKE; #17 – GRACE E. WACHOWIAZ; #18 – KENNEDY M. HOLIMAN-NAPPIER; #19 – OWEN R. CRONCE; #20 – ALEXANDER L. JANZEN; #21 – JACOB KOWALSKI; #22 – AVERY R. CURRIE; #23 – IVAN A. JAKSIC; #24 – DAVAREA T. ROGERS; #25 – PATRICK R. WALSH; and #26 – ALANA M. SAYEG.

TO FIRE CADET, on a contingency basis, from eligible list established June 1, 2017, also contingent upon background investigations, medical and psychological examinations, drug screens and number of vacancies, effective August 14, 2017:

#27 – DAMARIS M. ALEXANDER; #28 – ZOE I. PETERSON; #29 – ANDELICIO D. RENTERIA; #30 – THOMAS L. ENDRIES; #31 – BRIANA N. MCQUAY; #32 – EAN T. JANUSZ; #33 – ETHAN N. SCHENZEL;

#34 – JETT A. MALLAS; #35 – DOMINIQUE R. ALIOTO-GOUACIDE; #36 – ANGEL N. LUNA; #37 – SUSANA MOTA; #38 – ALTA D. BINGHAM; #39 – STEFAN A. EAGON; #40 – QUINTON Y. HALMAR; #41 – CHRISTINE A. SUBOTNIK; #42 – ANDREA SANCHEZ; #43 – REESE B. MEREDITH; #44 – MICHAEL B. TOMAW; #45 – DEANGALO J. RODRIGUEZ; #46 – JACOB A. HALSTEAD; #47 – MICHAEL J. SCHULZ; #48 – NYQUESTA A. THOMPSON; #49 – MARIAH J. TYRA; #50 – DARRIUS D. BECKLEY; #51 – BREANNA S. TAYLOR; #52 – JARED J. DEXTER; #53 – DAILEON A. HAWKINS; #54 – MARCO T. OSTRICKI; #55 – JOHNNY D. PETTIGREW; #56 – BRYCE A. KILLIBREW; #57 – DAVID S. SIMMS; #58 – TYLER M. DAVIDSON; #59 – NAJJAR H. ABDULLAH III; #60 – STEVEN R. TIPPEL; #61 – BENEDICT D. BECK; #62 – ZACHARY S. BRANDMEIER; #63 – CESAR A. ESPARZA; #64 – JOSHUA M. HAMMERNIK; #65 – MAZZY A. ADE; and #66 – TY R. EDERESINGHE.

7. POLICE DEPARTMENT:

a) The following promotion, as presented by Chief Flynn, was approved by the Board:

TO ADMINISTRATIVE ASSISTANT II, from Administrative Assistant I, effective August 13, 2017:

SALLY A. KALLAS.

b) The following appointments, as presented by Chief Flynn, were approved by the Board under the Consent Agenda, Items C3-6:

TO POLICE AIDE, from eligible list established June 1, 2017, contingent upon successful completion of a medical examination, psychological evaluation, drug screening, initial and updated background investigation, and background appeal hearing (if required), effective August 14, 2017:

#1 – AUSTIN PRUITT DURANT; #2 – CRISTIAN CONTRERAS ZAVALA; #3 – JOSEPH MILLER; #4 – NYQUESTA THOMPSON; #5 – KENDRA DELANEY; #6 – BRANDON PAJOT; #7 – MARK MOCZYNSKI; #8 – SEBASTIAN MARTINEZ; #9 – CODEY HEWITT; #10 – KAREEM SLOANS; #11 – JOSUE LUNA SANCHEZ; #12 – KOBE MOSSMAN; #13 – CRISTINA GONZALES; #14 – DEJA SLOAN; #15 – DEVIN BERG; #16 – ARRIAHNA GRAY; #17 – ALEJANDRO ARAGON; #18 – KORI NEELY-STEVENSON; #19 – KEYSAWN MADLOCK; #20 – EMMANUEL RODRIGUEZ SIGALA; #21 – JACOB KOWALSKI; #22 – CASANDRAH JONES; #23 – CHRISTOPHER ROMERO; #24 – DEVIN MCCROY; #25 – BRIAN PFEIL; #26 – ESGAR VEGA-MUNOZ; #27 – ISAIAH MANRIQUEZ; #28 – JANEVA STAMPS; #29 – LACEY MEDINA; #30 – JON STAPLES; #31 – ANTHONY MEDINA; #32 – RYAN HUCK; #33 – ERICK SOLANO- OCHOA; #34 – DAMON WILKIE; #35 – BRYAN REGNIER; #36 – AARON SANDERS; #37 – TOMAS CRUZ; #38 – JOSEPH HAASCH; #39 – RANDY BEAVER; and #40 – JAYLIN BROWN.

TO POLICE AIDE, on a contingency basis, from eligible list established June 1, 2017, also contingent upon successful completion of a background investigation, medical examination, psychological evaluation, drug screening, and number of vacancies, effective August 14, 2017:

#41 – CHARLES MORRIS; #42 – LIONEL BONILLA; #43 – JARED DEXTER; #44 – RYAN KRANZ; #45 – AUSTIN SHULL; #46 – CEASAR ESPARZA; #47 – COLTON FEATHER; #48 – LUIS GUTIERREZ; #49 – AYANNA DANIELS; #50 – ANDREW FREGOSO; #51 – EDWARD TRENSCH; #52 – MARVIN HALL; #53 – HUNTER TUCHEL; #54 – KENTESEA TITTLE; and #55 – PRINCE ALI.

TO EMERGENCY COMMUNICATIONS OPERATOR I, from eligible list established on December 15, 2016, contingent upon successful completion of an updated background investigation, psychological evaluation, medical examination and drug screening, effective August 14, 2017:

#53 – CHARMIA PURTUE; #57 – PAMELA L. BOLDEN; #60 – SHONEKQA T. GREEN; #61 – SHANTREECE S. N. MCINTOSH; #62 – QUIANA A. STATEN; and #63 – ALEXANDRA N. HOWARD.

TO EMERGENCY COMMUNICATIONS OPERATOR I, on a contingency basis, from eligible list established on December 15, 2016, also contingent upon successful completion of an updated background investigation, psychological evaluation, medical examination and drug screening, effective August 14, 2017:

#64 – LISA A. JACOBSEN.

c) The Director presented a letter dated July 18, 2017, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Lisa M. Saffold be extended for a period of 30 days for reasons stated in the letter, until August 30, 2017. Commissioner Crouther moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

d) The Director presented a letter dated July 18, 2017, from Chief Flynn, wherein he requests that the probationary period of Emergency Communications Operator I Lisa Euell be extended for a period of 341 days to match time spent on FMLA leave, beginning when she starts her next class. Commissioner Cabrera moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

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

A letter dated July 19, 2017, from Chief Flynn, wherein he requests that an examination be conducted for the position of Systems Security Administrator as soon as administratively possible. The request will be referred to the Department of Employee Relations for implementation.

A letter dated July 18, 2017, from Chief Flynn, wherein he requests assistance with the development and posting of an announcement bulletin for the exempt position of Crime Analyst. The request will be referred to the Department of Employee Relations for implementation.

f) The Director presented to the Board a request from Chief Flynn to revise the Department Organizational Chart as set forth in General Order 2017-45. Commissioner Crouther moved to approve the revision, seconded by Commissioner Wilson. Commissioner McKinley asked why the revision was needed. Chief Flynn answered that the revision was at the recommendation of the Assistant Chiefs that are responsible for the bureaus in which the organizational changes will occur. They believe that some of the units would be better located in different bureaus. For example, Tactical Planning and Logistics would be moved from the Chief's office to the Neighborhood Task Force because the NTF conducts the special operations that TPL plans. The Office of Community Outreach and Education would be placed in the Patrol Bureau because the office works hand-in-hand with the school patrol in the districts. On the call of the question, the motion passed unanimously.

g) The Chair noted that the Board has a letter from Havenwoods Business Safety committee to Chief Flynn, a letter from several aldermen to Mayor Barrett, a letter from several aldermen to the Board, and a letter from The League of Martin to the Board. All these letters were in relation to the MPD Pursuit Policy.

8. ELECTION OF OFFICERS:

a)) The Director reported that pursuant to the Rules of the Board, the Commission is required to have an election of officers for the ensuing year for the positions of Chairman and Vice-Chair. The Chair called for nominations for the position of Chair. Commissioner McKinley nominated Commissioner DeVougas. Commissioner Hein seconded the nomination. Nominations were closed. Commissioner DeVougas was elected Chair on a 5-0 roll call vote.

b) The Chair called for nominations for the position of Vice-Chair. Commissioner McKinley nominated Commissioner Cabrera. *No one seconded.* Nominations were closed. Commissioner Cabrera was elected

(Election of Officers:)

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Vice-Chair on a 5-0 roll call vote. The Chair announced that committee assignments will be announced at the first meeting in September.

9. ADJOURNMENT:

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

The meeting concluded at 6:30 P.M.

Respectfully submitted,



MaryNell Regan
Executive Director

MNR:RC:rk