

January 11, 2018

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
Marisabel Cabrera
Nelson Soler
Angela McKenzie

ABSENT: Commissioners: Kathryn A. Hein (Excused)
Ann Wilson (Excused)
Fred Crouther (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and James Harpole, Assistant Chief, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:31 p.m. to 5:27 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: Chief of Police selection process and promotion of nominee to Police Sergeant.

The meeting was staffed by Executive Director MaryNell Regan. The Chair stated that the Board will not be announcing the Acting/Interim Chief of Police on this day. The Board will provide an announcement that will address this matter later in the meeting concerning the process in which the Acting/Interim Chief will be selected.

The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Ms. Davette Baker (Member of Citizen Action of Wisconsin) stated she is a community organizer who is concerned about mass incarceration in the City of Milwaukee. She claimed Wisconsin is the highest ranking state as it relates to mass incarceration of African-American men in comparison to the other states in the U.S. Ms. Baker stated the high volume of African-American men being incarcerated is due to police interactions, lack of training and understanding centered around AODA (Alcohol and Other Drug Assessment) and mental health issues, and the lack of community resources in staying well. Ms. Baker stated she has worked with persons living with mental health issues for approximately twenty (20) years and disagrees with those persons being incarcerated. Ms. Baker asserted that the next Police Chief needs to understand the needs of the community, the challenges people with mental health issues face, and how to interact with them as they are most affected by the police. Ms. Baker suggested that the next Police Chief should work with Law Enforcement Assistant Diversion ("LEAD") which requires that police officers are trained in harm reduction instead of immediate arrest and could prove to be cost effective. Ms. Baker stated that it is imperative that the community trust the Milwaukee Police Department (MPD), and having a Police Chief that believes in healing and support will lead to better relationships.

Pastor Malcom Hunt (International Ministries) retired from a career as a police officer from MPD in 2005 after twenty-five (25) years of service. He discussed MPD's issues with crowds present at shooting scenes. In 2013, he worked with the Police Academy to develop a sixteen (16) hour program for community pastors in handling attendees at shooting scenes. Pastor Hunt firmly asserts that the next Police Chief "has to be someone that the men and women of the Milwaukee Police Department respect and that they will follow." Pastor Hunt further stated, absent respect for the Police Chief there will be no progress made. MPD must be proactive and not responsive only. It is Pastor Hunt's desire to get community pastors/church to work collaboratively with MPD and community residents to deal with juvenile delinquency, domestic issues (i.e. violence, infant mortality, etc.) and recidivism.

Cynthia Greenwood (Private Citizen) stressed the importance of securing a Police Chief that will interact with the citizens in the community and collaborate with community leaders. Ms. Greenwood expressed concerns about a possible increase in racial tensions and an increase in incarceration of young men with the new Police Chief. Ms. Greenwood was also concerned about the negative outlook today's youths have on their future and their lack of trust for the MPD.

Lauren B. (Private Citizen) asserted her position regarding the Fire and Police Commission (FPC) selecting a new Police Chief as follows: 1) The new Police Chief should be more open to transparency and accountability for themselves and their officers; 2) There should be zero tolerance for racial profiling; 3) The new Police Chief should be open to engaging with the community on how best to implement the changes in the Department of Justice draft report; and 4) The new Police Chief should care about the wellbeing of the community.

Sam Alford (NAACP) stated today's FPC meeting is one of the best that he has attended because the people of the community participate in choosing the liaison between the community and the system. Mr. Alford expressed his unhappiness with the system and the laws as opposed to the MPD who he stated merely enforce the laws. Mr. Alford also expressed the need for a Police Chief who is "not an overseer, but an officer," more specifically, an officer of the law who will use common sense and compassion when necessary.

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 21, 2017
- B. Promotion: Office Assistant IV (Police Department)
- C. Correspondence regarding Office Assistant III Appointment Effective Date Change (Police Dept.)
- D. Request to Rescind Office Assistant II Appointment (Police Dept.)
- E. Correspondence regarding Termination of Fire Cadet (5 positions)
- F. Request for Health and Safety Officer Examination
- G. Request for Health and Safety Specialist Examination

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 POLICE SERGEANT, on a waiver basis, from eligible list established May 5, 2016, contingent upon successful completion of a drug screening, effective January 14, 2018:

#50 - BRIAN A. SHULL

4. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Communications Facilities Coordinator in the Police Department. Marti Cargile, Department of Employee Relations Human Resources Representative, was present and explained the specifics of the position and the details of the list. The application period ran for four (4) weeks from November 17, 2017, to December 15, 2017. There were twelve (12) applications received of which nine (9) applicants met the minimum requirements, passed the selection process and are on the eligible list. Commissioner Cabrera moved approval of the eligible list, seconded by Commissioner McKenzie. The motion carried unanimously.

b) The Director introduced the topic of Job Announcement Bulletin for Acting/Interim Police Chief. The Chair discussed the content of the closed Executive Session as it pertains to Chief Flynn's last work day which will be February 16, 2018, and his replacement. The Chair explained that there was a discussion concerning recruiting a permanent replacement for a Police Chief to serve a term of office to be determined by the Board under the State Law and City Ordinance. The Chair announced that he has delegated the monitoring and oversight in this process to Commissioner Nelson Soler who has extensive experience in credentialing, accepting and hiring protocols, recruitments and a myriad of other experience. The Chair turned the discussion over to Commissioner Soler.

Commissioner Soler explained in detail the process for securing an Acting/Interim Police Chief while the Board plans a comprehensive process for a permanent replacement. Commissioner Soler stated that the position of Acting/Interim Police Chief is scheduled to be internally posted with MPD and on the FPC's website to accept applications/resumes from currently sworn MPD members beginning Friday, January 12, 2018, and ending Friday, January 19, 2018, at 11:59 p.m. Thereafter, interviews of the selected candidates will take place, and public comments will be accepted. The Board's anticipated effective start date will be February 16, 2018. Commissioner Soler requested a motion to have the Board approve the Job Announcement Bulletin for MPD's Acting/Interim Police Chief to be posted on MPD's roll call on January 12, 2018, and on the FPC's website. Commissioner Cabrera moved approval, seconded by Commissioner McKenzie. The motion carried unanimously.

Commissioner Soler announced that details will be forthcoming as it relates to the hiring of a permanent replacement for Chief of Police. Also, the Board will take written and oral public comments received in this regard into consideration, and the public will be included in the interviewing process as well, similar to what has been done in the past. Commissioner Soler firmly asserted the process in hiring a permanent MPD Police Chief will be inclusive, transparent and fair.

5. FIRE DEPARTMENT:

a) The following communications were previously received by the Board under the Consent Agenda, Item E:

Five (5) letters dated December 21, 2017, were received from Chief Mark Rohlfing regarding the termination of five (5) Fire Cadets effective December 21, 2017.

6. POLICE DEPARTMENT:

a) The Director presented correspondence dated January 8, 2018, from Chief Flynn wherein he announced his retirement from the City of Milwaukee Police Department with his last working day being February 16, 2018. The Chair stated his and the Board's appreciation of Chief Flynn's service over the past ten (10) years and looked forward to what lies ahead with the MPD.

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

TO OFFICE ASSISTANT IV, from Office Assistant III, effective January 28, 2018:

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

A letter dated January 3, 2018, from Chief Flynn, wherein he notifies the Board that the appointment effective date of Elaine C. King to the position of Office Assistant III has been changed from January 2, 2018 to January 16, 2018.

d) The following requests were previously approved by the Board under the Consent Agenda, Items D, F and G:

A letter dated January 3, 2018, from Chief Flynn, wherein he requests that the appointment of Tiara J. Martin to the position of Office Assistant II, approved at the December 21, 2017 Regular Meeting, be rescinded as the candidate did not qualify for the position.

A letter dated December 21, 2017, from Chief Flynn, wherein he requests that an examination be conducted for the position of Health and Safety Officer as soon as possible. The request will be referred to the Department of Employee Relations for implementation.

A letter dated December 21, 2017, from Chief Flynn, wherein he requests that an examination be conducted for the position of Health and Safety Specialist as soon as possible. The request will be referred to the Department of Employee Relations for implementation.

7. ADJOURNMENT:

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

The meeting concluded at 6:09 P.M.

Respectfully submitted,


MaryNell Regan
Executive Director

MNR/nmt