

January 25, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:55 p.m.

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

ABSENT: Commissioners: Nelson Soler (Excused)  
Angela McKenzie (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Terrance Gordon, Inspector, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:58 p.m. to 5:54 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 pursuant to Section 19.85 (1)(d) Wis. Stats. to consider strategy for crime detection or prevention, to wit: Department of Justice Collaborative Reform (MKECR update).

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

1. PUBLIC COMMENT:

Ms. Mary Watkins: Ms. Watkins felt that not releasing the names of the candidates for Chief of Police flies in the face of the Fire and Police Commission's (FPC) promises of transparency. Additionally, the Executive Director's email address was not made public and was instead redacted. Ms. Watkins felt that if the Executive Director is acting in a public capacity, then the email should be part of the public domain. Ms. Watkins feared that the Executive Director may be using a private email to receive the resumes of the Chief of Police candidates so as to shield these resumes from open record requests. Finally, Ms. Watkins hoped that the public will "think bigger" than the selection of a new Chief of Police because there is still a "racially antagonistic culture" within the Milwaukee Police Department (MPD).

Ms. Rose Stietz: Ms. Stietz stated she was present in 2007 when residents were given the opportunity to pose questions to the local candidates for Chief of Police. Chief Flynn was not among the local candidates at the time. However, before a decision was made in the selection, his name was added and he was ultimately sworn in. Ms. Stietz was thankful to the Chair for having made this point publicly after the last meeting. Secondly, she was reading the minutes from the December 7, 2017 meeting and was struck by the fact that four out of five terminations, suspensions, and extensions of probation were directed at females. Since this was a personnel matter, she has no way of knowing the circumstances leading to those decisions. However, she felt this should be raising red flags.

Cynthia Greenwood (Coalition for Justice-Black Lives Matter): Ms. Greenwood stated that if another Chief of Police is selected that cannot interact with the black community, the blame will not only be on the MPD but on the FPC. She asked when the public will get to see the list of candidates. She stated the "juvenile system" is untrustworthy with incidents of rape and men are being subjected to strip searches at police stations. She stated that if anyone can run for Chief of Police then maybe she should run. She was concerned with past riots following the Dontre Hamilton and Sylville Smith incidents. Finally, she felt the mayor is incompetent in handling lead poisoning. She does not have hope the next Chief of Police will be a good one.

Vaun Mayes: Mr. Mayes stressed the Chief of Police selection process must be transparent. The new chief needs to be willing to build on community relations, which Flynn was not willing to do. Mr. Mayes does not want another outsider from a different state brought in to be Chief of Police.

NaSheka Bryant (The Freedom Fighters): Ms. Bryant asked, on behalf of The Freedom Fighters, that civilians continue to be part of the Board. This statement was made in reference to recent legislation that seeks to restrict this. She felt that having civilians on the Board is vitally important to relations between the police and the community. Ms. Bryant re-emphasized the statements of Mr. Mayes, calling for the Board to keep the community in mind during the Chief of Police selection. The new chief needs to have earned the public trust. Finally, she wished the Board luck in their process.

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 – January 11, 2018
- B. Appointments: School Crossing Guard (Regular and Substitute - 2 positions)
- C. Request for Voluntary Demotion of Emergency Communications Operator II (2 - positions)
- D. Request for Accounting and Grant Specialist Examination

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

3. UNFINISHED BUSINESS:

a) The Chair gave a statement concerning the Chief of Police selection process. The Board will not release any of the candidates' names until February 1<sup>st</sup> in order to protect the privacy of the applicants as well as to protect the integrity of the process. On February 1<sup>st</sup>, the names of the finalists will be announced, and they will be interviewed. However, on January 31<sup>st</sup>, the Board will hold a community meeting at the Black Historical Society, located at 2620 West Center Street, from 5:30 to 7:30. Questions for the candidates should be submitted to the FPC. On February 8<sup>th</sup>, at a location and time to be determined, the Board will present the candidates to the public, and the public can ask questions of them. On February 15<sup>th</sup>, at the regular meeting, the Board will select an interim Chief.

4. EXAMINATIONS:

a) The Director took the following item out of order and presented for adoption an eligible list for the position of Systems Security Administrator in the Police Department, consisting of eight (8) names. Deidre Stewart, Department of Employee Relations (DER) Human Resources Representative, was present and explained the specifics of the position and the details of the list. The application period ran for a total of three (3) weeks, from October 6 – 27, 2017. There were a total of twenty-four (24) applications received of which nine (9) applicants met the minimum requirements, passed the selection process, and are on the eligible list. Commissioner Crouther moved approval of the eligible list, seconded by Commissioner Hein. The motion carried unanimously.

5. NEW BUSINESS:

a) Reggie Moore, Director of the Office of Violence Prevention, gave a presentation on the "Blueprint for Peace." He explained the goals, strategies, priority neighborhoods, implementation priorities, leadership and oversight, and evaluation and metrics of the report. He explained that the four main values of the process were community, equity, resilience, and action. The vision statement of the project was to ensure that "Milwaukee is a safe and resilient city where the lives of all residents are valued, promoted, and protected." David Muhammad explained the risk factors to the vision, namely, the consistent themes that

the community has identified as contributing to crime and danger in Milwaukee. He called for elevating voices that are having a positive effect in the community. Mr. Moore emphasized that all the risk factors listed play a role in crime in tandem and cannot be looked at individually. Mr. Muhammad outlined strategies in how to stop violent crime, including the use of data to prioritize prevention efforts and guide how to use these prevention efforts to reduce crime. Mr. Moore emphasized trauma counselling to victims and witnesses of violence, especially children. Mr. Muhammad explained that their data showed people feel the safest in their homes, followed by in after school programs. However, they feel the least safe in their neighborhoods. Since people must pass through their neighborhood to get from school to home and vice versa, safe transportation routes are necessary. When prioritizing neighborhoods based on crime statistics, care should be taken to avoid stigmatizing these neighborhoods and merely point out statistical trends.

Commissioner Wilson asked who Mr. Moore and Mr. Muhammad were referring to in their frequent use of the word "we" throughout their presentation. Mr. Moore clarified that they were referring to the community.

Commissioner Crouther asked how they obtained the data for the report. Mr. Moore explained that the crime data was accumulated through both national and local police sources.

The Chair noted that the Board looks forward to reviewing the data as they continue their Chief of Police selection process.

Commissioner Cabrera thanked the Office of Violence Prevention for a job well done.

6. EXAMINATIONS:

b) The Chair announced that the Status Update on Firefighter Testing will be held over until the next meeting.

c) The following request was previously approved by the Board under the Consent Agenda, Item D: Correspondence dated January 11, 2018, from Chief Flynn requesting that a recruitment and examination be held and an eligible list developed for the position of Accounting and Grant Specialist. This item was referred to DER for implementation.

7. POLICE DEPARTMENT:

Commissioner Crouther moved for the FPC to enter closed session in Room 301-B for the purpose of considering the probation extension items next on the agenda pursuant to Wis. Stats. 19.85 (1) (c) (f) to consider employment, promotion, compensation or performance evaluation data of any public employee over whom the Board has jurisdiction or exercises responsibility, and to consider financial, medical, social or personal histories of specific candidates for employment 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. Following closed session, the Board will reconvene in open session in 301-B. The motion was seconded by Commissioner Cabrera and carried unanimously. The Board entered closed session at 6:35 p.m. and reconvened in open session at 6:43 p.m.

a) The Director presented three (3) letters dated January 17, 2018, from Chief Flynn wherein he requests that the probationary period for Police Lieutenant Shelley M. Metzler be extended for a period of 30 days until March 14, 2018, the probationary period for Police Lieutenant Annemarie Domurat be extended for a period of 30 days until February 28, 2018, and the probationary period for Police Sergeant Daniel R. Zolo be extended for a period of 30 days until February 28, 2018; and a letter dated January 18, 2018 from Chief Flynn wherein he requests that the probationary period for Emergency Communications Operator I Hannalore M. Rodriguez be extended for a period of 60 days until March 31, 2018. Commissioner Cabrera moved for approval of all four requests, seconded by Commissioner Wilson. The motion carried unanimously.

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

TO SCHOOL CROSSING GUARD (Regular), effective December 19, 2017:

YALSI M. RODRIGUEZ REYES.

TO SCHOOL CROSSING GUARD (Substitute), effective January 9, 2018:

CLINTON GRANT.

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

A letter dated January 24, 2018, from Chief Flynn, wherein he presents a request from Emergency Communications Operator II Towanda Young for voluntary demotion to her former rank of Emergency Communications Operator I, to be effective January 28, 2018.

A letter dated January 24, 2018, from Chief Flynn, wherein he presents a request from Emergency Communications Operator II Shemeka Campbell for voluntary demotion to her former rank of Emergency Communications Operator I, to be effective January 28, 2018.

8. ADJOURNMENT:

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

The meeting concluded at 6:45 P.M.

Respectfully submitted,



MaryNell Regan  
Executive Director

MNR/nmt/rc