

February 15, 2018

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  
Marisabel Cabrera, Vice-Chair  
Kathryn A. Hein  
Ann Wilson  
Fred Crouther  
Angela McKenzie  
Nelson Soler (Appeared Telephonically)

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 4:14 p.m. to 5:36 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.

The meeting was staffed by Executive Director MaryNell Regan and Operations Manager Clifton Crump. The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Ms. Mary Watkins (Milwaukee Resident): Ms. Watkins asked the Fire and Police Commission (FPC) to rethink the process used to select a Chief of Police in the future. Ms. Watkins was disturbed that residents were not afforded an opportunity to speak directly to the Acting/Interim Chief of Police candidates at the FPC meeting held at the Wisconsin Black Historical Society. She further asserted that the FPC meeting held at the Mexican Fiesta Hall allowed community residents to speak directly to the Acting/Interim Chief of Police candidates. Ms. Watkins stated the handling of the meeting at the Mexican Fiesta Hall was not fair, in comparison to the level of participation at the Wisconsin Black Historical Society. Ms. Watkins suggested that each meeting held should allow residents to speak directly to candidates and, as a result of not doing so, some residents feel a decision has already been made as to who has been selected to act as Acting/Interim Chief of Police. Lastly, Ms. Watkins discussed Chief Flynn's comments made against the FPC to the media as his employment comes to a close. It was Ms. Watkins' opinion that the FPC is to blame for Chief Flynn's negative comments because the FPC re-appointed Chief Flynn when the community was against doing so.

Ms. Debra Jenkins (Milwaukee Resident): Ms. Jenkins stated her concern that there is no credibility or accountability as it relates to the functionality of the FPC. Ms. Jenkins discussed the alleged scandal involving the Executive Director that is reflected in the media. Ms. Jenkins requested that the Executive Director not be present during this February 15<sup>th</sup> meeting because of the negative media publicity she has received.

Mr. Vaun Mayes (Milwaukee Resident): Mr. Mayes insisted, as it relates to the selecting of the Acting/Interim Chief of Police and the permanent Chief of Police, that the national search for Chief of Police be "deprioritized" and the Chief of Police candidates should be local City of Milwaukee community residents. Further, Mr. Mayes asserted that the work to be completed on the Department of Justice report and Milwaukee Police Department (MPD) Standard Operating Procedures be a priority of the selected Acting/Interim Chief of Police. Mr. Mayes also discussed the allegations that MPD is illegally implementing a quota system for the purpose of making money for the City of Milwaukee. Mr. Mayes stated the community residents call for the FPC to relieve the Executive Director of her duties if she does not resign from the position on her own volition.

Cynthia Greenwood (Milwaukee Resident/Coalition for Justice Representative): Ms. Greenwood was concerned that the public's comments really have no impact on the selection process of the Acting/Interim Chief of Police. Ms. Greenwood was also concerned about how the African American community is affected by police aggression; more specifically, officer involved deaths, strip searches and illegal stop and frisks of African American community residents.

Ms. Rose Stietz (Milwaukee Resident): Ms. Stietz discussed the limited number of Acting/Interim Chief of Police applicants (ten applicants with three applicants qualifying for the final selection process). Ms. Stietz was concerned that the final number of applicants is too few. Ms. Stietz asked that there be a greater number of applicants to choose from when selecting the permanent Chief of Police. Lastly, Ms. Stietz requested a little more efficiency in the publishing of the agendas and FPC meeting minutes for public review.

Ms. Markasa Tucker (Milwaukee Resident): Ms. Tucker said that the FPC is finally taking the opportunity to utilize their power. Ms. Tucker asserted the community residents are viewing the selection of the Acting/Interim Chief of Police as a "big joke" and said community residents' opinions and voices do not matter. Ms. Tucker further stated, "people are wondering" if applicants for Acting/Interim Chief of Police actually received a "fair shake." Ms. Tucker asked the FPC to enforce accountability when necessary, even amongst themselves. Ms. Tucker appealed to the FPC to "do better" by asking that the process for the permanent Chief of Police be transparent and have greater community involvement.

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 25, 2018
- B. Appointment: Mail Processor (*Police Department*)
- C. Correspondence regarding Non-Disciplinary Separation of Police Officer
- D. Correspondence regarding Termination of Probationary Emergency Communications Operator I (*Police Department*)
- E. Correspondence regarding Suspension of Police Officer
- F. Request to Reclassify Police Alarm Operator Position
- G. Request for Building Maintenance Mechanic II Recruitment
- H. Request for Graphic Designer II Examination

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

3. UNFINISHED BUSINESS:

a) The Chair made a statement as to the detailed process and efforts that went into selecting the finalist for the Acting/Interim Chief of Police and gave thanks to all who contributed, participated and invested their time in the selection process. The Chair requested that the Board engage in a roll call vote for Acting/Interim Chief of Police. Commissioner Cabrera moved to take a roll call vote for Acting/Interim Chief of Police, seconded by Commissioner McKenzie. The motion carried unanimously. The Chair then polled each Commissioner, and Captain Alfonso Morales was selected to be appointed to the position of Acting/Interim Chief of Police on a roll call vote of 4-3, with Commissioners Soler, Hein, Cabrera and DeVougas voting for Captain Morales and Commissioners Crouther, McKenzie and Wilson voting for Inspector Brunson. The appointment is to be effective Saturday, February 17, 2018.

The Chair then announced that the Board would take a five (5) minute recess, which began at 6:11 p.m. At 6:17 p.m., the Chair announced that Commissioner Soler was excused from the remainder of the meeting.

The Chair reconvened the Board in Regular Session at 6:20 P.M.

4. FIRE DEPARTMENT:

a) The Director presented four letters dated February 7, 2018, from Chief Rohlfing, wherein he nominates Fire Captains Stephanie D. Hampton, Schuyler L. Belott, Russell H. Rivard, and Matthew W. Williamson to the exempt position of Battalion Chief, Fire in the Fire Department, to be effective March 11, 2018. Pursuant to Rules of the Board, final action on these nominations was laid over to permit the nominees to be interviewed.

b) The Director presented a letter dated February 7, 2018, from Chief Rohlfing, wherein he nominates #32 – Mark W. Zalewski to the position of Fire Lieutenant in the Fire Department, to be effective February 25, 2018. The Chair held this promotion over to the next meeting to permit the nominee to be interviewed.

c) The following promotions, as presented by Chief Rohlfing, were approved by the Board:

TO HEAVY EQUIPMENT OPERATOR, from eligible list established September 7, 2017, contingent upon successful completion of a drug screening, effective February 25, 2018:

#1 - JORDAN S. THOMPSON; #2 - ROBERT M. REHBERGER; #3 – DAVID M. SCHULZ; #4 – NICHOLAS J. FETZER; #5 – BRIAN D. CHRISTMAN; #6 – PETER A. MANNA; #7 – ERIC G. MCLAIN; #8 – ANTHONIO M. DELVALLE; #9 – JONATHAN FROST; #10 – QUINCY V. WALKER; #12 – NICHOLAS A. SHAW; #13 – JEFFREY S. FREITAG; and #14 – NATHAN A. KING\*.

NOTE: The promotion of #14 is on a waiver basis.

d) TO FIRE DISPATCHER-SENIOR, from Fire Dispatcher, on a temporary basis for a 60-day period, effective February 25, 2018:

GARY W. O'CONNOR; JODI A. KAMERMAYER and REBEKAH J. MCALEESE.

5. POLICE DEPARTMENT:

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

TO EMERGENCY COMMUNICATIONS OPERATOR II, from Emergency Communications Operator I, effective retroactive to January 28, 2018:

#1 – TIANA GATLIN; #4 – JAHMEIRIO HAYES; #8 – TRISTAN BRODIE; #10 – ARIELLE EWING; #11 – SARAH MICHALSKI; #12 – AUSTIN SHERIFI; #17 – JENNIFER ZAHORIK; #18 – SABREE BARTEE; #25 – CANDACE MILLER; #26 – CHRISTIN SAINT PIERRE; #27 – JENNIFER COLMER; #33 – MIRANDA MAJORS; #35 – ROBERT DE LA GARZA; #36 – ASHLEY DRAEGER; #39 – LAUREN WEBER; #42 – EMILY JOHNSON; #44 – STEPHANIE RADTKE; #48 – ANGELA GRAHAM; #49 – JESSICA KNUTSON; #51 – SAVANNAH PORTER and #56 – DANIEL BERNSTEIN.

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

TO INFORMATION SERVICES MANAGER, from eligible list established October 19, 2017, contingent upon successful completion of a background investigation, medical exam and drug screening, effective February 26, 2018:

#3 - XAY XIONG.

TO HEALTH AND SAFETY OFFICER, a temporary appointment for one year, contingent upon successful performance of the duties of this position or until the execution and completion of an open competitive exam at the discretion of the Human Resources Administrator, effective February 26, 2018:

LAURA RICHARDS.

TO EMERGENCY COMMUNICATIONS OPERATOR I, from eligible list established December 15, 2016, contingent upon successful completion of a background investigation, psychological test, medical exam and drug screening, effective February 26, 2018:

#69 – BRANDI L. SMITH; #70 – ELIZABETH G. STROZINSKY; #71 – NICHELLE L. CRAWLEY; #74 – JERONICA S. BRISTER; #80 – MELISSA GOMEZ; #89 – MICHAEL S. HOLTER; #91 – ROBYN K. PIOTRZKOWSKI; #96 – TIKIYA L. WILKERSON; and #97 – ANETTA P. BECKWITH.

c) The following appointment, as presented by Chief Flynn, was approved by the Board under the Consent Agenda, Item B:

TO MAIL PROCESSOR, from internal selection process, effective March 11, 2018:

KATHY KROEGER.

d) The following communications were previously received by the Board under the Consent Agenda, Items C-H:

A letter dated February 5, 2018, from Chief Flynn, wherein he notifies the Board that Police Officer Todd D. Rendon has been disqualified from his position and removed from the Department's payroll for failure to complete mandatory recertification training requirements as required by the Wisconsin Department of Justice, Training and Standards Bureau, under Personnel Order 2018-15 effective January 30, 2018.

A letter dated February 5, 2018, from Chief Flynn, wherein he notifies the Board that Emergency Communications Operator I Candace L. Reiniger has been terminated for her inability to successfully perform the duties of her position, under Personnel Order 2018-16 effective January 30, 2018.

Personnel Order 2018-10 dated January 19, 2018, from Chief Flynn, wherein it sets forth that Police Officer Dennis P. Tomasino has been suspended for 36 working days without pay for violation of Department Core Values.

A letter dated February 1, 2018, from Chief Flynn, wherein he requests that one position of Police Alarm Operator be reclassified to Police Dispatcher due to a retirement, in accordance with the Salary Ordinance.

A letter dated February 13, 2018, from Chief Flynn, wherein he requests that an examination be conducted for the position of Building Maintenance Mechanic II as soon as possible. The request will be referred to the Department of Employee Relations for implementation.

A letter dated February 8, 2018, from Chief Flynn, wherein he requests that an examination be conducted for the position of Graphic Designer II as soon as possible. The request will be referred to the Department of Employee Relations for implementation.

e) The Director presented a letter dated February 8, 2018, from Chief Flynn, wherein he requests that the probationary period of Police Officer Jonathan M. Steinberg be extended for a period of two consecutive months, until June 4, 2018. Commissioner Crouther moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

f) The Chair announced the swearing-in of Captain Alfonso Morales as the Acting/Interim Chief of Police for the City of Milwaukee Police Department. Capt. Morales took the Oath and was sworn in by Vice Chair Commissioner Marisabel Cabrera at 6:25 P.M.

6. ADJOURNMENT:

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

The meeting concluded at 6:31 P.M.

Respectfully submitted,

A handwritten signature in black ink that reads "MaryNell Regan" followed by a stylized flourish or initials.

MaryNell Regan  
Executive Director

MNR/nmt