

March 15, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 6:02 P.M.

PRESENT: Commissioners: Marisabel Cabrera, Vice-Chair
Angela McKenzie
Kathryn A. Hein
Ann Wilson
Fred Crouther
Nelson Soler

ABSENT: Commissioner: Steven M. DeVougas, Chair (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Alfonso Morales, Acting/Interim Chief, Milwaukee Police Department.

The Vice-Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:34 p.m. to 5:53 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: appointment of Police Planning and Policy Director; and pursuant to Section 19.85 (1)(d) Wis. Stats. to consider strategy for crime detection or prevention, to wit: request to revise Police Department organizational chart, and term of Acting/Interim Chief of Police.

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

1. PUBLIC COMMENT:

Mr. Mark Buetow (Milwaukee Police Association, V.P.): Mr. Buetow appeared on behalf of President Michael Crivello. Mr. Buetow reiterated the fact that the MPA would like to see Acting/Interim Chief Alfonso Morales have a significant time, at least two years, to have the opportunity to grow the Department in the direction that he deems necessary.

Ms. Rose Steitz (Milwaukee Resident): Ms. Steitz expressed her frustration with the State legislature attempting to pass legislation that would require the Milwaukee Fire and Police Commission to have "a fire person and a police person" on the Commission's Board. Further, Ms. Steitz is also frustrated because she tried to contact Senator Wanggaard and received no assistance (only speaks with his constituents). More specifically, she received no assistance from Senator Wanggaard and yet he is a politician who casts votes on behalf of his constituents.

Ms. Cynthia Greenwood (Milwaukee Resident/Coalition for Justice representative): Gave thanks to Acting/Interim Chief Alfonso Morales who she states was her former 2nd District Police Captain. She stated he is doing an awesome job. Ms. Greenwood is frustrated with the fact that when she calls her police district or other police districts, she receives very little information regarding registered sex offenders. Further, she is concerned about the freedoms afforded registered sex offenders and the lack of tracking and monitoring offenders while in the community.

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
1. February 15, 2018
2. March 1, 2018

- B. Correspondence regarding Appointment Effective Date of Detective
- C. Correspondence regarding Appointment Effective Date of Information Services Manager
- D. Request for Police Records Assistant Manager Examination
- E. Request for Emergency Equipment Installer Examination
- F. Request for Data Communications Specialist Recruitment

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

3. UNFINISHED BUSINESS:

a) The following appointment, as presented by Acting/Interim Chief Alfonso Morales, was approved by the Board:

TO POLICE PLANNING AND POLICY DIRECTOR, an exempt position, contingent upon successful completion of a background investigation, medical evaluation and drug screen, effective March 26, 2018:

REGINA M. HOWARD.

b) Correspondence regarding an objection to promotion to Detective was removed from the agenda.

c) The Director returned to the Board a request from the Fire Department to reclassify one position each of Administrative Fire Captain, Administrative Fire Lieutenant and Network Coordinator – Senior, and two positions of Database Specialist; and a request from the Fire Department to reclassify positions in the Dispatch Section and create a career ladder for Fire Dispatchers.

The first report, presented by Andrea Knickerbocker, DER Human Resources Representative, recommends that one position of Administrative Fire Captain be reclassified to Fire Information Systems Manager, one position of Administrative Fire Lieutenant be reclassified to Systems Analyst – Senior, one position of Network Coordinator – Senior be reclassified to Functional Applications Analyst – Senior, and two positions of Database Specialist be reclassified to Systems Analyst – Assistant. Further, the report recommends recruitment rates for each of these positions. The Administrative Fire Captain position will be administratively reclassified to the new civilian title when vacant. Ms. Knickerbocker explained the details of the report. Commissioner Crouther moved approval of the recommendations, seconded by Commissioner Hein. The motion carried unanimously.

The second report, also presented by Ms. Knickerbocker, is the final of three reports that have recommended changes to the classification and pay of positions in the Fire Department's Dispatch Section. The report recommends that a career ladder pay progression model be implemented for the position of Fire Dispatcher, with increased pay, recruitment rate flexibility, and additional increased pay when assigned as lead or Fire Dispatcher – Senior. The report recommends that career ladder pay progression also be established for Fire Dispatcher – Senior with a new recruitment rate. The final recommendation provides for new recruitment rates and flexibility for the positions of Fire Dispatch Assistant Manager, Fire Dispatch Manager and Fire Information Technology Manager. Ms. Knickerbocker explained the specifics of the report. Commissioner McKenzie moved approval of the recommendations, seconded by Commissioner Soler. The motion carried unanimously.

d) The Director returned to the Board a request from staff to amend Fire and Police Commission Rule XIV, Section 1 regarding Residency to read in its entirety as follows:

All sworn law enforcement, sworn fire, and emergency personnel as set forth in Rule V, *supra*, are bound by City of Milwaukee Charter provisions regarding residency and are required to establish and maintain an actual and bona fide residence within 15 miles of the jurisdictional boundaries of the City of Milwaukee throughout the period of employment by the City. *A residence will be considered to be within 15 miles of the*

jurisdictional boundaries of the City of Milwaukee if any portion of the residence's real estate lies within 15 miles of the jurisdictional boundaries of the City of Milwaukee.

Commissioner McKenzie moved approval of the amendment, seconded by Commissioner Crouther. The motion carried unanimously.

4. EXAMINATIONS:

a) The Director presented a request from Marti Cargile, DER Human Resources Representative, to approve the Health and Safety Specialist Job Announcement Bulletin. The specifics of the bulletin were explained. The Health and Safety Specialist position is scheduled to be open for applications between March 16, 2018, and April 6, 2018, to be extended as necessary. Commissioner Crouther moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented a letter dated March 7, 2018 from Acting/Interim Chief Morales, wherein he requests that Police Officer Kenneth Justus be reinstated to the Detective Eligible List. A Memorandum prepared by Officer Justus to Acting/Interim Chief Morales was read into the record by Arvis Williams, MPD Human Resources Administrator, and further explanation of same in support of the request by Acting/Interim Chief Morales was provided. Commissioner Crouther moved approval of the reinstatement of Officer Justus to the Detective Eligible List, seconded by Commissioner McKenzie. The motion carried unanimously.

c) The Director presented a request from staff to extend the Detective Eligible List for two months, until May 17, 2018. It was noted that Acting/Interim Chief Morales is in support of the extension. Commissioner Hein moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

5. FIRE DEPARTMENT:

a) The Director presented two letters dated March 6, 2018, from Chief Rohlfing, wherein he nominates Battalion Chiefs Christopher J. Snyder and Michael M. Blackwood to the exempt position of Deputy Chief, Fire in the Fire Department, to be effective April 8, 2018. Pursuant to Rules of the Board, final action on these nominations was laid over to permit the nominees to be interviewed.

The Director also presented two letters dated March 7, 2018, from Chief Rohlfing, wherein he nominates Fire Captains Joshua E. Parish and Michael J. Cieciva to the exempt position of Battalion Chief, Fire in the Fire Department, to be effective April 8, 2018. Pursuant to Rules of the Board, final action on these nominations was laid over to permit the nominees to be interviewed.

6. POLICE DEPARTMENT:

a) The Director presented a letter dated February 28, 2018, from Acting/Interim Chief Morales, wherein he objects to the promotion of #20 - Joseph T. Hall to Police Lieutenant. This item will be held over to be addressed at the next meeting.

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

A letter dated March 8, 2018, from Acting/Interim Chief Morales wherein he informs the Board that the effective date of Police Officer Martez L. Ball's promotion to Detective has been changed from March 25, 2018 to June 18, 2018.

A letter dated March 7, 2018, from Acting/Interim Chief Morales wherein he informs the Board that the effective date of Xay Xiong's appointment to Information Services Manager has been changed from February 26, 2018 to March 26, 2018.

c) The Director presented a letter dated March 7, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Sergeant Kevin J. Sadowski be extended for 30 days, until April 26, 2018, for the reasons stated. Commissioner McKenzie moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

The Director presented a letter dated March 7, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Sergeant Derek J. Kitts be extended for 30 days, until April 26, 2018, for the reasons stated. Commissioner Soler moved approval of the request, seconded by Commissioner McKenzie. The motion carried unanimously.

The Director presented a letter dated March 7, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Sergeant Matthew M. Gadzalinski be extended for 30 days, until April 26, 2018, for the reasons stated. Commissioner Hein moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

The Director presented a letter dated March 7, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Sergeant Bradley R. Dall be extended for 30 days, until April 26, 2018, for the reasons stated. Commissioner McKenzie moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

d) The Director presented a letter dated March 8, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Records Specialist III Tammy R. Schoenecker be extended for 37 days, until May 31, 2018, for the reasons stated. Commissioner Soler moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

e) The Director presented a letter dated March 8, 2018, from Acting/Interim Chief Morales wherein he requests that the probationary period for Police Records Specialist II Vernita Robinson-Maddox be extended for 42 days, until June 5, 2018, for the reasons stated. Commissioner McKenzie moved approval of the request, seconded by Commissioner Soler. The motion carried unanimously.

f) The following requests were previously approved by the Board under the Consent Agenda, Items D-F:

A letter dated March 2, 2018, from Acting/Interim Chief Morales, wherein he requests that an examination be conducted for the position of Police Records Assistant Manager. The request was referred to the Department of Employee Relations for implementation.

A letter dated March 8, 2018, from Acting/Interim Chief Morales, wherein he requests that an examination be conducted for the position of Emergency Vehicle Equipment Installer. The request was referred to the Department of Employee Relations for implementation.

A letter dated March 1, 2018, from Acting/Interim Chief Morales, wherein he requests that a recruitment be held for the position of Data Communications Specialist. The request was referred to the Department of Employee Relations for implementation.

g) A request to revise the Police Department Organizational Chart was removed from the agenda.

h) The term of the Acting/Interim Chief of Police was removed from the agenda.

7. ADJOURNMENT:

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

(Adjournment:)

(Reg. 3/15/18 – Page 5)

The meeting concluded at 6:28 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M. Regan". The signature is fluid and cursive, with a long horizontal stroke at the end.

MaryNeil Regan
Executive Director

MNR/hmt