

May 3, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:38 P.M.

PRESENT: Commissioners: Steven M. DeVougas, Chair  
Marisabel Cabrera, Vice-Chair  
Ann Wilson  
Fred Crouther  
Angela McKenzie  
Nelson Soler

ABSENT: Commissioner: Kathryn Hein (Excused)

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:04 p.m. to 5:35 p.m. pursuant to Wisconsin Statutes Section 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over whom the Board has jurisdiction or exercises responsibility, on the following items: Consideration of reappointment of Mark Rohlfing to the position of Fire Chief, consideration of appointment of Alfonso Morales to the position of Chief of Police for a period of time ending January 7, 2020, and the amendment of eligible lists for Police Officer and Firefighter; and pursuant to Section 19.85 (1)(g) Wis. Stats. to confer with a representative of the City Attorney's Office who will render oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved, to wit: Collins, et. al. v. City of Milwaukee.

The meeting was staffed by Emergency Management & Homeland Security Director Steven Fronk. The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Ms. Mary Watkins (Milwaukee Resident): It was Ms. Watkins' opinion that the Fire and Police Commission (FPC) and the Milwaukee Police Department (MPD) could have saved taxpayers \$2,000,000 regarding lawsuits if both departments would have addressed citizen complaints brought before the Board regarding the MPD. Ms. Watkins was pleased that the consent decree was reached but is not confident that real change will happen within the MPD. Regarding the incident involving MPD on 51<sup>st</sup> Street and Capitol Drive, she was pleased to know that one officer was placed on administrative leave. She believes there is information being withheld regarding the incident. Ms. Watkins feels the public has the right to know the identity and rank of each officer involved in the 51<sup>st</sup> Street and Capitol Drive incident. Regarding the resignation of MaryNell Regan, Ms. Watkins stated a lot could be learned from the experience. Ms. Watkins' opinion is that the initial selection of MaryNell Regan as Director of the FPC was problematic. Further, Ms. Watkins feels the appointment of La Keisha Butler is also problematic because there is no selection of candidates that the community citizens can talk to and interact with and/or choose from. Her concern is that the appointed Director is "handpicked" by the Mayor, and the community residents must accept whom he nominates and appoints. Ms. Watkins feels the public should be involved by way of a public meeting or hearing and eliminate the "rubber stamping."

Ms. Rose Stietz (Milwaukee Resident): Ms. Stietz reminded the FPC that a couple of months ago she requested there be a more efficient distribution of the FPC meeting minutes. She stated that she reviewed the FPC website this week for minutes and located three additional sets of published minutes. Ms. Stietz thanked the FPC for their efforts in attempting to bring the minutes current and would appreciate the minutes being published in a reasonable time.

Ms. Beth Meyer (Milwaukee Resident): Regarding the Vehicle Pursuit Report presented at the FPC meeting held on April 19<sup>th</sup>, Ms. Meyer presented two rhetorical questions: 1) With 182 or 49% of the vehicle pursuits that happen reaching speeds in excess of 75 mph, how safe are these chases/pursuits, and are there really consequences for the civilian drivers involved in the pursuits? 2) Given the ages of the drivers being pursued (minors) 18 or 19 years old and the fact that they successfully evade police two-thirds of the time, is the fleeing driver really going to think twice before they flee police in a vehicle again?

President Alex Ayala (National Latino Peace Officers Association-Milwaukee Chapter): Mr. Ayala thanked the FPC for all of their efforts and hard work in selecting the new Chief of Police, Alfonso Morales. Mr. Ayala stated that he and his organization continue to support Chief Morales in the process. Mr. Ayala went on to say that Chief Morales needs to be given the opportunity to lead command staff to make the City of Milwaukee a safer place to live, move the city forward in a positive manner, and allow Chief Morales to address the matters he has placed on his agenda..

Mr. David Germain (Milwaukee Resident): Mr. Germain discussed his opinion of the root cause of why police officers and firefighters are being taken advantage of by CEO's that control the pension system and organizations. Mr. Germain explained his understanding of the pension system, its functionality, how the funds in the pension system are managed, and asserted that corporations are receiving funds from the pension for profit. It is his opinion that the comingling of funds (pension, taxes and corporation funds) is the reason for the reductions mentioned above.

## 2. CONSENT AGENDA:

Mr. Fronk 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. Correspondence regarding Termination of Probationary Police Aide.
- B. Correspondence regarding Termination of Probationary Emergency Communications Operator I (2 positions)
- C. Correspondence regarding Extensions to Fire Captain and Fire Lieutenant Eligible Lists
- D. Regular Meeting Minutes – April 19, 2018

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

## 3. UNFINISHED BUSINESS:

a) Mr. Fronk returned to the Board, for consideration and vote, the appointment of Alfonso Morales to the position of Chief of Police for the City of Milwaukee. Commissioner Cabrera moved to appoint Alfonso Morales to the position of Chief of Police for a period of time ending January 7, 2020, seconded by Commissioner Crouther. The motion carried unanimously. Commissioner McKenzie acknowledged for the record that the notice of this agenda item was appropriate and meets the appropriate statutory requirements.

## 4. NEW BUSINESS:

a) Mr. Fronk introduced DER Human Resources Manager Andrea Knickerbocker, who presented a Job Evaluation Report that recommends a career ladder for the positions of Emergency Communications Operator I and II. Ms. Knickerbocker spoke about the background history, cost of labor comparisons, recommendations, minimum requirements, salaries, responsibilities, competencies and recruitment for this position. Commissioner Nelson asked who is on the panel board that determines the initial placement of employees into the career ladder. Arvis Williams, HR Administrator of MPD, explained the compensation is determined by the work shift assigned (Late, Early or Daytime shift). Ms. William went on to say the three member panel board is comprised of one member who works directly with the Emergency Communications Operators, one is extremely familiar with and was likely a part of the career

ladder development process, and the third member may have had some involvement in the process. After the scoring is complete, the panel must come to a consensus. If not, a new panel is assigned to review the matter. Commissioner Crouther moved approval of the recommendation to create a career ladder for these positions, seconded by Commissioner Cabrera. The motion carried unanimously.

b) Mr. Fronk introduced Steven G. Brandl, Ph.D. of UW-Milwaukee's Department of Criminal Justice, to conduct the presentation of the 2017 Use of Force Report (see attached). The entire report can also be found on the Fire and Police Commission home page at: [http://city.milwaukee.gov/ImageLibrary/ Groups/ cityFPC/ Reports/Use-of-Force-Reports/2017yearendUOFreport.pdf](http://city.milwaukee.gov/ImageLibrary/Groups/cityFPC/Reports/Use-of-Force-Reports/2017yearendUOFreport.pdf). Following the presentation there was a brief question and answer session where MPD members had an opportunity to provide clarification and specifics for a clear understanding of the data in the 2017 Use of Force Report.

5. EXAMINATIONS:

a) Mr. Fronk presented a request from Jeffrey Harvey, FPC Staffing Services Manager, to amend the Firefighter Eligible List. The Chair noted on the record the reason for the amendment is due to a typographical error in the display of the asterisks indicating awarded preference points, and a software glitch in the system that arranged the rank of two candidates incorrectly. No scores were affected or changed due to these errors. The Chair reminded the Board this agenda item was addressed during closed session. Commissioner Nelson moved approval of the amendment, seconded by Commissioner Cabrera. The motion carried unanimously.

b) Mr. Fronk presented a request from Mr. Harvey for approval to amend the Police Officer Eligible List. The Chair noted on the record the reason for the amendment is due to a typographical error in the display of the asterisks indicating awarded preference points, and a software glitch in the system that arranged the rank of one candidate incorrectly. No scores were affected or changed due to these errors. The Chair reminded the Board this agenda item was addressed during closed session. Commissioner Crouther moved approval of the amendment, seconded by Commissioner Cabrera. The motion carried unanimously.

6. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established February 18, 2016, contingent upon successful completion of a drug screening, effective May 6, 2018:

#40 – TORANCE M. JONES.

TO FIRE DISPATCH MANAGER, from Fire Dispatch Assistant Manager, effective May 20, 2018:

DANIEL C. LIMBACK.

b) The following request was previously approved by the Board under the Consent Agenda, Item C:

Correspondence dated April 20, 2018, from Chief Rohlfing, wherein he requests there be no further extensions made to the Fire Captain and Fire Lieutenant Eligible Lists dated November 3, 2018 and October 18, 2018, respectively.

7. POLICE DEPARTMENT:

a) The following appointments, as presented by Chief Morales, were approved by the Board:

TO POLICE SERVICES SPECIALIST INVESTIGATOR, on a temporary basis, contingent upon successful completion of a background investigation and drug screen, effective May 7, 2018:

GARRETT BOYD, EVERETT COCROFT, MARVIN COLEMAN, BRENT DEWALD, STEPHEN GAENSLER, DAN KOVATOVICH, LUIS MARQUEZ, MICHAEL PAYNE and KAREN WHITE.

NOTE: Chief Morales added for the record that all named temporary appointees are retired firefighters, and medical evaluations have been waived but drug screening will take place.

b) The following communication was previously received by the Board under the Consent Agenda, Items A-B:

Correspondence dated April 26, 2018, from Chief Morales, wherein he notifies the Board that Probationary Police Aide Marvin W. Hall, Jr. has been terminated for violation of Department Core Values under Personnel Order 2018-50 dated April 24, 2018.

Correspondence dated April 25, 2018, from Chief Morales, wherein he notifies the Board that Probationary Emergency Communications Operator I Jeronica S. Brister has been terminated for violation of Department Core Values under Personnel Order 2018-49 dated April 20, 2018.

Correspondence dated April 25, 2018, from Chief Morales, wherein he notifies the Board that Probationary Emergency Communications Operator I Michael S. Holter has been terminated for violation of Department Core Values under Personnel Order 2018-48 dated April 18, 2018.

c) Mr. Fronk presented and four letters dated April 24, 2018, from Chief Morales, wherein he requests that the probationary periods of Police Lieutenants Patrick R. Brousseau, Stephen E. Chin, and Thomas M. Wroblewski each be extended for 30 days until June 7, 2018; and Kenyatte R. Wooden be extended for six months until November 7, 2018. The Chair advised the Board that they received a last minute request from Lieutenant Wooden requesting to speak with the Board in closed session. As such, the Chair stated Lt. Wooden's matter will be held over to the next scheduled meeting on May 17<sup>th</sup>. The Chair then called for a motion to extend the probation periods for the three remaining Lieutenants as requested by the Chief. Commissioner Cabrera moved approval of the request to extend the probationary periods of Lieutenants Brousseau, Chin and Wroblewski, seconded by Commissioner Crouther. The motion carried unanimously.

d) Mr. Fronk presented a letter dated April 25, 2018, from Chief Morales, wherein he requests that the probationary period of Emergency Communications Operator II Anoma Stoiber be extended for 50 days until June 27, 2018. Commissioner Crouther moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

e) Mr. Fronk presented a letter dated April 26, 2018, from Chief Morales, wherein he requests that the probationary period of Police Records Specialist III Tammy R. Schoenecker be extended for 40 days until July 10, 2018. Commissioner Wilson moved approval of the request, seconded by Commissioner Cabrera. The motion carried unanimously.

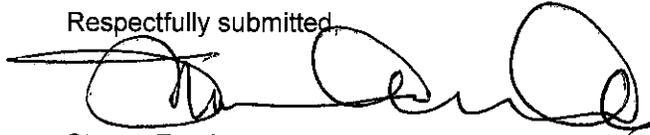
f) Mr. Fronk presented a letter dated April 26, 2018, from Chief Morales, wherein he requests that the Police Sergeant Eligible List, currently set to expire on May 5, 2018, be extended until May 5, 2019. Mr. Fronk advised the Board that the MPD requested to speak to the Board on this matter and may make a request to change the extension timeframe. Chief Morales stated the MPD is no longer requesting a 12 month extension but instead requests a six month extension. Commissioner Cabrera moved approval of the request to extend the Police Sergeant Eligible List until December 5, 2018, seconded by Commissioner Soler. The motion carried unanimously.

8. ADJOURNMENT:

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

The meeting concluded at 6:32 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Steven Fronk', written over a horizontal line.

Steven Fronk  
Emergency Management & Homeland Security Director

SF/nmt