

July 26, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:35 p.m.

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

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:05 p.m. to 5:30 p.m. pursuant to Wisconsin Statutes 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, on the following item: Amendment of Fire Cadet Eligible List.

The meeting was staffed by Executive Director La Keisha W. Butler. The Chair held a "moment of silence" for fallen Police Officer Michael J. Michalski. The Chair then opened the meeting with Public Comment.

1. PUBLIC COMMENT:

David Germaine (Milwaukee Resident): Mr. Germaine offered his condolences for the loss of Officer Michalski. Mr. Germaine recited Holy Biblical scripture *John 15:13 "Greater love has no one than this: to lay down one's life for one's friends."* Mr. Germaine shared an audio recording of Arch Angel Gabriel (inaudible). Mr. Germaine thanked the Milwaukee Fire Department (MFD) and Milwaukee Police Department (MPD) for their services provided to Milwaukee.

Joseph Walker (Milwaukee Resident): Mr. Walker expressed his sadness to learn of the passing of Officer Michalski in the line of duty. Mr. Walker reminded the Board that he is seeking to have a complete investigation concerning the MPD shooting resulting in his injury. Mr. Walker requested that the Fire and Police Commission (FPC) hire more investigators as he is aware that the FPC currently staffs only one investigator. Mr. Walker stated that proper attention is not being given to his investigation involving the MPD. Lastly, Mr. Walker stated he is unhappy with the increase in distrust between residents and police officers, crime and drug use in comparison to his observations of 20 years ago.

Cynthia Greenwood (Milwaukee Resident/Coalition for Justice): Ms. Greenwood offered her condolences for the loss of Officer Michalski. Also, Ms. Greenwood pleaded with the media to give space/privacy to the MPD and the family members of Officer Michalski. Ms. Greenwood expressed her happiness with Captain Leon Butts being found "not guilty" of felony charges. Lastly, Ms. Greenwood expressed her disappointment with drug-related activities taking place at the McDonald's restaurant located near 25th Street and National Avenue.

Paul Mozina (Milwaukee Resident): Mr. Mozina stated that on July 10th, the Common Council voted for the American Civil Liberties Union settlement. Mr. Mozina stated that the MPD did not provide an estimate of the costs associated with implementing the IT requirements noted in the settlement. Mr. Mozina asked the FPC Board to instruct MPD to produce a Project Plan outlining the costs and monitor the 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 – July 12, 2018
- B. Appointments:
 - 1. Fire Dispatch Assistant Manager
 - 2. Systems Analyst – Senior
 - 3. Police District Office Assistant (2 positions)
 - 4. Police Aide (35 positions)
 - 5. Police Aide (Contingency) (1 position)
 - 6. Fire Cadet (33 positions)
 - 7. Fire Cadet (Contingency) (22 positions)
- C. Correspondence regarding Fire Cadet Appointment
- D. Request to Rescind Police Officer Appointments (16 positions)
- E. Request to Rescind Emergency Communications Operator I Appointment
- F. Correspondence regarding Police Officer Contingency Appointments (14 positions)
- G. Correspondence regarding Suspension of Firefighter
- H. Request for Systems Security Administrator Examination
- I. Request for Building Maintenance Supervisor II Examination

Commissioner Wilson requested an ethnic breakdown of the names on the Police Aide and Fire Cadet Appointments lists. The Director indicated she will forward the requested material to all Commissioners. There being no objections, all of the items were approved for adoption.

3. UNFINISHED BUSINESS:

- a) The Director returned to the Board a request to amend FPC Rule XI, Section 7(a), regarding Probationary Periods, to read as follows:

Original entrance appointees to Police Officer or Firefighter and persons not eligible for reinstatement to these positions who are re-employed in either department shall be on probation for an aggregate of 16 months of actual active service. Emergency Communications Operators and Fire Dispatchers shall be on probation for an aggregate of 18 months of actual active service.

All other appointees shall be on probation for one year unless otherwise specified by the Board, City Ordinance or a collective bargaining agreement. If during the probationary period, the appointee proves unfit for the position, the Chief may discharge the appointee. A full written statement of the reasons for the discharge must be filed with the Board within five (5) days of the discharge. There shall be no appeal from this discharge. If the probationary period is completed in a satisfactory manner, the appointee shall then be classified as a regular employee.

The Director introduced Jeffrey Harvey, FPC Staffing Services Manager, who explained the requested rule amendment. The amendment covers the probationary periods for various positions in the MFD and MPD with primary focus on the Emergency Communications Operators and Fire Dispatchers. Mr. Harvey stated the proposal to extend the probationary period by six (6) months up to eighteen (18) months total is to allow for additional training and support for those positions. Commissioner Crouther moved approval of the amendment of FPC Rule XI, Section 7(a) regarding Probationary Periods, seconded by Commissioner Soler. The motion carried unanimously.

4. NEW BUSINESS:

a) The Director reported that pursuant to the Rules of the Board, the Commission is required to have an election of officers for the ensuing year for the positions of Chairman and Vice-Chair.

Marisabel Cabrera nominated herself for the position of Chair. Commissioner Cabrera stated that, with the exception of Commissioner Wilson, she will be the longest serving Commissioner on the Board. Commissioner Cabrera further stated that she has a firm grasp on the issues that the Board is dealing with and that she is dedicated to the Board.

Commissioner DeVougas nominated himself to be reappointed as Chair. Commissioner DeVougas stated that while serving as Chair, he has assisted the Board in working through some of the more challenging issues. As such, he'd like to continue his role as Chair of the Board.

Commissioner Wilson moved that the nominations for Chair be closed by unanimous consent. The Chair called for the vote. The Director handed out ballots since there was more than one nominee for the Chair position. After the ballots were counted, Commissioner Cabrera was elected chair on a vote of 3-2, with one vote left blank intentionally.

Commissioner DeVougas congratulated Commissioner Cabrera as the new Chair of the Board of Fire and Police Commissioners and surrendered the gavel and his seat.

The Director then announced that nominations were open for the Vice-Chair position on the Board. Commissioner DeVougas nominated Commissioner Nelson Soler for Vice-Chair, and Commissioner Soler accepted the nomination. The new Chair, Commissioner Cabrera, seconded the nomination. Commissioner Wilson nominated Commissioner Angela McKenzie for Vice-Chair, and Commissioner McKenzie accepted the nomination. The Chair moved that the nominations for Vice-Chair be closed by unanimous consent. The Chair then called for the vote. The Director provided ballots, and the voting results elected Commissioner Soler as Vice-Chair on a vote of 5-1.

5. EXAMINATIONS:

a) The Director presented for approval a request to amend the 2017 Police Officer Eligible List. This amendment will add another 223 candidates to the list who have successfully completed the selection process. Commissioner Wilson moved approval of the request, seconded by Commissioner DeVougas. The motion carried unanimously.

b) The Director presented for approval a request to amend the 2018 Fire Cadet Eligible List. This amendment will correct the ranking of two candidates who were eligible to receive residency points. Commissioner Wilson moved approval of the request, seconded by Commissioner Soler. The motion carried unanimously.

c) The Director presented for approval an examination announcement bulletin for the position of Fire Dispatcher - Senior in the Fire Department. Commissioner McKenzie moved approval of the bulletin, seconded by Commissioner DeVougas. The motion carried unanimously.

6. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, from eligible list established March 3, 2016, contingent upon successful completion of a drug screen, effective July 29, 2018:

#17 – DARIN T. PETERBURS.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established February 18, 2016, contingent upon successful completion of a drug screen, effective July 29, 2018:

#45 – CURT J. CHARLES.

b) The following appointments, as presented by Chief Rohlfing, were approved by the Board under the Consent Agenda, Items B1-2, and B6-7:

TO FIRE DISPATCH ASSISTANT MANAGER, from eligible list established April 19, 2018, contingent upon successful completion of background, medical, and drug screening, effective August 27, 2018:

#3 – COURTNEY L. DOBERSTEIN.

TO SYSTEMS ANALYST - SENIOR, from Department of Employee Relations eligible list, contingent upon successful completion of background, medical, and drug screening, effective August 27, 2018:

FOSTER JOSEPH.

TO FIRE CADET, from eligible list established July 26, 2018, contingent upon successful completion of background investigations and medical, psychological and drug screens, effective August 13, 2018:

#1 – NOAH H. HALSEY; #2 – BRADLEY M. PELNAR; #3 – JOHNNY D. PETTIGREW; #4 – SHIRLEY N. DEJESUS; #5 – RYAN E. BEATTIE; #6 – OLIVIA M. NOTZ; #7 – AIDAN S. HINSENKAMP; #8 – DEON P. HARRIS; #9 – JALEN X. COOK-CARTER; #9A – HYDEIA J. FOFANA; #10 – JOSHUA R. SCHMIDT; #11 – DANIEL K. PALMER; #12 – RAYMOND A. CHRISTENSEN; #13 – ELIZABETH I. MARSHALL; #14 – EVAN A. MALOVEC; #15 – ALEC S. KONKEL; #16 – IDALYSE I. MARTINEZ; #17 – NICHOLAS B. KAINE; #18 – NATALIA S. HALCOMB; #19 – ZACHARY A. KROHN; #20 – ROBERT J. MCCANN; #21 – JARED I. COOK-CARTER; #22 – JOHN O. VILLANUEVA; #23 – CALVIN J. BROWN; #24 – HAYDEN M. ZANONI; #25 – JACK K. SIDES; #26 – KASANDRA M. MORALES; #27 – MAX B. LENETT; #28 – JARED A. CANINO; #30 – NYQUESTA A. THOMPSON; #31 – CADE F. QUILLIN; #32 – JEREMIAH M. TREMAINE and #33 – DANIEL H. HOBAN.

TO FIRE CADET, on a contingency basis, from eligible list established July 26, 2018, also contingent upon successful completion of background investigations and medical, psychological and drug screens, effective August 13, 2018:

#33A – PEARL M. WALKER; #34 – JUSTIN A. WILLIS; #36 – WILLIAM L. CURTIS; #37 – CHRISTIAN A. HOLLEY; #38 – DYLAN J. BRODACZYNSKI; #39 – JAYLIN J. JOHNSON; #40 – PARKER J. RUTOWSKI; #41 – JORDAN D. BREZNIK; #42 – ETHAN N. SCHENZEL; #43 – JAWAUN L. BATTLE; #44 – TRAVIS L. BAILEY, JR.; #45 – TATYANA M. COX; #46 – YARELIS REYES; #48 – STEVEN REYES; #49 – MICHAEL S. ROHLER; #51 – ALONZO G. CHAPMAN II; #56 – MAGGIE M. HOWELL; #57 – DE'MONE C. THREAT; #58 – ISAIAH W. JASSO; #60 – ANA K. ARGUETA; #61 – KADIJA D. SLOANS and #62 – ALEXANDRA M. TAPER.

c) The following communications were previously received by the Board under the Consent Agenda, Items C and G:

Correspondence dated July 19, 2018, from Chief Rohlfing, notifying the Board that Fire Cadet Alison C. Velcheck will return to the Fire Cadet class effective August 13, 2018.

Correspondence dated June 27, 2018, from Chief Rohlfing, wherein he notifies the Board that Firefighter Ryan M. Correa has been suspended from duty for five days, with one day held in abeyance pending successful completion of a stipulated program.

d) The Director introduced Chief Mark Rohlfing to present the Milwaukee Fire Department's 2017 Annual Report. Chief Rohlfing, via PowerPoint presentation, relayed the following main topics: 1) Total calls for Emergency Medical Service and Fire Service; 2) MFD's Top Five Busiest Companies; 3) Community Paramedic Program success; 4) Community Relations (Increase in contacts in virtually all areas of expertise confirms the Community Risk Reduction Program is tremendously successful); 5) Junior Fire Institute; 6) Training; 7) Fire Cadet Program; 8) Recruitment; 9) Health and Wellness; and 10) Repurposing Fire Stations. Originals of the printed report were provided to each Commissioner and will be made available soon on the MFD website.

7. POLICE DEPARTMENT:

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

TO FORENSIC INVESTIGATOR, from Police Officer, contingent upon successful completion of a drug screening, effective August 12, 2018:

STEVEN R. ROEGLIN.

TO POLICE RECORDS SUPERVISOR, from Sensitive Crimes Project Coordinator, effective August 12, 2018:

MICHELLE A. STEPHENS.

TO HEALTH AND SAFETY SPECIALIST, from Emergency Communications Operator II, effective August 26, 2018:

CANDACE A. MILLER.

TO ACCOUNTING ASSISTANT III, from Accounting Assistant II, an underfill for Accountant I, effective August 12, 2018:

JACQUELINE E. PEETE.

TO ACCOUNTING ASSISTANT II, from Accounting Assistant I, effective August 12, 2018:

LANITA S. WOOLDRIDGE.

TO ADMINISTRATIVE ASSISTANT II, from Administrative Assistant I, effective September 9, 2018:

KAYLA L. NOHELTY.

TO OFFICE ASSISTANT III, from Office Assistant II, an underfill for Administrative Assistant I, effective September 9, 2018:

ROBIN J. JONES.

b) The following appointments, as presented by Chief Morales, were approved by the Board under the Consent Agenda, Items B3-5:

TO POLICE DISTRICT OFFICE ASSISTANT, from Department of Employee Relations eligible list, contingent upon successful completion of a background investigation, medical examination and drug screening, effective July 30, 2018:

KELLY EATON and RICHARD RILEY.

TO POLICE AIDE, from eligible list established June 21, 2018, contingent upon successful completion of a medical examination, psychological evaluation, drug screening, initial and updated background investigation, effective August 13, 2018:

#1 – BREANNA LEE; #2 – FAHMI YAGHNAM; #3 – NYQUESTA THOMPSON; #4 – NICHOLAS BUDISH; #5 – SYDNEY LYONS; #6 – BIANCA GREGORY; #8 – JOSHUA BOONNAM; #9 – JAILEEN DIAZ; #10 – LAKITA MADLOCK; #11 – SHANIA STAPLES; #13 – SARAH DELEON; #14 – ZECHARIAH TIETZ; #16 – ISAAH JASSO; #18 – DARIUS WADE; #20 – JULIUS TORRES; #22 – SUZANA DIMITRIJEVIC; #23 – ALICIA BUENO; #25 – ACIRRA ROBINSON; #26 – ADAM HANSEN; #27 – LUPE RIVERA; #28 – MATTHEW KLECHA; #29 – JEFREY JUAREZ; #30 – ALEXANDER KISSLER; #34 – COLLIN ENK; #35 – MIA CABAN; #36 – JORDAN BOETTCHER; #37 – ZACHARY MCKENZIE; #39 – MAGGIE HOWELL; #40 – BRANDON BURKE; #41 – SAMANTHA OSCHMANN; #42 – TREY JONES; #43 – OMAR ABDULGHANI; #44 – DYLEN STEWART; #45 – JOHN PAZ and #46 – KYAIRA OWENS.

TO POLICE AIDE, on a contingency basis, from eligible list established June 21, 2018, also contingent upon successful completion of a medical examination, psychological evaluation, drug screening, initial and updated background investigation, effective August 13, 2018:

#48 – XAVIER GALL.

c) The Director presented correspondence dated July 19, 2018, from Chief Morales, wherein he requests a temporary appointment to the position of Police Payroll Supervisor for Alba Santiago, effective July 30, 2018 and expiring December 31, 2018. This temporary appointment is necessary due to the current incumbent being on an extended leave of absence. Commissioner McKenzie moved approval of the request, seconded by Commissioner Soler. The motion carried unanimously.

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

A letter dated July 17, 2018, from Chief Morales, wherein he requests that the following appointments to Police Officer, approved at the June 21, 2018 Regular Meeting, be rescinded as the candidates either withdrew, did not qualify, or are being held over to the next class:

#19 - CARLOS RODRIGUEZ; #137 - QUIANNA MCBRIDE; #288 - JORDAN TIAN; #296 - KEVIN VASQUEZ-DIAZ; #298 - RACHEL BRUMAGE; #303 - CHRISTOPHER DENO; #316 - BRADLEY BRUNETTE; #317 - ALAN INGRAM; #320 - STEPHANIE HILL; #326 - TYRIKA BARNES; #329 - CIAN CANTWELL; #332 - LEE ROBINSON; #348 - CASEY JOHNSTON; #350 - AARON ARMSTRONG; #354 - ROMAN BAILEY and #361 - DARRYL DRYDEN.

A letter dated July 20, 2018, from Chief Morales, wherein he requests that the appointment of #91 – Robyn Piotrkowski to Emergency Communications Operator I, approved at the February 15, 2018 Regular Meeting, be rescinded.

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

A letter dated July 17, 2018, from Chief Morales, wherein he notifies the Board that the following contingency appointments to Police Officer, approved at the June 21, 2018 meeting, were utilized retroactive to July 16, 2018:

#375 – ZACHARY SZALACINSKI; #377 – DOMINICK PRITZLAFF; #379 – BRITTANY GALLOWAY; #380 – CARISSA SANCHEZ; #381 – ALEX BARTOSHEVICH; #382 – MICHAEL DIAZ; #383 – AARON ROTH; #384 – JOSEPH LACROIX II; #385 – JOEL SWIECIAK; #387 – ROBERT PARKS; #393 – BRENT SLUKA; #395 – MATTHEW MAZUR; #397 – THOMAS KLAHORST and #400 – AUSTIN FORD.

f) The Director presented correspondence dated July 17, 2018, from Chief Morales, wherein he requests that the probationary period of Police Officer Gabrielle M. Herrera be extended for a period of 30 days, until October 12, 2018, for the reasons stated. Commissioner McKenzie moved approval of the request, seconded by Commissioner DeVougas. The motion carried unanimously.

g) The Director presented correspondence dated July 19, 2018, from Chief Morales, wherein he requests a policy change for the Police Lieutenant examination process. The change would alter the minimum eligibility criteria that are currently in place for the rank of Police Lieutenant. The Chair called for this matter to be held over for discussion. Commissioner Wilson moved to hold this matter over, seconded by Commissioner DeVougas. The motion carried unanimously.

h) The following requests were previously approved by the Board under the Consent Agenda, Items H-I:

Correspondence dated July 18, 2018, from Chief Morales, wherein he requests that an examination be conducted for the position of Systems Security Administrator. The request will be referred to the Department of Employee Relations for implementation.

Correspondence dated July 19, 2018, from Chief Morales, wherein he requests that an examination be conducted for the position of Building Maintenance Supervisor II. The request will be referred to the Department of Employee Relations for implementation.

i) The Director presented a Memorandum dated July 23, 2018, received from Research and Policy Analyst Dave Gelting regarding the Police Department's request to amend Standard Operating Procedure (SOP) 450 - Personnel Investigations. The purpose of this SOP is to communicate the proper procedures to follow regarding personnel investigations, which include citizen complaints and internally generated complaints. Commissioner DeVougas moved approval of the request to amend SOP 450 - Personnel Investigations. The motion was seconded by Commissioner Wilson and carried unanimously.

8. ADJOURNMENT:

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

The meeting concluded at 6:40 p.m.

Respectfully submitted,



La Keisha W. Butler
Executive Director