

October 4, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 6:05 P.M.

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

ABSENT: Commissioners: Fred Crouther (Excused)
Angela McKenzie (Excused)

ALSO PRESENT: James Schwengel, Assistant Chief, representing the Milwaukee Fire Department; and Steven Caballero, Assistant Chief, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:18 p.m. to 6:00 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: Promotion of Police Lieutenant to Captain of Police; and pursuant to Section 19.85 (1)(d) Wis. Stats. to consider strategy for crime detection or prevention, to wit: Department of Justice Collaborative Review; 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, et al. and the Sterling Brown Incident.

The meeting was staffed by Executive Director La Keisha W. Butler. The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Trasus Wright (Milwaukee Resident): He wanted to report the residents from Lindsay Heights were present at the meeting to show their support for the community and make public comments at the Commission meetings. The residents would like to inform the Board of needs they see in their neighborhoods.

The residents are currently focusing on the topic of police response from the citizen's point of view. They are trying to determine when a citizen should call the police and what standard should be in place, e.g., at what point do you determine someone is in an unsafe condition or situation and the police need to be called? They are trying to understand when they should call the police to receive an appropriate response time to ensure the safety of the community members of Lindsay Heights.

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 – September 20, 2018
- B. Promotions:
 - 1. Police Records Specialist III (7 positions)
 - 2. Police Records Specialist II (2 positions, 2 letters)
- C. Appointments:
 - 1. Police District Office Assistant (9 positions, 3 letters)
 - 2. Office Assistant II (Police Dept.) (3 positions, 2 letters)

3. Custodial Worker II (Police Dept.)
4. School Crossing Guard
- D. Correspondence regarding Discharge of Police Officer
- E. Correspondence regarding Suspension of Police Officer
- F. Request to Approve Electronic Technician-MPD Eligible List
- G. Correspondence regarding Fire Lieutenants on Paramedic Units Eligible List
- H. Request for Police Records Specialist I Examination (Police Dept.)
- I. Request for Reclassification of MPD Human Resources Division Positions

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

3. UNFINISHED BUSINESS:

- a) The following promotion, as presented by Chief Alfonso Morales, was approved by the Board:

TO CAPTAIN OF POLICE, from Police Lieutenant, contingent upon successful completion of a drug screening, effective October 7, 2018:

CASSANDRA L. LIBAL.

- b) The Director returned to the Board two requests dated September 13, 2018 and August 29, 2018, respectively, from Chief Morales to exempt the positions of Police Information Systems Director and IT Support Specialist Senior. The items were moved for approval by Commissioner Wilson and seconded by Commissioner DeVougas. The motion carried unanimously.

- c) The following appointment, as presented by Chief Morales, was approved by the Board:

TO IT SUPPORT SPECIALIST SENIOR, an exempt position, contingent upon successful completion of a medical examination and drug screen, effective October ??, 2018:

KARI TURNER.

- d) The Director returned to the Board a Reclassification Report for 36 MPD Position Titles with ALEASP footnotes, Police District Office Assistant (31 positions), Office Assistant II, Administrative Assistant II (5 positions) and Office Assistant IV (2 positions).

Andrea Knickerbocker, Department of Employee Relations (DER) Human Resources Manager, explained this will be the beginning of a series of reclassification reports that will continue into the middle of 2019. The 36 positions were under a former ALEASP contract which no longer exists. These positions with footnotes that are paid less than general city will be brought up to the current rates.

The 31 Police District Office Assistants will be reclassified to Police District Administrative Assistant, and the pay range will increase from an Office Assistant II pay level to the pay range of an Office Assistant IV due to the type of work being expected of them. One position of Office Assistant II will be reclassified to an Administrative Assistant III position because of the type of programs the person is responsible for. Five positions of Administrative Assistant II will be reclassified to Administrative Assistant III, and two positions of Office Assistant IV will be reclassified to Human Resources Assistant. These recommendations were moved for approval by Commissioner Wilson and seconded by Commissioner DeVougas. The motion carried unanimously.

- e) Commissioner Cabrera presented the Committee Assignments for the Fire and Police Commissioners in 2018-2019. The Committee on Complaints and Discipline is assigned to Commissioners Crouther, DeVougas and Wilson. The Committee on Policies and Standards and Committee on Testing and Recruiting are

assigned to Commissioners Cabrera, McKenzie and Soler. The Research Committee is assigned to Commissioners Crouther, DeVougas and Wilson.

f) The Director presented a response to questions raised during Public Comment at the September 20, 2018 Commission meeting. There were concerns regarding police response to a crime scene and a caller's experience when calling 9-1-1. The Commission and the Police and Fire Departments are working together in a broad sense to collectively improve the 9-1-1 System for the City of Milwaukee. There will be updates in the coming months regarding the 9-1-1 System.

The Fire Department is aware policy changes must be approved by the FPC, and they have routinely been sending the changes and amendments; however, given personnel issues within the Department, those changes were not being handled appropriately. This issue has since been resolved.

Turning to the ACLU Lawsuit, the Commission is aware that all parties are subject to the settlement agreement that was entered by the court by July of this year. The settlement agreement is not a consent decree. The agreement related to the Consultant has now been fully executed as well. Under the settlement agreement, the Police Department and the FPC have various obligations including making changes to various Standard Operating Procedures, incorporating new categories of reporting data into systems, changes to hiring and promotional practices, increasing police complaint review and auditing, and receiving input from the community.

Compliance with this agreement is being monitored by the individual Departments, the City Attorney's Office, the ACLU, the Consultant, the Common Council via its various Committees, the Mayor's Office and the public. Given the range of individuals and groups tasked with formally or informally overseeing the City's progress in complying with the settlement agreement, the FPC believes that an ad hoc Committee of these very same people would only serve to slow down compliance with the agreement. The Fire and Police Commission has been and is fully committed to working to improve community and police relations in the city whether it is court ordered or not.

Finally, a member of the community commented on some officers failing to act in a professional manner. The Commission expects all employees to treat all members of the public with dignity and respect even in the worst of circumstances. As such, the Commission will work with the Police Department to examine the type of training being offered and culture being communicated to officers to be sure officers and staff are clear on the type of behavior expected of them.

4. FIRE DEPARTMENT:

a) The Director presented a letter dated September 7, 2018, from Chief Rohlfing, wherein he requests to exempt the position of Fire Information Technology Manager. The item was moved for approval by Commissioner DeVougas and seconded by Commissioner Soler. The motion carried unanimously.

b) The following request was previously approved under the Consent Agenda, Item G:

Correspondence dated September 20, 2018, from Assistant Chief John Schwengel, wherein he requests approval of the Fire Lieutenants on Paramedic Units Eligible List.

5. POLICE DEPARTMENT:

a) The following promotions, as presented by Chief Morales, were approved by the Board under the Consent Agenda, Items B-1 & 2:

TO POLICE RECORDS SPECIALIST III, from Police Records Specialist II, effective date retroactive to April 22, 2018:

(Police Department:)

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JACQUELINE D. DAVIS-COBIN; NATALIE C. POLICHT; ANTHONY F. RUPERT; DARLENE D. LEMMIE;
MICHELLE A. CROSS; LINDA K. GENSKOW; and VERNITA ROBINSON MADDOX.

TO POLICE RECORDS SPECIALIST II, from Police Records Specialist I, with retroactive effective dates:

ESTELLE L. WILLIAMS (3/26/17); and GAIL A. THIEDE (4/22/18).

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

TO POLICE INFORMATION SYSTEMS DIRECTOR, an exempt position, contingent upon successful completion of a background investigation, medical exam and drug screen, effective October 21, 2018:

DEBORAH K. WILICHOWSKI.

TO CRIME ANALYST, an exempt position, contingent upon successful completion of a medical exam and drug screen, effective October 22, 2018:

MANUEL GUTIERREZ, ALEXIS J. HAFEMEISTER, MATTHEW K. MALONE and WILLIAM H. SCHIMMEL.

c) The following appointments, as presented by Chief Morales, were approved by the Board under the Consent Agenda, Items C1-4:

TO POLICE DISTRICT OFFICE ASSISTANT, from the Department of Employee Relations (DER) eligible list, contingent upon successful completion of a background investigation, medical exam and drug screen, effective October 8, 2018:

KERRY-ANN TAYLOR, SHERRY WALTON, MARLO FRAIZER, RISE VALAQUEZ, SHEQUILA DENT, PHYLLIS MCCULLOUGH, KATRINA SHARIEF, and THELMA HOBSON.

TO POLICE DISTRICT OFFICE ASSISTANT, from the DER eligible list, contingent upon successful completion of a background investigation, medical exam and drug screen, effective October 22, 2018:

MELISSA ROSALES.

TO OFFICE ASSISTANT II, from the DER eligible list, contingent upon successful completion of a background investigation, medical exam and drug screen, effective October 8, 2018:

NATALIE PRINCE and LATARSHRA LEE.

TO OFFICE ASSISTANT II, from the DER eligible list, contingent upon successful completion of a background investigation, medical exam and drug screen, effective November 5, 2018:

DANIELA BROKOPP.

TO CUSTODIAL WORKER II, from the DER eligible list, contingent upon successful completion of a medical exam and drug screen, effective October 8, 2018:

TYRONE A. DAVIS.

TO SCHOOL CROSSING GUARD, effective September 19, 2018:

JESSICA GUERRERO-RAMOS.

d) The Director presented a request dated September 26, 2018, from Chief Morales for a temporary appointment to Personnel Payroll Assistant III for Roseanne Mack. The item was moved for approval by Commissioner DeVougas and seconded by Commissioner Soler. Commissioner Wilson questioned the temporary status of this position. Human Resources Administrator Arvis Williams explained this is a temporary appointment while a member is out on an extended leave of absence and is connected to the recent temporary appointment of Alba Santiago to Police Payroll Supervisor at the July 26, 2018 meeting. Upon the call of the question, the motion carried unanimously.

e). The following communications were previously received by the Board under the Consent Agenda, Items D and E:

A letter dated September 12, 2018, from Chief Morales, wherein he notifies the Board that Police Officer Erik A. Andrade has been suspended for 30 days and discharged from the department for violation of Department Core Values under Personnel Order 2018-111 dated September 12, 2018.

A letter dated September 14, 2018, from Chief Morales, wherein he notifies the Board that Police Officer Jason A. Chadwick has been suspended for 15 days for violation of Department Core Values under Personnel Order 2018-110 dated September 14, 2018.

g). The following requests were previously approved by the Board under the Consent Agenda, Items F, H and I:

The Director presented for adoption and eligible list for the position of electronic Technician in the Police Department, consisting of eight names.

A letter dated September 26, 2018, from Chief Morales to DER to conduct an examination for Police Records Specialist I.

A letter dated September 26, 2018, from Chief Morales to the Board requesting a Reclassification Study for the following positions: Human Resources (HR) Analyst-Senior, HR Specialist and HR Administrator.

6. Adjournment

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

The meeting concluded at 6:22 P. M.

Respectfully submitted,



La Keisha W. Butler
Executive Director