

December 18, 2008

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:42 P.M.

PRESENT: Commissioners: Richard C. Cox, Chair
Carolina M. Stark
Leonard J. Sobczak
Ernesto A. Baca
Earl A. Buford
Kathryn A. Hein
Paoi X. Lor

ALSO PRESENT: Douglas Holton, Chief, Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 3:42 p.m. to 5:40 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: performance evaluation of Chief of Police Edward Flynn, and promotion evaluation of nominees to Battalion Chief, Fire and Fire Public Relations Manager in the Fire Department.

The Director presented for adoption minutes of the Regular Meeting of December 4, 2008. Commissioner Sobczak moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

The Director then took the Police Department items of business out of order.

1. POLICE DEPARTMENT:

- a) The Director presented Personnel Order 2008-192 dated November 17, 2008, from Chief Edward Flynn, wherein he notifies the Board that Custodial Worker II James Davis has been discharged for violation of Department Rules and Regulations.
- b) The Director presented a letter dated November 26, 2008, from Chief Flynn, wherein he notifies the Board that Police Officer Ryan D. Karr has been discharged and suspended for 30 working days for violation of Department Rules and Regulations under Personnel Order 2008-202 dated November 26, 2008.
- c) The Director presented a letter dated December 3, 2008, from Chief Flynn, wherein he requests that the probationary period of Detective Scott H. Schmitz be extended for a maximum of 87 days due to leaves of absence taken. Commissioner Stark moved approval of the request, seconded by Commissioner Baca. The motion carried unanimously.
- d) The Director presented a letter dated December 11, 2008, from Chief Flynn, wherein he notifies the Board that Police Officer Scott W. Ramskugler returned from an unpaid Medical Leave of Absence effective November 16, 2008; Police Sergeant John P. Scheerer was granted an extension of his unpaid Military Leave of Absence until May, 2009; Detective David Anderson was granted an unpaid Military Leave of Absence commencing November 7, 2008 and concluding March 25, 2009; Police Officer Juan A. Lopez was granted an extension of his unpaid Military Leave of Absence until May, 2009; Police Aide Jonathan Echevarria was granted an unpaid Military Leave of Absence commencing November 22, 2008 and concluding September 30, 2009; and Police Officer Laurie Joncas was granted a Family and Medical Leave Act unpaid leave commencing November 6, 2008 and concluding in January, 2009.

e) The Director presented a letter dated December 3, 2008, from Chief Flynn, wherein he requests that an examination be conducted for the position of Police Telecommunicator (Seasonal) as soon as possible as the eligible list has been exhausted. The Chair referred the request to the Department of Employee Relations for implementation.

Commissioner Baca thanked Chief Flynn for being on the panel for the Cato Institute and the Kennedy School of Government at Harvard. Chief Flynn was then excused from the remainder of the meeting, and Captain Diana Rowe sat in his stead. The Director returned to the regular order of the agenda.

2. UNFINISHED BUSINESS:

a) The following promotion, as presented by Fire Chief Douglas Holton, was approved by the Board:

TO BATTALION CHIEF, FIRE, on a waiver basis, from Fire Captain, effective December 28, 2008:

PAUL J. CONWAY.

b) The following appointment, as presented by Chief Holton, was approved by the Board:

TO FIRE PUBLIC RELATIONS MANAGER, from DER Auxiliary Resource Program, effective December 28, 2008:

TIFFANY T. WYNN.

3. COMMITTEE REPORTS:

a) Commissioner Baca presented the report of the Committee on Testing and Recruiting. The Committee had met on December 16th and was provided an update on Police Officer recruiting efforts, the status of the current Police Aide testing process, and the status of the 2009 Police Officer recruit class. There was further discussion on a proposal to conduct fluency training for the Detective Examination. The Committee then met in closed session to discuss the Firefighter examination process. Timothy Keeley, Human Resources Analyst in the Department of Employee Relations (DER), was present and provided an overview of the process. A job analysis was completed, and an outside consultant developed a valid written and oral examination. A nationally standardized and validated CPAT physical ability test and psychological evaluations are being used for the first time. A background investigation process is being designed. DER received 5,743 Firefighter applications. The written test was given in August, and 3,897 candidates participated out of the 5,712 who were invited to the test. The CPAT was given at Waukesha County Technical College in early November to the top 350 candidates (294 took the test, 243 passed).

The Commission decided to include the top half of those who passed the written test (approximately 3,500) in the testing process. Therefore, over 1,700 candidates will be invited to the oral examination and have the potential of being included on the eligible list based on a composite of written and oral test scores. The oral examination is planned for late February, 2009, and the participation rate is estimated to be 80-90%. The oral examination question and rating criteria development is almost finished. A videotape process will be used to administer the examination. Approximately 15 rating panels will be trained and rate the candidates by videotape over a 2-3 week period in March, 2009. The eligible list will be compiled in April, 2009, based on the written test (35%) and the oral examination (65%). Veteran's preference, residency, and education points will be added at this point. There are currently about 90 vacancies to be filled.

Groups of candidates who have not already taken the CPAT will then be notified and scheduled for CPAT orientation and practice sessions based on need and placement on the eligible list. The next CPAT may be scheduled around early July, 2009. The background investigation process will most likely overlap with the

CPAT process, and those candidates who pass both will begin the 10-week EMT training provided by the Fire Department in August, 2009. Those who successfully pass the EMT training will be given a pass/fail medical examination, drug screen, and psychological evaluation. Commissioner Baca thanked DER for working closely with the Commission and the Fire Department on this examination process to get the best candidates from such a large group. The Chair echoed his comments.

4. FIRE DEPARTMENT:

a) The following promotions, as presented by Fire Chief Douglas Holton, were approved by the Board:

TO FIRE CAPTAIN, on a waiver basis, from eligible list established February 15, 2007, effective December 28, 2008:

#18 – ROBERT L. KENDALL, JR.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 6, 2007, effective December 28, 2008:

#22 – JEFFERY A. ANDERSON.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 10, 2008, effective December 28, 2008:

#19 – PAUL C. SCHAD.

b) The Director presented a letter dated December 10, 2008, from Chief Holton, wherein he notifies the Board that Engine 20 will be decommissioned effective December 28, 2008, due to the adopted 2009 City of Milwaukee Budget. Another budget change will require the elimination of the fifth sworn (Firefighter) position on one additional truck, resulting in eight trucks with four sworn personnel per shift and eight trucks with five sworn personnel per shift, also effective December 28, 2009.

5. PUBLIC COMMENT:

Kevin Monaghan introduced himself to the Board as the new Vice-President of Local 215.

6. ADJOURNMENT:

Commissioner Baca moved to adjourn the meeting, seconded by Commissioner Buford. The motion carried unanimously.

The meeting concluded at 5:58 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director