

October 7, 2010

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:36 P.M.

PRESENT: Commissioners: Richard C. Cox, Chair  
Carolina M. Stark  
Kathryn A. Hein  
Sarah W. Morgan  
Michael M. O'Hear

ABSENT: Commissioner: Paoi X. Lor (Excused)

ALSO PRESENT: Mark Rohlfling, Chief, Milwaukee Fire Department; and Assistant Chief Monica Ray, representing the Milwaukee Police Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:41 p.m. to 5:30 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 Review of Fire Chief Mark Rohlfling.

The Director administered the oath of office to Michael O'Hear for his appointment as the newest Commissioner to the Board.

The Director announced the next Board meeting would be held at the Washington Park Senior Center at 6 p.m.

The Director presented for adoption minutes of the Regular Meeting of September 16, 2010. He noted at the meeting Fire and Police Commission Rule XIV regarding residency had been amended to include a residency compliance certification that must be filed by all Fire and Police Department employees, and the 2010 Mid-year Use of Force Report was presented by Professor Steven Brandl. Commissioner Morgan moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a correspondence dated August 23, 2010, from Chief Rohlfling, wherein he requests to amend the Fire Department organizational structure. The Director noted two amendments were made to the published chart. The first is the position of Chief Medical Officer will report directly to the Fire Chief, and the second is the Budget and Finance Section reports to the Assistant Chief of the Support Bureau and the Fire Chief. Commissioner Stark moved to approve the requested changes, seconded by Commissioner Morgan. The motion carried unanimously.

b) The Director returned to the Board a request from the Police Department to retitle the position of Identification Technician to Forensic Investigator. In a report dated October 7, 2010, Maria Monteagudo, Director of Employee Relations, recommends that in the Salary Ordinance, under Pay Range 804, delete the title "Identification Technician" and add the title "Forensic Investigator" and in the Positions Ordinance, under Police Department, Administration Services Decision Unit, Administration Bureau, Integrated Justice Services Division, Identification Division, delete 37 positions of "Identification Technician" and add 37 positions of "Forensic Investigator". Sarah Trotter, Human Resources Representative, was present and spoke regarding the report. Commissioner Morgan moved approval of the recommendation, seconded by Commissioner Hein. The motion carried unanimously.

c) The Director announced the Installer reclassification report has been removed from the agenda.

d) The Director presented a letter dated September 25, 2010, from Police Sergeant Shaun P. Doyne wherein he notifies the Board that he is still in compliance with his residency waiver.

2. NEW BUSINESS:

a) The Director presented an informational memorandum regarding the 911 Call for Shots Fired Assignment Priority Classification. The Commission received a citizen complaint concerning the dispatch prioritization of a report of gunshots fired. During the course of the investigation it was found such calls are prioritized as a Priority 3 if the caller indicates the suspect is no longer on scene. In response to the citizen's concern and staff input, the Police Department was directed to instruct all Telecommunicators that a call of shots fired into a residence or occupied vehicle was a minimum of a Priority 2, even if the suspect was no longer on the scene. The Police Department has already begun instructing their Telecommunicators to do so.

b) The Director presented the decision in the matter of Mary Robinson vs. City of Milwaukee Fire and Police Commission from the State of Wisconsin Labor and Industry Review Commission. Her complaint alleged she was discriminated against during the hiring process for Police Officer. The State upheld the Commission's finding that she was not discriminated against.

3. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the position of Communication Systems Manager in the Police Department. He noted the bulletin has revised qualifications and the Police Department is satisfied with it. Commissioner Stark moved approval of the bulletin, seconded by Commissioner Morgan. The motion carried unanimously.

b) The Director presented for approval an examination announcement bulletin for the position of Police Dispatcher in the Police Department. He noted the essential functions have been revised since the last time the bulletin was posted, and under minimum qualifications protective services telecommunicator has been added to include current telecommunicators who have six months of experience with the Department. Commissioner Morgan moved approval of the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established September 2, 2010, effective October 17, 2010:

#11 – JOHN P. MCCLINTOCK II; and #12 – DOMENIC E. BERGEMANN.

The Director presented a letter dated September 28, 2010, from Chief Rohlfig, wherein he nominates Fire Equipment Dispatcher Melissa K. Kressmer-Jones to the exempt position of Fire Dispatch Supervisor in the Fire Department, to be effective October 31, 2010. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

b) The Director presented a letter dated September 28, 2010 from Chief Rohlfig, wherein he informs the Board that Fire Recruit Robert DeLeon, Jr. has been placed on Worker's Compensation effective September 14, 2010.

The Director presented a letter dated September 28, 2010 from Chief Rohlfig, wherein he informs the Board that Heavy Equipment Operator Anthony Jacobs returned from his unpaid military leave of absence effective September 20, 2010.

The Director presented a letter dated September 28, 2010 from Chief Rohlfing, wherein he informs the Board that Firefighter Glenn A. Bachmann returned from his unpaid medical leave of absence effective September 19, 2010.

c) The Director presented a correspondence dated September 24, 2010 from Chief Rohlfing, wherein he notifies the Board that Heavy Equipment Operator Michael J. Dunn has been suspended without pay for 30 days for violation of Department Rules.

d) The Director presented a letter dated September 28, 2010 from Chief Rohlfing, wherein he requests that his reclassification request for Inventory Control Assistant III be rescinded. Commission Stark moved to rescind the reclassification request, seconded by Commission Hein. The motion carried unanimously.

#### 5. POLICE DEPARTMENT:

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

TO POLICE SERGEANT, from eligible list established October 1, 2009, contingent upon successful completion of a drug screening, effective October 17, 2010:

#21 – WESAM YAGHNAM; #22 – VINCENT M. ESTRADA; and #23 – TODD A. KAUL\*.

\*Note: #23 promoted on a waiver basis.

TO OFFICE ASSISTANT III, from Police District Office Assistant, without competitive examination, effective October 17, 2010:

MICHELE KLINGBEIL.

TO OFFICE ASSISTANT III, from Office Assistant II, without competitive examination, effective October 17, 2010:

VERONICA I. MCCLAIN.

TO OFFICE ASSISTANT II, from Office Assistant I, effective October 17, 2010:

BRADLEY J. SCOTT.

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

TO HELP DESK SPECIALIST II, from a Department of Employee Relations eligible list for Technology Support Analyst, contingent upon medical examination and drug screening, effective October 11, 2010:

EDWARD H. HOFFMAN and BRIAN STANISZEWSKI.

TO SCHOOL CROSSING GUARD (REGULAR), with effective dates:

SHIRLEY J. BROWN (08/31/10) and ELI J. RAMIREZ (09/16/10).

TO SCHOOL CROSSING GUARD (SUBSTITUTE), effective September 16, 2010:

NIKIA C. WALTER.

c) The Director presented a letter dated September 29, 2010, from Chief Flynn, wherein he notifies the Board that the appointment date of Office Assistant I Pamela A. Koleas has been changed from September 7, 2010 to September 8, 2010.

d) The Director presented a letter dated September 30, 2010, from Chief Flynn, wherein he notifies the Board that Police Sergeant Rodney Washington returned from an unpaid military leave of absence granted October 2, 2009, effective September 7, 2010; Identification Technician Jimmy Young returned from an unpaid military leave of absence granted July 17, 2010, effective August 12, 2010; Police Officer Elizabeth Hallman returned from an unpaid educational leave of absence granted March 1, 2010, effective July 28, 2010; Police Officer Anthony Rivera returned from an unpaid military leave of absence granted June 18, 2009, effective August 16, 2010; Office Assistant II Michelle Formolo returned from an unpaid maternity leave of absence granted January 5, 2010, effective July 25, 2010; Police Aide Jose Ramirez returned from an unpaid military leave of absence granted March 27, 2010, effective September 20, 2010; Police Officer Daniel Carrillo was granted an unpaid military leave of absence commencing September 12, 2010, and concluding July 7, 2011; Police Officer Dwight Copeland was granted an unpaid medical leave of absence commencing August 4, 2010, his anticipated return date is pending; Police Officer Melissa Jones was granted an unpaid medical leave of absence commencing August 24, 2010, and concluding October 24, 2010; Police Officer Jessica Kowalik was granted an unpaid maternity leave of absence commencing August 22, 2010, and concluding December 27, 2010; Police Officer Nicole Lutz was granted an unpaid medical leave of absence which commenced September 16, 2010, and concluded September 15, 2011; and Police Officer Timothy Martin was granted an unpaid military leave of absence commencing August 18, 2010, and concluding August 2011.

e) The Director presented a letter dated September 9, 2010, from Chief Flynn, wherein he notifies the Board that Police Sergeant Thomas Sund has been suspended without pay for 14 working days, for violation of Department Rules and Regulations under Personnel Order 2010-165 dated September 9, 2010.

f) The Director presented a letter dated September 9, 2010, from Chief Flynn, wherein he notifies the Board that Police Office Yoron Whitfield has been suspended without pay for 8 working days, for violation of Department Rules and Regulations under Personnel Order 2010-164 dated September 9, 2010.

g) The Director presented a letter dated September 17, 2010, from Chief Flynn, wherein he requests that the probationary period of Police Sergeant Adam K. Zieger be extended for a period of 32 days, until November 19, 2010, due to a medical leave of absence. Commissioner Morgan moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

h) The Director presented a letter dated September 28, 2010, from Chief Flynn, wherein he requests that an examination be conducted for the positions of Police Telecommunicator (Seasonal) and Police Telecommunicator (Regular) as soon as possible. The Chair referred the request to the Department of Employee Relations for implementation.

#### 6. PUBLIC COMMENT:

There was no comment made from the public present.

#### 7. ADJOURNMENT:

Commissioner Stark moved to adjourn the meeting, seconded by Commissioner Morgan. The motion carried unanimously.

The meeting concluded at 5:53 P.M.

(Adjournment:)

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Michael G. Tobin".

Michael G. Tobin  
Executive Director

MGT:mk