

September 15, 2011

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:43 P.M.

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

ALSO PRESENT: Mark Rohlfig, 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 p.m. to 5:35 p.m. and on September 12, 2011 from 3:25 p.m. to 5:45 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: promotions of Police Lieutenants to Captains of Police, promotion of Captains of Police to Deputy Inspectors, promotion of Captain of Police to Inspector of Police, and discussion with Chief Flynn regarding promotion of Police Lieutenant to Captain of Police.

The Director presented for adoption minutes of the Regular Meeting of September 1, 2011. He noted at that meeting the Mid-Year Use of Force report, the Homicide Review Commission Mid-Year report, and the 2011 Annual Reports from the Fire and Police Departments were presented. Commissioner Morgan moved approval of the minutes as presented, seconded by Commissioner Stark. The motion carried unanimously.

1. UNFINISHED BUSINESS:

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

TO INSPECTOR OF POLICE, from Captain of Police, contingent upon successful completion of a drug screening, effective September 18, 2011:

EDITH L. HUDSON.

TO DEPUTY INSPECTOR OF POLICE, from Captain of Police, contingent upon successful completion of a drug screening, effective September 18, 2011:

WILLIAM R. JESSUP and CARIANNE YERKES.

TO CAPTAIN OF POLICE, from Police Lieutenant, contingent upon successful completion of a drug screening, effective September 18, 2011:

VICTOR E. BEECHER; REGINA M. HOWARD; PETER D. PIERCE; REBECCA L. PIXLEY; JASON A. SMITH; LESLIE M. THIELE; and CHAD M. WAGNER.

b) The Director returned to the Board a request from staff to amend Board Rule XVI, Section 2 (d). He stated this amendment would allow civilian members to appeal to the Board for disciplines of discharge, demotion, or suspension of more than five days. The amendment is in preparation of the end of collective bargaining. This amendment goes along with the disciplinary grievance procedures that the departments have developed. Commissioner Stark moved approval of the request, seconded by Commissioner Morgan. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented a resolution from the Common Council relating to the collection of racial information at police traffic stops. Wisconsin Act 29 repealed the requirement for collection of racial information at traffic stops. The resolution concurs with the Board and the Department to continue to collect racial information for analysis. The resolution also calls for an annual report to the Council of this information beginning in 2012. Chief Flynn stated the decision to continue collecting data was made seven months ago. The information is continually used for strategy, training, and deployment. A simplified format will be used to collect racial information. Commissioner O'Hear asked if the report for the Council will also be shared with the Board. Chief Flynn stated he will present the information when he presents the annual crime data.

b) The Director presented a resolution from the Common Council relating to the cultural diversity training for Milwaukee police officers. Wisconsin Act 29 repealed the requirement for cultural diversity training. The resolution concurs with the Board and the Department to continue and maintain cultural diversity training.

3. EXAMINATIONS:

The Director presented for approval an examination announcement bulletin for the position of Police Aide in the Police Department. Victoria Robertson, Human Resources Analyst-Senior, stated applications will start being accepted September 26th for a period of eight weeks. The requirements are the same as in the past and all applications will now be coming to the Commission instead of the Department of Employee Relations. Commissioner Stark asked what the plan for recruiting is. Ms. Robertson responded there is a recruiting staff that will be visiting area high schools and community events. The Chair asked if high school equivalents will be accepted instead of a diploma. Ms. Robertson replied at this time we are only accepting high school diplomas, and we have not had any home schooled students apply in the past. Commissioner Morgan asked if a GED is accepted. Ms. Robertson responded, no, only a diploma. Commissioner Morgan asked what needs to be done to change that. Ms. Robertson stated she can look into it. Commissioner O'Hear moved approval of the bulletin, seconded by Commissioner Morgan. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 28, 2011, contingent upon Finance and Personnel approval, effective September 18, 2011:

#1 – PAUL J. HUBA; #2 – DANIEL W. KAZMIERSKI; #3 – MICHAEL J. EMMRICH; and #4 – NATHAN C. KLENZ.

b) The Director presented a letter from Chief Rohlifing wherein he notifies the Board that he has granted Firefighter Mark B. Lipinski an unpaid military leave of absence effective September 4, 2011, until further notice.

c) The Director presented a correspondence from Chief Rohlifing wherein he requests approval of the Workplace Safety Reporting and Grievance Procedure. The Director noted this was mandated by the State Budget. He added that in the past two years there were no grievances of this type. Commissioner Stark moved approval of the request, seconded by Commissioner O'Hear. The motion carried unanimously.

d) The Director presented a correspondence from Chief Rohlifing wherein he requests approval of the Disciplinary Grievance Procedure for Non-Exempt Civilian Personnel. The Director noted this is for civilians who will no longer be covered by a bargaining unit, as mandated by the State Budget. He added that in the past year there were no grievances of this type. Commissioner O'Hear moved approval of the request, seconded by Commissioner Morgan. 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 September 18, 2011:

#33 – SHANNON L. TAYLOR; #34 – SEBASTIAN RACLAW; and #35 – DAVID A. LIGAS, JR*.

*Note: #35 promoted on a waiver basis.

TO TELECOMMUNICATIONS SPECIALIST, from Police Dispatcher, without competitive examination, effective September 18, 2011:

CATHERINE M. PORTZ.

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

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

SANDRA I. COLON (8/22/11); DEMISHA L. DEAL (8/22/11); IRMA L. FRANKLIN (8/18/11); COLLETTE M. LETENDRE (8/23/11); RUBY C. MOORE (8/17/11); RENETTA B. ROBINSON (8/16/11) and BERTHA L. STRIBLING (8/24/11).

TO SCHOOL CROSSING GUARD (SUBSTITUTE), effective August 17, 2011:

SHIRLEY G. LEE and TAMARA ANN THOMPSON.

c) The Director presented a letter dated September 7, 2011, from Chief Flynn, wherein he notifies the Board that Police Sergeant Thomas Lieske has returned from his unpaid military leave of absence effective August 2, 2011, which commenced July 10, 2010.

d) The Director presented a letter dated September 7, 2011, from Chief Flynn, wherein he notifies the Board that Police Officer Cory E. Harris has been suspended for three days and discharged for violation of Department Rules under Personnel Order 2011-128 dated September 7, 2011.

e) The Director presented a correspondence from Chief Flynn wherein he requests approval of the Workplace Safety Grievance Procedure. Commissioner Stark moved approval of the request, seconded by Commissioner Morgan. The motion carried unanimously.

f) The Director presented a correspondence from Chief Flynn wherein he requests approval of the Civilian Member Disciplinary Grievance Procedure. The Director noted in the past year there were only two grievances of this type that would have resulted in a disciplinary hearing. Commissioner Hein moved approval of the request, seconded by Commissioner O'Hear. The motion carried unanimously.

6. PUBLIC COMMENT:

There was no comment made from the public present.

7. ADJOURNMENT:

Commissioner Hein moved to adjourn the meeting, seconded by Commissioner O'Hear. The motion carried unanimously.

(Adjournment:)

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The meeting concluded at 6:07 P.M.

Respectfully submitted,

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

Michael G. Tobin
Executive Director

MGT:mk