

December 1, 2011

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Assistant Chief John Hagen, representing the Milwaukee Police Department.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from the Fire Department to classify 13 new positions of Fire Cadet. In a report dated November 11, 2011, Maria Monteagudo, Director of Employee Relations, recommends that in the Salary Ordinance, under Pay Range 480, add the title "Fire Cadet" and under Pay Range 925 delete the title "Fire Cadet" and Pay Range 925 in its entirety. Commissioner Morgan moved approval of the recommendation, seconded by Commissioner O'Hear. The motion carried unanimously.

b) The Director presented correspondence dated November 7, 2011, wherein Police Officer Michael Kuykendall requests an extension to his temporary residency exemption which was granted May 19, 2011. At this time, he is still caring for his grandmother at her home in Greenfield. Commissioner Stark asked if her status was the same. Officer Kuykendall said it was. Commissioner Stark moved to grant an extension to the residency exemption until June 7, 2012, seconded by Commissioner Morgan. The motion carried unanimously.

2. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 17, 2009, effective December 11, 2011:

#29 – JASON C. OBERG; #30 – TRAVIS L. JONES; and #31 – THOMAS J. LOCKE.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 28, 2011, effective December 11, 2011:

#5 – MATTHEW F. AUSTEN.

b) The Director presented correspondence dated November 7, 2011, from Chief Rohlfing, wherein he requests that the appointments of #157 – Colin S. Hansmann, #160 – Cesar Hernandez, #193 – Scott M. Runkel, and #209 – Morgan S. Smith to Firefighter, approved at the October 6, 2011 Regular Meeting, be rescinded as these candidates either withdrew or did not qualify for the position. Commissioner Morgan moved to rescind the appointments, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented correspondence dated November 7, 2011, from Chief Rohlfling, wherein he notifies the Board that the four (4) contingency appointments to Firefighter of #233 – Chad E. Shepardson, #243 – Joshua D. Gudgeon, #246 – Larry J. Murphy, and #251 – Andrew S. Goeden, approved at the October 6, and October 20, 2011 Regular Meetings, were utilized for the Firefighter class which started October 31, 2011.

d) The Director presented correspondence dated November 7, 2011, from Chief Rohlfling, wherein he requests the probationary period of Firefighter Johnson Dolly be extended to January 8, 2012, due to an on-duty injury. Commissioner Morgan moved to extend the probationary period, seconded by Commissioner O'Hear. The motion carried unanimously.

The Director presented correspondence dated November 7, 2011, from Chief Rohlfling, wherein he requests the probationary period of Firefighter Michael Volz be extended to January 29, 2012, due to an on-duty injury. Commissioner Hein moved to extend the probationary period, seconded by Commissioner O'Hear.

e) The Director presented correspondence dated November 10, 2011, from Chief Rohlfling, wherein he requests approval of the revised Firefighter job description. The Director indicated the revision is an update to make the qualifications clear. The revision includes a requirement to become certified to operate Department vehicle apparatus. Commissioner Morgan moved approval of the revision, seconded by Commissioner Stark. The motion carried unanimously.

f) The Director presented correspondence dated November 11, 2011, from Chief Rohlfling, wherein he presents to the Board the Milwaukee Fire Department Professional Development Program. Chief Rohlfling said this leadership administrative program will assist Firefighters and Officers in gaining the knowledge, skills, and training necessary for their next position. The Director indicated the important aspect of the program is the fact that if individuals are not completing the program, they will not be recommended for promotion by Chief Rohlfling after June, 2013.

### 3. POLICE DEPARTMENT:

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

TO OFFICE ASSISTANT II (PART-TIME), a return from a non-seasonal layoff, effective December 11, 2011:

DELORES THOMAS.

TO SCHOOL CROSSING GUARD (REGULAR), effective November 8, 2011:

AMBER MARIE BANDA and HANNIBAL ANTWAIN JACKSON.

b) The Director presented correspondence dated November 11, 2011, from Assistant Chief Harpole, wherein he requests that the appointment of #34 – Daniel R. Emanuelson from the Police Aide Eligible List established June 2, 2008, #17 – Michael T. Underwood and #23 – Kyle N. Collins from the Police Officer Eligible List established February 17, 2011, approved at the October 6, 2011 Regular Meeting, be rescinded as these candidates did not qualify for the position. Commissioner Morgan moved to rescind the appointments, seconded by Commissioner O'Hear. The motion carried unanimously.

c) The Director presented correspondence dated November 11, 2011, from Assistant Chief Harpole, wherein he requests that the appointment of #5 – Andrew Kendel, #35 – Stephen Dietzman, #46 -- Justin Schliem, #51 – Cricket Mishich, #53 – Melissa Belsha, and #55 – Quentin Goodman from the Police Aide Eligible List established July 28, 2011, approved at the September 20, 2011 Regular Meeting, be rescinded as these candidates did not qualify for the position. Commissioner O'Hear moved to rescind the appointments, seconded by Commissioner Morgan. The motion carried unanimously.

d) The Director presented correspondence dated November 11, 2011, from Assistant Chief Harpole, wherein he requests that the contingency appointment of #56 – Patrick Fischer to Police Aide, approved at the October 20, 2011 Regular Meeting, was utilized effective October 31, 2011.

The Director presented correspondence dated November 11, 2011, from Assistant Chief Harpole, wherein he requests that the appointment of #57 – Aaron Sweeney, #58 – Donovan Grogan, and #59 – Michael Evers to Police Aide on a contingency basis, approved at the October 20, 2011 Regular Meeting, be rescinded as these individuals did not qualify for the position. Commissioner Morgan moved to rescind the appointments, seconded by Commissioner O’Hear. The motion carried unanimously.

e) The Director presented correspondence dated November 11, 2011, from Assistant Chief Harpole, wherein he notifies the Board that #28 – Joseph Saric, #29 – Aaron Frantal, and #31 – Christopher Monigold who were appointed to Police Officer on a contingency basis at the October 6, 2011 Regular Meeting, have been appointed as regular replacements effective October 17, 2011.

f) The Director presented correspondence dated November 10, 2011, from Chief Flynn, wherein he notifies the Board that Police Officer Benjean Lara returned from an unpaid military leave of absence granted September 18, 2011, effective October 21, 2011 and Police Officer Suzanne Szweda was granted an unpaid medical leave of absence commencing October 26, 2011, and concluding January 25, 2012.

g) The Director presented correspondence dated November 15, 2011, from Chief Flynn, wherein he notifies the Board that Police Aide Christian A. Sanchez has been terminated for violation of Department Core Values under Personnel Order 2011-156 dated November 2, 2011.

h) The Director indicated this item, Request for Reappointment of Former Police Officer, was removed from the agenda.

i) The Director presented correspondence dated November 15, 2011, from Chief Flynn, wherein he requests six (6) positions of Police Identification Supervisor be reclassified to five positions of Police Lieutenant and one position civilianized to serve as Commanding Officer of the Central Records Division. Mike Crivello, President of the Milwaukee Police Association (MPA), voiced concern over this reclassification. The Director encouraged Mr. Crivello to contact DER directly to present his concerns. Tom Klusman, representing the Milwaukee Police Supervisors’ Organization (MPSO), voiced support for the request for study of reclassification. The Chair referred the request to the Department of Employee Relations for study and report.

j) The Director presented correspondence dated November 22, 2011, from Chief Flynn, wherein he requests three (3) positions of Heating and Ventilation Mechanic II be reclassified to Maintenance Technician II. The Chair referred the request to the Department of Employee Relations for study and report.

k) The Director presented correspondence dated November 3, 2011, from Assistant Chief John Hagen, wherein he requests that an examination be conducted for the position of Lead Police Telecommunicator. The Chair referred the request to staff for implementation.

l) Assistant Chief Hagen gave an oral presentation to the Board where he reviewed the Milwaukee Police Department’s use of crime data as a tool to determine who the victims of crime are, who the suspects of crime are, and where crimes are occurring. Data indicates concentrations of crime in certain geographic areas of the city. Since 2007, the Department has increased traffic stop and suspect stop activity in districts within these geographic areas in an effort to reduce crime. According to Assistant Chief Hagen, traffic stops

are used in districts to interact with the public on what the public can do to prevent crime as well as to target prolific offenders in specific neighborhoods. Approximately 60-70% of traffic stops result in warnings and the data indicates crime has decreased in areas where traffic stops have increased. In addition, external complaints have decreased significantly in areas where subject stop and traffic stop activity has increased. Assistant Chief Hagen closed by stating the importance of sharing this information with the community to help the community understand how the Department uses the data it collects.

m) Sergeant Delmar Williams, Police Officers William Singleton and Cullin Weiskopf of the Milwaukee Police Department (MPD) gave an oral presentation to the Board about the Students Talking It Over with Police (S.T.O.P.) Program. According to the officers, the purpose of the program is to provide transparency to the community regarding what MPD does and why in an effort to de-escalate the initial volatile reaction individuals have when stopped by the police. The program is designed to focus on young leaders, cultivate positive relationships, develop participant's conflict resolution skills, and set the context of a stop so young people know what to expect if they are stopped by the police. In addition, the officers said the program is being used as a recruiting tool and it is hoped that the graduates will become eyes in the community to report crimes.

4. PUBLIC COMMENT:

Everett Cocroft, President of the Milwaukee Brotherhood of Firefighters, read a letter written to Chief Rohlfing regarding the extension of the Fire Lieutenant eligibility list which, according to the Chair, will be an agenda item at the next meeting. According to Mr. Cocroft, the letter requests the extension of the Fire Lieutenant eligibility list in the spirit of diversity given there are seven (7) minority candidates in the next eleven (11) spots. In addition, it will not cost the City any money to extend the list.

5. ADJOURNMENT:

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

The meeting concluded at 6:35 P.M.

Respectfully submitted,



Michael G. Tobin  
Executive Director

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