

July 26, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 6:04 P.M.

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

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:35 p.m. to 6:01 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 evaluation for candidate for promotion to Battalion Chief, Fire.

The Director presented for adoption minutes of the Regular Meeting of July 12, 2012. Commissioner Morgan moved approval of the minutes as presented, seconded by Commissioner O'Hear. The motion carried unanimously.

The Director presented for adoption minutes of the Special Meeting of July 12, 2012. Commissioner Hein moved approval of the minutes as presented, seconded by Commissioner Morgan. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The following promotion, as presented by Chief Rohlfing, was approved by the Board:

TO BATTALION CHIEF, FIRE, from Fire Captain, effective August 5, 2012:

FRANK D. ALIOTO.

2. NEW BUSINESS:

a) The Director reported that pursuant to the Rules of the Board, the Commission is required to have an election of officers for the ensuing year for the positions of Chairman and Vice-Chair. The Chair called for nominations for the position of Chair. Commissioner O'Hear nominated Commissioner Morgan. Commissioner Hein seconded the nomination. The motion to elect Commissioner Morgan Chair carried unanimously.

The Chair called for nominations for the position of Vice-Chair. Commissioner Cox nominated Commissioner Hein. Commissioner O'Hear seconded the nomination. The motion to elect Commissioner Hein Vice-Chair carried unanimously.

The Chair made the following committee assignments:

- Complaints and Discipline – Commissioners Cox and O'Hear
- Policies and Standards – Commissioners O'Hear and Lor
- Testing and Recruiting – Commissioners Hein and Morgan

3. COMMITTEE REPORTS:

a) Commissioner Morgan presented the following report of the Committee on Testing and Recruiting, which was held on Monday, July 16, 2012:

- Police Officer Recruit class begins August 6, 2012 with 68 recruits and 12 substitutes.
- Police Aide class begins August 25, 2012 with 30 aides.
- Police Lieutenant Exam will be held August 25, 2012. Applications are being accepted and all information pertaining to the test is posted online. Sergeants and Detectives with three (3) years of cumulative experience in either position.
- Fire Equipment Dispatcher Exam is estimated to be ready by the end of August, 2012. Installing the new testing system added a month to the process and the Fire and Police Commission (FPC) is working as quickly as possible to meet the critical need for dispatchers.
- Fire Cadet hiring process continues with the oral exam being scored currently. The next phase of the process is the Personal History Questionnaire (PHQ) (which were due July 20, 2012) and then the Physical Ability Test (PAT). The testing team anticipates sending the top 50 or so candidates to the PAT and for background investigations. A class of 13 is expected to start September 17, 2012.
- Firefighter eligible list individuals are being surveyed by the testing team. The CPAT is scheduled for August 12 to October 19, 2012. The EMT class is set to begin September 4, 2012 and end in mid-November with the practical exam on November 16, 2012.

4. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Heavy Equipment Operator in the Fire Department, consisting of 21 names. Commissioner Hein moved approval of the list, seconded by Commissioner Cox. The motion carried unanimously.

b) The Director presented for adoption an eligible list for the position of Electronic Technician Assistant in the Police Department, consisting of 11 names. Commissioner Cox moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

5. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, on a waiver basis, from eligible list established February 20, 2011, effective August 5, 2012:

#13 – THOMAS G. HALBUR and #14 – JAMES S. MUELLER.

TO FIRE LIEUTENANT, on a waiver basis, using the Fire Lieutenant, Paramedic, Special Promotion Process, effective August 5, 2012:

DANIEL C. KURTH; DARRELL G. ZIETLOW; GREGORY J. MILLER; and JOSEPH F. PICHOTTA.

b) The Director presented three letters, dated July 16, July 19, and July 12, 2012 respectively, from Chief Rohlfing, wherein he notifies the Board that Captain Timothy J. Reynolds returned from an unpaid military leave of absence which commenced July 4, 2012, effective July 16, 2012; Captain Matthew W. Williamson was granted an unpaid military leave of absence, effective August 6, 2012; and Firefighter Walter D. Price

was granted an extension to his unpaid medical leave of absence which commenced on April 20, 2012, until October 20, 2012.

c) Chief Rohlfing gave a presentation regarding the Milwaukee Fire Department (MFD) 2011 Annual Report. With regard to strategies and milestones from 2011, Chief Rohlfing highlighted the development and implementation of the professional development program and the Critical Incident Stress Management Program. In an effort to reduce injuries and sick leave and to have an overall fit department, MFD has trained and implemented Peer Fitness Trainers. Chief Rohlfing said MFD has also developed and strengthened the Mutual Aid Box Alarm System (MABAS) and mutual aid partnerships with suburban departments. Finally, with regard to strategies and milestones, the Chief said Battalion Chief Aaron Lipski should be credited with creating a comprehensive, proactive capital improvement plan for MFD facilities, the first of its kind for MFD.

With regard to Emergency Medical Service (EMS) statistics, the Chief said there were 56,085 EMS calls in 2011 (26,125 ALS and 29,960 BLS) as well as 30,000 BLS MFD dispatched calls to private ambulance service. In addition, MFD continues to have excellent "Save" rates for both penetrating trauma and cardiac incidents.

With regard to significant statistics, Chief Rohlfing said MFD continues to have excellent response times as gauged by the NFPA standards. Additionally, according to Chief Rohlfing, MFD has had a 25% decrease in total injuries and a 33% decrease in lost-time injuries. Chief Rohlfing said this limits the need for special duty (overtime) and results in significant cost savings to the City of Milwaukee.

With regard to budget, Chief Rohlfing said MFD continues to brown-out three engines per day and rely on grants for some special teams and EMS programs.

With regard to Education and Outreach, Chief Rohlfing said MFD has continued to distribute and install smoke detectors via *FOCUS* and hotline requests and the Firefighter for a Day program offered an opportunity for elected officials and media to learn what it is like to be a firefighter. Additionally, Chief Rohlfing said MFD is the only fire department involved in Project Staying Alive, a program designed to reduce violence in the schools. Finally, Chief Rohlfing said the Survive Alive House, an anchor in MFD's efforts to teach fire safety, will celebrate its 20 year anniversary in October, 2012.

With regard to training, Chief Rohlfing said six (6) MFD members completed paramedic training in 2011 with changes to the paramedic training program being instituted that will allow MFD to train 16 paramedics each year rather than 6-12 as they have in the past. In addition, Chief Rohlfing indicated the TEMS team is the first in state history to be a licensed team working with the Milwaukee Police Department as well as the Milwaukee County Sheriff's Department SWAT teams for joint operations.

Finally, with regard to community outreach, MFD members participate in events such as the Cystic Fibrosis and 9-1-1 Stair Climbs. According to Chief Rohlfing, MFD members participate in the annual MDA Fill-the-Boot campaign and MFD, the Children's Service Society, and many volunteers host Respite Day for 60 special needs children.

6. POLICE DEPARTMENT:

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

TO OFFICE SUPERVISOR II, from Office Coordinator, effective August 5, 2012:

PATRICIA S. KRAUSER.

TO OFFICE ASSISTANT II, from Office Assistant I, effective August 5, 2012:

LACEY D. SHOWELL.

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

TO POLICE OFFICER, from eligible list established January 10, 2008, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective August 6, 2012:

#564 – BRIAN D. RODGERS.

TO POLICE OFFICER, from eligible list established February 17, 2011, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective August 6, 2012:

#32 – DANIEL J. SUTYAK; #33 – CLINT M. DRETSKE; #34 – REBECCA RODRIGUEZ; #42 – JACOB C. WASECHEK; #44 – TROY L. MASON; #45 – ERIK SMITH; #47 – ANDREW J. GALLENBERG; #53 – ERIC A. NORTHWOOD; #59 – CHRISTOPHER L. KUPTZ; #60 – JOEL A. BUNKELMAN; #61 – AMANDA L. GRIMM; #64 – FRANKLIN I. MCPHERSON; #70 – GERALD M. KULWICH; #72 – DANIEL LEWIS; #73 – ANTHONY WOLFF; #74 – COLIN KEEVERS; #76 – STEVEN PUGELY; #77 – MATTHEW HELWER; #79 – JOSEPH R. STOEBICH; #80 – ANNA M. BUSCH; #81 – MATTHEW B. BENSON; #82 – BRENT E. PUGH; #83 – ERIC L. SCHILLING-MESS; #85A – ALAN M. BEATTIE; #89 – MATTHEW R. RETZLAFF; #90 – BILLIE L. ELLIS; #94 – ZACHARY D. JOHNSON; #95 – GREGORY J. BOULANGER; #97 – JEFFREY M. KENNEDY; #98 – KA YENG KUE; #103 – NATASSHA DELGADO; #106 – ZACHARY J. KWIATKOWSKI; #110 – ANTHONY J. WALESBY II; #111 – SHARITA N. OBY; #113 – JACK R. KELLY; #115 – ANDREW R. KRYSHAK; #116 – FABIAN GARCIA; #117 – CASEY M. NARLOCK; #120 – NICHOLAS J. LORUM; #121 – NICHOLAS M. KROPP; #123 – MITCHELL J. RESEBURG; #126 – SEAN R. PATTERSON; and #129 – ISMAR KULENOVIC.

TO POLICE OFFICER, from eligible list established July 12, 2012, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective August 6, 2012:

#132 – RICHARD C. VODEN; #134 – MARLIN G. SCHILCHER; #135 – BRANDON R. WOLCYK; #136 – KEVIN P. BESAW; and #137 – PATRICIA V. FRANK.

TO POLICE OFFICER, from Police Aide, contingent upon successful completion of a medical examination, drug screen, psychological evaluation, and background update, effective August 5, 2012:

DANIEL M. CLIFFORD*; RAYMOND B. DEBRASKA; THOMAS E. HINES III*; JARED J. HINSENKAMP; MARISA I. JIMENEZ; RICHARD J. KLARKOWSKI*; MANUEL A. LUCENA-MARTINEZ*; CHRISTOPHER T. MOORE; ASHLEY D. NAVONE; JONATHON C. NEWPORT; GERARDO P. OROZCO; CURTIS J. PELCZYNSKI; JENNIFER M. RAMOS; AUSTIN M. RICHARDS; DANIEL J. TIERNEY; MOLLY D. WELLMAN; JOSHUA YANG*; and MATTHEW J. ZAWORSKI.

*Also contingent upon obtaining the educational requirements in their current summer school session.

Police Aide Gerardo P. Orozco spoke on behalf of the Police Aides. Police Aide Orozco's remarks focused on the experiences the 18 Police Aides have had throughout their training and highlighted the various departments they have worked at as well as the special duty assignments they have participated in. Additionally, Police Aide Orozco described the educational requirements of the Police Aide program and discussed the benefits of pursuing a college degree within the context of becoming a Milwaukee Police Officer. Finally, Police Aide Orozco thanked the Board for the opportunity for all 18 members of this class to be Police Aides.

The Director thanked Police Services Specialist Investigator Brian Otzelberger for his role in guiding the Police Aides through their training.

TO POLICE OFFICER, on a contingency basis, from eligible list established July 12, 2012, also contingent upon successful completion of a medical examination, drug screen psychological evaluation, and background update, effective August 6, 2012:

#138 – JEFFERY L. JOPP; #139 – JUSTIN R. SCHWARZHUBER; #140 – DANIEL D. YANG; #141 – VICTOR A. MURILLO; #142 – JOSEPH M. SANCHEZ; #145 – RUSSELL J. MACRAE; #146 – DANA M. RODRIGUEZ; #147 – BRIAN R. HEDER; #148 – WILLIAM A. PAMPERIN; #149 – LEE XIONG; and #151 – CLAYTON R. AMBORN.

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

ANILU CISNEROS (02/20/12); DELOIS JOHNSON (02/22/12); LOVE-DIAMOND FALCONER (03/07/12); DARLENE LABELLE (03/07/12); ANTONAISE WHITE (03/08/12); MICHELLE DEAL (04/12/12); MONICA BYRD (05/01/12); HEIDI RODRIGUEZ-KEATON (05/01/12); and ALFRED HAYES (05/23/12).

TO SCHOOL CROSSING GUARD (SUBSTITUTE), effective May 23, 2012:

SHARON WARD.

c) The Director presented correspondence dated July 17, 2012, from Assistant Chief Harpole, wherein he notifies the Board that Police Aide Daniel A. Niver was terminated for violation of Department Rules and Procedures under Personnel Order 2012-105, dated July 17, 2012.

d) The Director presented the Police Aide Program Manual developed by Captain Victor Beecher, Director of the Milwaukee Police Training Academy. The Director indicated this manual is being used on a contingency basis with the current Police Aide class. The Director indicated the manual is quite an improvement over previous manuals, but highlighted one exception that cannot be applied to the current Police Aide class. The exception, according to the Director, relates to the requirement in the Program Manual that all Police Aides pass the Physical Ability Test (PAT) a second time before being appointed to a Police Recruit class. This item requires a FPC Rule change before it can take effect. The Director indicated the current Police Aide class will be exempt from this requirement and the Board will consider an FPC Rule Change in the Fall. Commissioner Cox moved to approve with Police Aide Program Manual with the exception that the current Police Aide class be exempt from passing the PAT prior to appointment to a Police Recruit class, seconded by Commissioner O'Hear. Commissioner O'Hear asked what the most significant changes were in this edition of the manual. Captain Beecher said the changes related to the academic performance of Police Aides and the CCW provision as it relates to Police Aides over the age of 21. The motion carried unanimously.

7. PUBLIC COMMENT:

Chris Ahmuty, Executive Director of the American Civil Liberties Union (ACLU) of Wisconsin, spoke regarding the minutes of the Fire and Police Commission Special Meeting of July 12, 2012. Mr. Ahmuty said

the minutes of the listening session do not characterize the meeting very well. Mr. Ahmuty indicated that one would not know from the minutes that overwhelmingly the comments were critical. In addition, according to Mr. Ahmuty, there was no mention of those 20+ Milwaukee citizens who left the meeting because they were dissatisfied by how it was going. Mr. Ahmuty requested that the Board amend the minutes to more accurately reflect the meeting. Mr. Ahmuty said the minutes follow the pattern of Chief Flynn where only positive news is reported, but controversy is not reported. Finally, Mr. Ahmuty said that people in the future will not have the whole picture of the July 12th meeting if the minutes stand.

Steve Bukowski, Treasurer of Professional Firefighter's Association Local 215, spoke regarding the MFD Lieutenant Eligibility List. Mr. Bukowski indicated the Lieutenant Eligibility List is expired and the Special list is nearly exhausted. Mr. Bukowski reminded the Board that the current contract, Article 20, has a remedy for this situation wherein once an eligibility list is expired and a vacancy is created, temporary promotions can be made within two (2) pay periods for the vacancy from the expired eligibility list.

Mike Crivello, President of the Milwaukee Police Association (MPA), spoke regarding the Police Lieutenant promotion and testing process. Mr. Crivello called to the attention of the Board a memo from Assistant Chief John Hagen regarding the Police Lieutenant Promotion Announcement Bulletin which says the application period will be July 16 – July 27, 2012. According to Mr. Crivello, a subsequent, undated memo from FPC Executive Director Michael Tobin indicated members of the Milwaukee Police Supervisors' Organization would have until August 3, 2012 to submit applications due to the current MPSO contract. Mr. Crivello indicated the MPA does not object to honoring a contract, but does object to inequities. According to the MPA contract, Mr. Crivello said, MPA employees should be treated the same as any other employee. In order to honor the MPA contract, Mr. Crivello asked the Board to make the deadline the same for everyone and asked the Board to take action to make the deadline for MPA members August 3, 2012. Commissioner Cox asked whether the Board could take action on the item because it was not a noticed item. The Director said there would be no action tonight. Mr. Crivello indicated he had requested, 24 hours in advance, to be put on the agenda regarding this item. The Director indicated that if it was not noticed, the Board could not take action on it and said he would speak with Mr. Crivello the next day to see if there was anything that could be done. Commissioner O'Hear asked whether this was something that would require a vote to change. The Director said it would not. Commissioner O'Hear asked the Chair to let the record reflect that Mr. Crivello and he were single-handedly holding up the sartorial standards of the meeting. The Chair so noted Commissioner O'Hear's comments.

The Chair thanked the Fire Historical Museum for hosting the meeting and said it was always wonderful to see the history of the Milwaukee Fire Department.

8. ADJOURNMENT:

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

The meeting concluded at 6:42 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director