

March 21, 2013

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:33 P.M.

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The Director presented for adoption minutes of the Regular Meetings of March 7, 2013. Commissioner Hein moved approval of the minutes as presented, seconded by Commissioner Lor. The motion carried unanimously.

1. NEW BUSINESS:

a) The Director presented a classification report dated March 18, 2013, from Maria Monteagudo, Director of Employee Relations, regarding changes to the pay range structure for the classifications of Battalion Chief and Deputy Fire Chief in the Milwaukee Fire Department (MFD). Ms. Monteagudo presented the report to the Board. Ms. Monteagudo recommended that the pay ranges for the positions of Battalion Chief and Deputy Fire Chief be realigned and higher pay range maximums be established to address some of the pay compression problems that impact the Chief's ability to attract applicants for these leadership positions in the Department. At the present time, according to Ms. Monteagudo, the pay range maximum for a Battalion Chief is only \$4,800 higher than the pay range maximum for a Fire Captain and does not present enough incentive for Fire Captains to consider applying for Battalion Chief positions. The issue of pay compression has been building for a number of years due to the wage adjustments members of Professional Firefighters Local 215 have been receiving while members of sworn management have experienced a wage freeze. In addition, Ms. Monteagudo said there are internal equity problems where some Battalion Chiefs promoted in 2012 are making more than those promoted in 2009, 2010, and 2011. Ms. Monteagudo also indicated there has been an effort to minimize costs by rolling benefits into the pay structure.

Commissioner Hein asked Chief Rohlfing if this would solve the issue. Chief Rohlfing responded that this will solve the problem and that the internal equity adjustment will create enough of a bump to make the position attractive. He also thanked Ms. Monteagudo for her hard work on this report. The Chair asked what the budgetary implications were. Ms. Monteagudo responded that there would be minimal impact because the Chief has done an excellent job controlling overtime and special duty pay. According to Ms. Monteagudo, implementation of the new pay structure and equity adjustment will result in a \$10,000 cost. The Chair said this was an important change and thanked Ms. Monteagudo for her hard work. Commissioner Cox moved approval of the report, seconded by Commissioner O'Hear. The motion carried unanimously.

b) The Director presented correspondence dated March 20, 2013, from staff, regarding Police Officer August Farkas who requests a temporary exemption of the City residency requirement to reside with his parents in Muskego to regain financial stability. Commissioner Cox moved approval of the request for a period of six months, seconded by Commissioner Hein.

2. EXAMINATIONS:

a) The Director presented a communication from staff regarding the Police Dispatcher application process and the District 3 / Technical Communications Open House. Toni Vanderboom, staff Human Resources Representative, gave a presentation describing the position of Police Dispatcher and the application process. Qualified individuals can apply for the position of Police Dispatcher until April 5, 2013 by accessing an application online at <http://city.milwaukee.gov/jobs/PD> or in-person from City Hall Room 706, 200 E. Wells Street. In addition, Milwaukee Police Department District 3 and Technical Communications are hosting an Open House for individuals to learn more about the Police Dispatcher position on Tuesday, March 26, 2013 anytime between 5:00 p.m. and 8:00 p.m. and Saturday, March 30, 2013 anytime between 10:00 a.m. and 1:00 p.m. at 2333 N. 49th Street.

3. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a temporary and waiver basis, from the expired eligible list established December 17, 2009, effective March 31, 2013:

#44 – JAMES M. CASAREZ.

TO OFFICE ASSISTANT II, from Office Assistant I, effective March 17, 2013:

KAYLYN J. JENNIK.

b) The Director presented correspondence dated March 13, 2013, from Chief Rohlving, wherein he notifies the Board that Fire Paramedic Mark G. Tesch has been granted a three-month extension to his unpaid medical leave of absence effective December 3, 2012, which will now expire June 3, 2013,.

4. POLICE DEPARTMENT:

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

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

LUIS CARRZON-VAZQUEZ (2/18/2013), BLANCA SANCHEZ (2/18/2013), RAMONA GRAMLING (2/22/2013), WAYNE PRATIS (2/22/2013), CYNTHIA DELEON CORREA (02/25/2013), AND YEISHAMARIE ALICEA DELEON (2/25/2013).

b) The Director presented correspondence dated March 21, 2013, from Chief Flynn, wherein he notifies the Board that Police Lieutenant Alan Johnson will serve as Acting Captain of Central Booking and the Court Administration Section for more than 30 days, effective March 22, 2013. He will replace Acting Captain Robert Menzel for these areas. Acting Captain Menzel will retain command of the Property Control Division. Commissioner O’Hear moved approval of the request, seconded by Commissioner Lor. The motion carried unanimously.

c) The Director presented correspondence dated March 13, 2013, from Chief Flynn, wherein he notifies the Board that Police Officer Dwight Copeland has been suspended for 30 days without pay and discharged for violation of Department Core Values under Personnel Order 2013-32 dated March 13, 2013.

The Chair extended her congratulations to the newly graduated Firefighters from the 12-10-12 Recruit Class and complimented the Department’s new videographer for the video that was developed regarding their training. Chief Rohlving thanked the Chair and Commissioner O’Hear for attending the graduation.

5. PUBLIC COMMENT:

Mike Crivello, Milwaukee Police Association President, spoke regarding a letter from Chief Flynn regarding the promotion process for the ranks of detective and sergeant. Mr. Crivello said he had seen the letter and was surprised he did not see it on the agenda. Mr. Crivello reiterated his request that the Fire and Police Commission move forward quickly with the promotion process for detective so the Department can continue to grow the fine investigators the department has become accustomed to.

The Chair asked the Director where the Fire and Police Commission was at with the process. The Director responded that he would have more information on the process at the April 4, 2013 meeting of the Fire and Police Commission.

Chris Ahmuty, Executive Director of the American Civil Liberties Union of Wisconsin, spoke regarding Standard Operating Procedure 2011-07 – Prisoners. This Standard Operating Procedure (SOP) makes it clear under what circumstances members may conduct searches. Further, it states that members are prohibited explicitly from conducting body cavity searches. According to Mr. Ahmuty, portions of the SOP were posted on the Milwaukee Police Department's (MPD's) Facebook page approximately one year ago. When MPD posted most of their SOPs online last month, this SOP was not posted. Mr. Ahmuty asked why it was not posted.

Chief Flynn responded that the Department is finished reconfiguring this SOP and is in the process of being reviewed by the collective bargaining units. Once it has been reviewed, it will be presented to the Fire and Police Commission for review.

6. ADJOURNMENT:

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

The meeting concluded at 5:55 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:kj