

July 11, 2013

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:59 P.M.

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

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department and
Deputy Inspector William Jessup, representing the Milwaukee Police Department

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:08 p.m. to 5:58 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 and/or Section 19.85 (1)(f) Wis. Stats. to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, to wit: Reappointment of Ramona K. Ruud to the position of Detective.

The Director presented for adoption minutes of the Regular Meeting of June 20, 2013. Commissioner O'Hear 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 the June 5, 2013 letter from Chief Flynn regarding the request for reappointment of Ramona Ruud to Detective. Commissioner O'Hear moved to deny the request, seconded by Commissioner Hein. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented the Milwaukee Fire and Police Commission 2012 Annual Report for approval. Joe Lawler, Research and Policy Analyst with the Fire and Police Commission (FPC) presented a Power Point summary highlighting the report. The Director informed the audience that the report was posted on the FPC website before the meeting and anyone can view it there. Mr. Lawler highlighted the fact that the FPC appointed its first Fire Cadet class since 2004, issued reports on Milwaukee Police Department's officer-involved shootings, vehicle pursuits, reports for mid-year and full-year, and use of force analyzed by Dr. Steven Brandl from the University of Wisconsin-Milwaukee, and a new position was created for a full-time recruiter. Mr. Lawler stated the bulk of the report focused on citizen complaints. In 2012, the FPC received 289 citizen complaints (168 informal and 121 formal), which is a 16% increase since 2011. The 168 informal complaints reflect a 1.2% decrease since 2011, while the 121 formal complaints reflect a 53.2% increase from 2011. The most common complaint allegation in 2012 was with department procedures, while the lowest was with disparate treatment. There was a large increase in use of force complaints in 2012. Commissioner Morgan questioned the Director whether the citizen complaint process will be reviewed this year to make sure it is working well. With the recent hiring of our new Community Relations Manager, Katrina Warren, she will be contacting the 17 community partners and renewing their efforts in collecting and assisting citizens with the filing of citizen complaints. MPD is looking into the amount of complaints at District 7 and the FPC has asked Dr. Brandl to review the data of District 7 and other districts to determine what

the disparity is between District 7 and other districts. Commissioner Wilson asked the Director if all of the citizen complaints have been addressed. Mr. Lawler informed the Director and Commissioner Wilson that approximately 99% of the complaints are closed. The Director stated that most complaints are closed on average in less than 90 days and closer to 60 days. Commissioner Morgan asked if she could get a listing of the 17 community partners. Commissioner Morgan informed the Director that she has two new organizations that could take citizen complaints. The Director informed everyone that the community partners are listed on our website and in our annual report at page 55. Commissioner O'Hear asked the Director to clarify why some complaints are classified as formal while some are informal. The Director stated that formal complaints are filed when someone fills out the written complaint form and the FPC conducts a full investigation. The informal complaint does not reach a full investigation by our office and is something that may be reported back to the police department for direct supervisor intervention, to our mediation program, our rapid resolution program, or we may be able to resolve it by answering the person's question when we meet with them. The Director informed everyone that the FPC's investigative guidelines are posted on the website under the Citizen Complaint tab for everyone to review and understand how the cases are handled. Commissioner Morgan stated that in the annual report where the community organizations are listed, the LGBT's address is incorrect, they have moved. She also brought up that some of the aldermanic districts are not covered, and Ms. Warren should locate organizations in those districts to assist with citizen complaints. Commissioner Wilson asked whose legal staff would assist with the citizen complaints and the Director informed her that some of the community organizations have a legal staff to assist. To continue through the presentation, Mr. Lawler reviewed the sworn appointments and promotions in the Fire Department as 34 appointments, 43 promotions and 47 separations. The Police Department had 69 appointments, 1 promotion and 63 separations. The Milwaukee Fire Department reported eight (8) civilian fire fatalities in 2012, which equals the six year average of eight per year. Two of the deaths occurred in structures without working smoke detectors. There were two less deaths in 2012 than there were in 2011. Milwaukee Police Department crime statistics include the mark of the fifth straight year in which crimes reported to the Federal Bureau of Investigation's Uniform Crime Reporting program decreased. Property crime declined between 2011 and 2012 from 30,670 property crimes in 2011 to 29,709 in 2012, a 3.1% decrease. Burglary decreased by 4.3%, theft decreased by 4.6%, auto theft increased by 4.7%, and arson increased by 7.7%. Violent crime, including homicide, rape, aggravated assault, and robbery has declined 16% over the past six years, while property crime, including burglary, theft, auto theft, and arson declined 22% since 2007. Commissioner O'Hear moved to approve the report, seconded by Commissioner Hein. The motion carried unanimously.

3. EXAMINATIONS:

a) The Director presented for approval the Fire Captain Examination Announcement Bulletin, introduced by Lindsey O'Connor, FPC Human Resources Representative. Ms. O'Connor pointed out that there are no significant changes and that the components of the examination will include the written multiple choice test and an assessment center, including a fire scene exercise or tactical exercise, background qualifications, presentation and an oral interview. Candidates will be required to submit a background qualifications document, which will be on the promotional website and the Milwaukee Fire Department's website on July 12, 2013, along with the examination announcement bulletin. Commissioner O'Hear moved to approve the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented for approval the Fire Lieutenant Examination Announcement Bulletin, introduced by Ms. O'Connor. Ms. O'Connor pointed out that the components will include an assessment center, including a tactical exercise, background qualifications, presentation and an oral interview. Candidates will be required to submit a background qualifications document, which will be on the promotional website and the Milwaukee Fire Department's website on July 12, 2013, along with the examination announcement bulletin. The Director emphasized that there are some major changes since the last examination, including the background questionnaire portion of the examination, which is new and will include the submission of a resume by the applicant reflecting what they have done both within the department, as well as outside the department to improve their skills and to make them more viable of a candidate for promotion within the

department, which is a significant change. It would help the FPC evaluate who the best candidates are for the Fire Chief to have in his department as supervisors. Another significant change is for Fire Captain. For the first time in modern history, we will have a written examination as the first level of the examination. The third component, which is not part of the examination, will give candidates who participated in the process, feedback on how they did. They will learn about the areas they did well on and the areas they need improvement on. That has always been a source of complaint. In past years they got their scores, but it did not tell them how they did. Participants will have a better understanding of where they excelled and what areas they need to work on. The Director requested Ms. O'Connor to expand on the "IMPORTANT" box on the examination announcements. The box on the Fire Captain examination announcement bulletin reads: "Future examinations may require completion of the MFD Professional Development Program and academic credits applicable to a degree to be eligible to participate in the examination process." The Fire Lieutenant examination announcement bulletin reads similarly: "Future examinations may require completion of the MFD Professional Development Program, academic credits applicable to a degree, and previous experience as a Heavy Equipment Operator to be eligible to participate in the examination process." Commissioner Morgan asked if the requirement that substitutions can be made for years of experience based on those factors is new. Ms. O'Connor stated it was not and that for future examinations it was put out there so the candidates will start looking toward their future in the professional development areas. Commissioner O'Hear moved to approve the bulletin, seconded by Commissioner Lor. The motion carried unanimously.

c) The Director presented for approval the Heating and Ventilating Mechanic II Examination Announcement Bulletin. No one from the Department of Employee Relations (DER) was present to answer questions about the examination. Commissioner O'Hear moved to approve the report, seconded by Commissioner Hein. The motion carried unanimously.

FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, on a temporary and waiver basis, from expired eligible list established February 17, 2011, effective July 21, 2013:

#20 – CRAIG E. SCHMITT.

TO FIRE LIEUTENANT, on a temporary and waiver basis, from expired eligible list established December 17, 2009, effective July 21, 2013:

#46 – PETER E. NYCZ, and #49 – LOREN J. MAY.

TO FIRE EQUIPMENT REPAIRER I, contingent upon a successful medical examination and drug screen, from Fire Equipment Repairer II eligible list established April 11, 2011, and extended April 4, 2013, effective July 22, 2013:

#2 – STEVEN M. ORCHOLSKI.

b) The Director presented correspondence dated July 2, 2013, from Chief Rohlfing, notifying the Board that Firefighter Jason L. Leistiko was granted a military leave of absence effective July 5, 2013, until further notice.

c) The Director presented correspondence dated May 30, 2013, from Chief Rohlfing, requesting revision of Fire and Police Commission Rule V, Sections 1 and 2. In Section 1, the request is to delete the job title Paramedic Field Lieutenant and add Battalion Chief, Fire-EMS(E). In Section 2, the request is to delete the title of Audiovisual Specialist II and add the title of Fire Cadet, Media Specialist, and Program Assistant II.

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

3. POLICE DEPARTMENT:

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

TO PERSONNEL PAYROLL ASSISTANT II, from Personnel Payroll Assistant I, effective July 21, 2013:

ROSEANNE M. MACK.

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

TO POLICE OFFICER, from Police Aide, contingent upon the successful completion of a medical examination, drug screen, psychological test, and background update, effective August 4, 2013:

DORIAN L. ANDRESS; MICHAEL R. BRAUNREITER; JEREMY A. CARTER; ALBERTO FIGUEROA; ANDREW T. FUERTE; ROBERT J. GREGORY; DOMINIQUE L. HEAGGAN; JORDAN T. HERRMANN; RYAN A. LAFOND; PAUL A. MINER; MAXWELL T. OURS; AND KIRA L. WILLIAMS.

Police Aide Kira Williams spoke on behalf of the Police Aides. Police Aide Williams thanked the Board for allowing them to be part of the Police Aide program and what it has meant to them. Police Aide Williams spoke of the experiences the 12 Police Aides have had throughout their training and highlighted the various departments they have worked in, as well as special duty assignments they have participated in. Additionally, she described how their coordinators and instructors influenced them to focus on their education, physical fitness, personal and professional development, all while maintaining their full-time employment with the department and obtaining their educational requirements.

TO POLICE OFFICER, contingent upon the successful completion of a medical examination, drug screen, psychological test, and background update, from eligible list adopted on July 12, 2012, effective August 5, 2013:

#110 – ANTHONY WALESBY, II; #138 – JEFFREY JOPP; #148 – WILLIAM PAMPERIN; #149 – LEE XIONG; #151 – CLAYTON AMBORN; #153 – LUIS VARGAS; #154 – MICHAEL RITMANICH; AND #155 – JUAN ROMAN.

TO POLICE OFFICER, on a contingency basis, also contingent upon the successful completion of a medical examination, drug screen, psychological test, and background update and the number of vacancies from eligible list adopted on July 12, 2012, effective August 5, 2013:

#157 – ERIC SWEENEY; #159 – ALEXANDER NUTER; #160 – MELVIN FINKLEY; #162 – GREGORY MEYER; #163 – CORY BIRCHBAUER; #165 – ALEXANDER WILSON; #171 – JAMES PITTMAN; #172 – RADIVOJE PUPOVAC; #175 – ANDREW GROSS; #176 – RUSSELL SHOUP; AND #179 – TERRELL BYFIELD.

TO POLICE AIDE, contingent upon the successful completion of a medical examination, psychological evaluation, drug screening, and updated background investigation, effective July 22, 2013:

#1 – PAIGE CARLONI; #2 – JACOB HOWELL; #3 – BRANDON HART; #4 – BRANDON RUTHERFORD; #9 – JON KRAMSCHUSTER; #10 – PARIS RODGERS; #11 – ANNESA STROUD; #12 – JOSEPH SLIWINSKI; #13 – RYAN BALASH; #14 – MICHAEL GRUSZKA; #15 – NICHOLAS REID; #16 – RICARDO BLANCO; #17 – LUCAS POLZIN; #18 – TRAVIS RESZCZYNSKI; #20 – DONALD GAGLIONE, JR.;

#21 – ERYN SMITH; #22 – JORGE ESPADA; #23 – ALBERT SUNN, III; #25 – JUSTIN CLIFFORD; #26 – JIM YANG; #29 – JOSHUA HEDER; #30 – PETER RICH; #33 – COLE MELLER; #35 – RYAN CASEY; #36 – ANDREW STEWART; #37 – MOHAMMAD NOURI; #38 – JAYLIN DANIELS; AND #40 – ANDREW BOLGER.

TO POLICE AIDE, on a contingency basis, also contingent upon the successful completion of a medical examination, psychological evaluation, drug screening, background investigation and number of vacancies, from eligible list adopted on May 16, 2013, effective July 22, 2013:

#41 – JOSEPH T. POKRZYWA; #42 – MIGUEL ALCARAZ; #43 – AARON DAVIS; #44 – ANTONIO OBREGON; AND #46 – TAYLOR SCHMITZ.

c) The Director presented correspondence dated June 11, 2013, from Chief Flynn, notifying the Board that Police Aide Derek J. Romp has been terminated for violation of Department Rules and Regulations under Personnel Order 2013-56.

d) The Director presented a request from Chief Flynn to reclassify the position of Lead Police Telecommunicator to Telecommunications Specialist and a report by Maria Monteagudo, the Director of DER on the request. Sarah Trotter, Human Resources Representative for DER, explained the report and that the position is now being reflected as a supervisory position. Commissioner O'Hear moved to approve, seconded by Commissioner Hein. The motion carried unanimously.

e) The Director presented correspondence from the Chief requesting DER perform a study of Records Management positions for classification. The Director informed the Board that it has been referred to DER and that they have already begun work on it.

Commissioner Morgan asked Chief Rohlfing about a garage fire in her neighborhood where a fire hydrant was not working and how the firefighters deal with that situation. Chief Rohlfing informed her that when the engine arrives at a fire, the firefighters initially start fighting the fire using the 500 gallons stored in the engine's tank. If they find a hydrant malfunctioning, they will go to the next closest hydrant, or they will draw water from another engine since there are usually three to four engines at the scene. When the Fire Department is finished, they immediately let the Water Department know of the malfunctioning hydrant and they go out and fix it. Chief Rohlfing went on to say that it usually doesn't slow their efforts, although it could, but it gives a lot more work to those individuals who laid out the hose and they need to readjust and stretch lines somewhere else. There is more of a sense of urgency in those individuals than there actually would need to be since there is an adequate amount of water on the scene, but the best water supply is when it comes out of the hydrants.

4. PUBLIC COMMENT:

Mike Crivello, President of the Milwaukee Police Association, explained that he wanted to draw their attention to the memo he supplied on May 16th regarding the detective corps and their future of promotional opportunities. Their concern was with the job announcement posting and the statement on the back of it referencing that they may not be eligible in the future to test for lieutenant. Mr. Crivello illustrated some of the issues with that, why they believe it would be problematic and cause issues well into the future for the department, and what the successes have been for the department with the way they have been and will hopefully continue to be in the future. The memo asked if that opportunity will continue and asked for some guidance whether that will happen. Mr. Crivello stated that he is asking again because he not heard anything back and that these are concerns of the officers who would like to be detectives, but do not want to slow their opportunity for growth by becoming detectives.

Commissioner Wilson asked when we will be conducting exams since August is a busy vacation month for everyone and it would be better to plan them for later in the year. The Director responded by stating that the exam schedule is set in conjunction with the consulting schedule, and we work backwards from when we want the eligible list available as to when the exam has to be given. We are a little out of sync with all of the police and fire promotional examinations. In future years, we will have a set examination schedule, a set turnaround, and everyone will have a lot more certainty of what to expect. We have revamped the whole testing process. We have brought in new consultants to redesign the examinations and had to resolve issues with test eligibility and contracts. Since we have eligibility lists that are good for two years, our goal is to have a better sequence of examinations within two years from now.

Martin Wall spoke regarding traffic in the City and how he has not seen any improvement in the last few months. Violent acts make the news, but traffic is the violence citizens see every day. Traffic issues are always a concern at neighborhood meetings. Mr. Wall believes there is a correlation between the lack of preventive traffic enforcement and the crime rate. If you address the small stuff it will help take care of the big stuff. Mr. Wall felt that there is a lot of tax dollars spent on the police department, but traffic is not taken care of.

Deputy Inspector Jessup responded to Mr. Wall's concern by stating traffic is a priority of the department. In certain districts, at times, it could be the top priority. Each district commander addresses the complaints and speaks with groups and individuals, about those traffic problems and patterns. The department deploys squad cars and speed boards to allow the citizens to understand the speed they are travelling. Many people exceed the speed limit without understanding what speed they are travelling at. We use a variety of resources to address the traffic problems. We have increased our traffic stops by 200-300% in the last three to four years, have issued thousands of citations and warning cards, and continue to focus on traffic in addition to violent crime.

5. ADJOURNMENT:

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

The meeting concluded at 6:51 P.M.

Respectfully submitted,



Michael G. Tobin
Executive Director

MGT:cj