

July 25, 2013

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:36 P.M.

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

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:37 p.m. to 5:35 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: Temporary Residency Exemption Extension of John Mesich, Temporary Residency Exemption of Ndiva Malafa and Performance Evaluation of Chief Edward Flynn.

The Director presented for adoption minutes of the Regular Meeting of July 11, 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 presented correspondence dated July 23, 2013, from staff, regarding Radio Communications Systems Manager John Mesich wherein he requests an extension to his six-month temporary residency exemption which expired on July 3, 2013 and was administratively extended by the Director until this meeting. This matter was discussed earlier in closed session with the Board. Commissioner O'Hear moved to approve the temporary residency exemption extension for six (6) months until the second meeting in January 2014, seconded by Commissioner Hein. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented correspondence dated July 23, 2013, from staff, wherein Police Aide Ndiva Malafa requests a temporary residency exemption to reside at his parent's home in Menomonee Falls. This matter was discussed earlier in closed session with the Board. Commissioner O'Hear moved to approve the temporary residency exemption for six (6) months until the second meeting in January 2014, seconded by Commissioner Hein. The motion carried unanimously.

b) 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 Chair and Vice-Chair. The Chair called for nominations for the position of Chair. Commissioner Hein nominated Commissioner Morgan. Commissioner Wilson seconded the nomination. The motion to elect Commissioner Morgan Chair carried unanimously.

The Chair called for nominations for the position of Vice-Chair. Commissioner Morgan nominated Commissioner Hein. Commissioner Wilson seconded the nomination. The motion to elect Commissioner Hein Vice-Chair carried unanimously.

c) Chief Rohlfing gave a presentation regarding the Milwaukee Fire Department (MFD) 2012 Annual Report. He stated that the Department is in great shape, making great progress moving forward and that he has an excellent senior staff. He highlighted events of the year which included the roll-out of the Open Sky radio system on January 3, 2012, with no serious problems and that the system is working very well for them. MFD hired 13 cadets. The program has been resurrected and the testing process was revamped with the assistance of the Fire and Police Commission. They are a diverse group of young people, who are doing excellent work and just finished their EMT training. They have about a year under their belt and MFD is looking forward to hiring an additional 26 in the fall. MFD has begun to investigate and develop a shared services partnership with surrounding fire departments. The purchasing section of the Construction and Maintenance Division achieved a Small Business Enterprise participation rate averaging 67%. With assistance from UWM, they researched and developed a new fitness program for recruits and cadets to better train and teach them movements to help them to be better fit and healthier throughout their career. With this program they have implemented the Firehouse Interval Training (FIT) Camps, led by volunteers, with 500 members participating so far.

Chief Rohlfing stated that they are working within the budget figures and those figures continue to go up marginally. MFD continues to provide excellent fire and EMS service to the community and continues to brown-out three engines per day.

Fire statistics reflect about 1,000 more fire responses in 2012 than in 2011. Calls for service were up about 4,000 more, with most of those for EMS. EMS statistics reflect 81+% of calls are EMS responses. MFD's saves of gunshot, stabbing or cardiac victims are some of the best in the country.

Personnel statistics reflect that they hired 32 new firefighters, 16 cadets and five (5) civilians in 2012. Forty-nine members were promoted and 57 left the service. The Wellness Fitness Initiative was adopted and is building a great wellness program. They are working with other departments across the country and giving them the blueprint of what they have done. With a FEMA AFG grant, they were able to have annual physicals performed for all of their members. They have an excellent peer fitness training program, a behavioral health program, dealing with the mental health side of their job, health education and tracking of their health statistics.

With regard to training, Chief Rohlfing stated that they moved their paramedic training to a 24-hour shift, saved a significant amount of overtime expenditures and trained twice as many paramedics for \$700,000 less. Enough paramedics are trained every year to maintain the level of paramedics that they have and will be able to increase the number of paramedics that they believe will help the Department run better. MFD has instituted online training via video-conferencing and will expand it in 2013 and 2014 with a \$1.2 million county grant received to integrate EMS into all fire departments in Milwaukee County. The monthly company-based training program has increased their yearly training hours to 102,969 hours. In 2013 the training hours will increase to 140,000 hours. They are developing a Chief Officer Development Program with UWM. In 2012 288 Department members went through their Professional Development Program, which is a pre-requisite for members to be promoted.

Through their public education and outreach program, Chief Rohlfing stated that they have delivered 483 public education programs to 136,095 citizens and distributed and/or installed 1,435 smoke detectors through Project FOCUS, which is a 29% increase from 2011. Explorer Post 875's enrollment has skyrocketed since the Fire Cadet program began. Four Explorers are high up on the list for Fire Cadet and will likely move up into that program. Of the 122 students, 104 are minority. All of the individuals and

firefighters who organize and run the program are volunteers. Through Project Staying Alive, an anti-violence program taught to all sixth graders, MFD has reached 8,000 students and has achieved their 25,000 student contact milestone. The Survive Alive House celebrated its 20 year anniversary in October 2012 and has educated over 350,000 students.

With regard to community and charitable involvement, MFD members and Explorers have participated in events such as the US Bank Fight for Air Climb, Fill-the-Boot, WAFS Summer Burn Camp, Scouting for Food and other community events. They assisted the 128<sup>th</sup> National Guard with their Flight to the North Pole for children dealing with life-threatening illnesses. It was their first year assisting with Operation Warm and they provided about 1,000 students with new winter coats. Commissioner O'Hear moved to approve the annual report, seconded by Commissioner Lor. The motion carried unanimously.

3. EXAMINATIONS:

a) The Director presented for approval the Police Records Manager Examination Announcement Bulletin. The Police Department and the Department of Employee Relations have worked on implementing this position, which was recommended by PRI Management, the independent consultant the FPC brought in to look at the Police Department's crime statistics. Commissioner O'Hear moved to approve the bulletin, seconded by Commissioner Hein. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, on a temporary and waiver basis, from expired eligible list established February 20, 2011, effective August 4, 2013:

#21 – MICHAEL A. BONGIORNO.

TO FIRE LIEUTENANT, on a temporary and waiver basis, from expired eligible list established December 17, 2009, effective August 4, 2013:

#51 – KEVIN P. MONAGHAN.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 26, 2012, effective August 4, 2013:

#7 – MATTHEW B. BYRGE.

b) The Director presented correspondence dated July 16, 2013, from Chief Rohlifing, requesting the Board to rescind the promotion they approved on July 11, 2013 of Craig E. Schmitt to Fire Captain due to voluntary withdrawal from the process. Commissioner O'Hear moved to approve the request, seconded by Commissioner Lor. The motion carried unanimously.

5. POLICE DEPARTMENT:

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

TO OFFICE ASSISTANT III, from Office Assistant II, an underfill for Office Assistant IV, effective August 4, 2013:

KATRINA Y. CEASAR.

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

TO OFFICE ASSISTANT I, from the Department of Employee Relations' eligible list, contingent upon the successful completion of a medical examination and drug screen, effective August 19, 2013:

KIM A. LEWIS and CHARISSA MACORNCAN.

Note: Effective September 3, 2013.

TO CUSTODIAL WORKER II, from the reinstatement/transfer list, contingent upon the successful completion of a medical examination and drug screen, effective August 5, 2013:

ODELL WINTERS.

TO CUSTODIAL WORKER II, from the reinstatement/transfer list, contingent upon the successful completion of a medical examination and drug screen, effective August 19, 2013:

DEBRA COPELAND and DAVID D. WILSON.

The Director presented correspondence dated July 24, 2013, from Chief Flynn, notifying the Board that the following Police Aide candidates, from the contingency list approved by the Board on July 11, 2013, have been appointed as regular replacements, effective July 22, 2013:

#42 – MIGUEL ALCARAZ; #44 – ANTONIO OBREGON; and #46 – TAYLOR SCHMITZ.

c) The Director presented correspondence dated July 24, 2013, from Chief Flynn, requesting the Board to rescind the appointments they approved on July 11, 2013 of the following Police Aide candidates, which were effective July 22, 2013:

#10 – PARIS RODGERS; #11 – ANNESA STROUD; #12 – JOSEPH SLIWINSKI; #22 – JORGE ESPADA; and #40 – ANDREW BOLGER.

d) The Director presented correspondence dated July 11, 2013, from Chief Flynn, notifying the Board that Police Telecommunicator Catherine A. DeFord has been terminated pursuant to Core Value 1.00 – Competence, referencing Guiding Principle 1.01, under Personnel Order 2013-65.

e) The Director presented correspondence dated July 16, 2013, from Chief Flynn, requesting DER perform a study of the Building Maintenance Assistant Manager position for reclassification. The Chief also requests that a study be conducted on the positions of Building Maintenance Supervisor II and Printing, Stores & Building Services Supervisor for proper salary classification. The Board referred the request to DER.

#### 6. PUBLIC COMMENT:

Chris Ahmuty, Executive Director of the American Civil Liberties Union of Wisconsin (ACLU), presented his prepared remarks and two documents to the Board. He informed the Board that the ACLU believes it is important that Commissioners have the big picture in front of them and understand the context so they are better able to evaluate department policies, practices and systems. To assist the Commissioners, Mr. Ahmuty referred to the research by John Pawasarat and Lois M. Quinn entitled *Wisconsin's Mass Incarceration of African American Males: Workforce Challenges for 2013*. Mr. Ahmuty presented some of the facts of the research, stating that in 2010 12.8% of African American working age men were in prison or jail. The incarceration rates for African American males in Milwaukee County are at

epidemic proportions. Over half of African American men in their 30s and half of the men in their early 40s have been incarcerated in state correctional facilities. Mr. Ahmuty additionally presented a publication by the ACLU entitled *The War on Marijuana in Black and White*. The ACLU examined the arrest rates by race for all 50 states, including the District of Columbia. They determined that in Wisconsin blacks are 6.0 times more likely than whites to be arrested for simple marijuana possession, and 4.7 times more likely than whites to be arrested in Milwaukee County. Mr. Ahmuty referenced Chief Flynn's May 16<sup>th</sup> presentation to the Board regarding Standard Operating Procedure 085 on citizen contacts. He thinks there needs to be a discussion on these issues and hopes that can occur once the Board returns in September.

Rose Stietz of MICAH seconded Chris Ahmuty's statement. She is with the 11 x 15 campaign to reduce the Wisconsin prison population by half to 11,000 by 2015.

7. ADJOURNMENT:

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

The meeting concluded at 6:06 P.M.

Respectfully submitted,



Michael G. Tobin  
Executive Director

MGT:cj