

September 19, 2013

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:34 P.M.

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

ABSENT: Commissioner: Kathryn A. Hein (Excused)

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

The Director informed the Commissioners and the public that they will be proceeding out of order and presenting a new business item regarding a portion of the Mayor's 2014 Executive Budget – Furlough Request first.

1. NEW BUSINESS:

a) The Director introduced Mark Nicolini, Budget and Management Director for the City of Milwaukee. Mr. Nicolini requests that the Commissioners allow a salary reduction of certain employees of the Milwaukee Police Department (MPD) and the Milwaukee Fire Department (MFD). The City is dealing with significant recent additions to its budget pressure including losses of state shared revenue, growth of property inventory to over 1,000 foreclosed properties, state imposed levy limits, and a \$61 million employer contribution of the 2014 budget. The executive budget includes three mandatory unpaid furlough days for most employees, including all employees of MPD and those employees of MFD who are not members of Local 215. They are requesting that the fire dispatchers of MFD be exempt from the furloughs.

Commissioner O'Hear asked Mr. Nicolini how the 2014 furlough plan compares with the 2013 budget. Mr. Nicolini informed him that it is identical. Mr. Nicolini further stated that the 50 police officers hired under the federal grant a few years ago will be converted, which adds \$1.8 million to the tax levy budget for MPD, which will save money on the furlough plan.

Commissioner Morgan asked if there were any comments from the public.

Michael Crivello, President of the Milwaukee Police Association spoke. Mr. Crivello requested that the furloughs not be approved due to public safety, police safety, morale and lack of documentation illustrating other means of budgetary relief.

Commissioner Wilson asked Chief Flynn how the furloughs affect his department. Chief Flynn stated that they schedule the furloughs so they do not impact their overtime budget, but it does on occasion when people change work locations and their vacations and days off have been set in advance. It also affects the officers who may want a day off but cannot get it because of minimum staffing requirements. His personnel do not get the same advantages as other city employees who get the furloughs tacked onto holiday weekends; their furlough days are scattered throughout the year.

Commissioner Wilson asked Chief Rohlfing how it affects his staffing. Chief Rohlfing informed her that Local 215 is exempt from the furloughs, but it does affect the chief officers and civilian employees.

Commissioner O'Hear moved to approve the furlough proposal, seconded by Commissioner Lor. The motion carried unanimously.

The Director then went on to present for adoption minutes of the Regular Meeting of September 5, 2013. Commissioner O'Hear moved approval of the minutes as presented, seconded by Commissioner Lor. The motion carried unanimously.

2. UNFINISHED BUSINESS:

a) The Director introduced LáNeka Horton, Fire and Police Commission (FPC) Recruiter. Ms. Horton spoke regarding the recruitment of individuals for Police Aide and Fire Cadet and that there is a radio ad on 98.3 for the recruitment giving the public information on the positions. The application process began on September 5, 2013 at Indian Summer. The FPC will have numerous recruitments and open houses until the deadline. Posters and advertisements were presented to the commissioners and placed on the table outside the meeting room for the public. Ms. Horton stated what the beginning pay is and what benefits are included for the positions.

b) The Director introduced Sarah Trotter, Human Resources Representative of the Department of Employee Relations (DER). Ms. Trotter spoke regarding the reclassification of the Deputy Chief, Fire and Battalion Chief, Fire positions referencing the restructuring of the pay ranges for these positions.

The Director informed the Commissioners that this is the pay compression issue they have spoken about at previous meetings. The Finance Committee approved the monetary portion today.

Commissioner O'Hear asked Chief Rohlfing if this was a partial fix or a full resolution of the pay compression problem. Chief Rohlfing informed the Commissioners that the Battalion Chief's pay would be five percent above the top paid Captain. Local bargaining with Local 215 created the inequity when they received about a seven percent increase while the chief officers received nothing. Chief Rohlfing believes it is a terrific fix and a great starting point. The economic downturn was the biggest reason the compression occurred.

The Director asked if this will assist them with moving forward to fill the four vacancies. Chief Rohlfing stated it will, and the pay equity will also bring everyone up to where they need to be. Once this is accomplished, they will post the Battalion Chief testing opportunity. Commissioner O'Hear moved to approve the reclassification proposal, seconded by Commissioner Lor. The motion carried unanimously.

c) The Director stated that Ms. Trotter also has a reclassification report for Heating and Ventilating Mechanic II in MPD. Ms. Trotter stated that there are six positions being reclassified. Commissioner O'Hear moved to approve the reclassification proposal, seconded by Commissioner Lor. The motion carried unanimously.

3. NEW BUSINESS:

a) The Director presented communication regarding the videorecording policy of MPD. The FPC has had some discussion regarding videorecording of MPD officers. Very few complaints have been received by the FPC regarding videorecording by the public. Shawn Fettig, graduate research intern with the FPC has summarized the law, what other departments are doing and how the policies are working. The Department of Justice has intervened with a Baltimore Police Department videorecording case. They issued some guidelines on how to develop policies and set some parameters on what the policy entails with videorecording. Having a policy will inform the officers of the parameters for the public videorecording them. There is a constitutional right for the public to videotape the police. MPD has begun their research in developing a policy. Commissioner Wilson requested clarification. The Director informed her that the FPC is directing Chief Flynn to develop a policy. Commissioner Morgan asked Chief Flynn his thoughts on the development of a policy and he stated that it is timely. The officers have a guideline to follow, but the policy

will expand on it. Commissioner Cabrera asked how long it will take to develop the policy. Chief Flynn stated that it will take a couple of meetings to complete the research and development of the policy per the Department of Justice's guidelines. Commissioner O'Hear moved to approve the report, seconded by Commissioner Lor. The motion carried unanimously.

4. FIRE DEPARTMENT:

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

TO FIREFIGHTER, from eligible list established April 23, 2009, contingent upon successful completion of the EMT process, background, psychological, medical, and drug screening, effective October 14, 2013:

#284 – DANIEL J. JOESTGEN; #312 – CHRISTIAN J. OLSON; #352 – COREY R. STEINKRAUS; #353 – ERIC G. MCLAIN; #354 – DAVID A. FANK; #358 – SHAWN T. KELLY; #361 – STEVEN T. LEPAK; #365 – NICKOLAS J. FISHER; #366 – JACOB L. BUDZINSKI; #370 – JAMES C. GOELDNER; #378 – LESTER J. BILLODEAU II; #382 – PETER I. ROTH III; #384 – MICHAEL K. BURKE; #385 – MARIA E. GAENSLER; #389 – DAVID M. BARBIAN, JR.; #396 -- LEE R. DEWITT; #400 – JAMES P. GUTIERREZ; #408A – ERIC L. DEFORD; #415 – MATTHEW M. RICCA; #429 – JOHN D. WILDT; #431 – PAUL D. SPORLEDER; #439 – JOHNATHAN FROST; #440 – BENJAMIN R. GARCIA; #460 – ZACHARIAH H. HAMBURG; #461 – MATT W. LINDEMANN; #463 – JUSTIN E. BARR; # 465 – PATRICK N. LEMBERGER; #467 – NICHOLAS A. SHAW; #470 – JEFFREY S. FREITAG; #475 – TREVOR R. PINKALLA; #482 – MIKE S. THUROW; #487 – JOEL J. HOBERG; #488 – ANDREW J. STENZ; #490 – TRISTAN S. GILGENBACH; and #498 – JASON W. WENZEL.

TO FIREFIGHTER, on a contingency basis, from eligible list established April 23, 2009, contingent upon successful completion of the EMT process, background, psychological, medical, drug screening, and vacancies, effective October 14, 2013:

#521 – BRIAN D. COX; #526 – DAVID R. SELLS; and #535 – JESUS MERCADO-SANCHEZ.

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

TO FIRE CAPTAIN, from eligible list established February 20, 2011, which has since expired, on a temporary and waiver basis, effective September 29, 2013:

#22 – JOEL P. RECHLITZ; and #23 – THOMAS F. POLLOCK.

TO HEAVY EQUIPMENT OPERATOR, from eligible list established July 26, 2012, on a waiver basis, effective September 29, 2013:

#8 – MATTHEW T. DUNHAM.

5. POLICE DEPARTMENT:

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

TO SCHOOL CROSSING GUARD, with the following effective dates:

MARGARITA M. HOLGUIN (8/23/13), LUCERO M. HOLGUIN (8/23/12), SHERIKA L. LESTER (8/27/13), MARTHA S. MARSHALL (8/21/13), JAMES L. REEDY (8/21/13), ALBERT W. THOMPSON (8/27/13), LISA J. WILLIAMS (8/27/13), REALUS MILLS (9/5/13), and BONITA MILLS (9/5/13).

6. ADJOURNMENT:

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

The meeting concluded at 6:10 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "MGT", is written over the typed name of Michael G. Tobin.

Michael G. Tobin
Executive Director

MGT:cj