

July 12, 2018

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:30 p.m.

PRESENT: Commissioners: Steven M. DeVougas, Chair
Marisabel Cabrera, Vice-Chair
Ann Wilson
Fred Crouther
Nelson Soler

EXCUSED: Commissioner: Angela McKenzie (Excused)

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

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 4:50 p.m. to 5:15 p.m. pursuant to Wisconsin Statutes Section 19.85 (1)(c) 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 of nominee to Police Sergeant; and pursuant to Wisconsin Statutes Section 19.85 (1) (g) to confer with a representative of the City Attorney's Office who will render oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved, to wit: Collins, et al. v. City of Milwaukee, et. al.

The meeting was staffed by Executive Director La Keisha W. Butler. The Chair opened the meeting with Public Comment.

1. PUBLIC COMMENT:

Paul Mozina (Milwaukee Resident): Mr. Mozina discussed a topic held at the July 9, 2018, Finance and Personnel Committee meeting, wherein Chairwoman Coggs questioned Inspector Gordon concerning the costs associated with the Milwaukee Police Department (MPD) implementing the IT changes required in the Collins, et al. v. City of Milwaukee, et al. settlement. Mr. Mozina's suggestion is for the Board to create an Ad Hoc Committee composed of the Milwaukee Fire Department, MPD, Common Council and Fire and Police Commission to monitor the project implementation. Mr. Mozina expressed his desire to review the MPD project plan on how to implement the IT changes and the costs and funding associated with same.

Cynthia Greenwood (Milwaukee Resident/Coalition for Justice): Ms. Greenwood discussed her disappointment with the arrest of Vaun Mayes. Ms. Greenwood asserted her belief that MPD was involved with the investigation and arrest of Vaun Mayes. Director Butler, for edification, advised that the actions taken against Mr. Mayes were taken by the U.S. Attorney's Office, which is a federal entity. The Director further explained that the U.S. Attorney's Office enforces federal laws to build their cases and make arrests and that Milwaukee Police Department was not involved in the case involving Mr. Mayes. As such, the Fire and Police Commission has no authority or input concerning the proceedings involving Vaun Mayes.

Rose Stietz (Milwaukee Resident): Ms. Stietz thanked the Board for being able to keep Commissioner Marisabel Cabrera on the Board of Fire and Police Commissioners and wanted the Board to know that she wrote a letter to Mayor Barrett in support of Commissioner Cabrera remaining on the Board. Ms. Stietz stated her objection to replacing the two female civilian Commissioners with two males, both of whom are retired MPD employees.

David Bustamante (Milwaukee Resident): Mr. Bustamante discussed the issue of Milwaukee Police Officers that have fallen in the line of duty. He also discussed paying his respect to the memorial and at the funeral of Officer Irvine, Jr.

Todd Fisher (Detective with MPD): Det. Fisher requested that the Police Lieutenant Eligible List be extended past the July, 2018 expiration date. Additionally, Det. Fisher requested that a recruitment take place to add to the list in an effort to gather a current pool of candidates for promotion within the MPD.

2. CONSENT AGENDA:

The Director presented the following items for approval on the consent agenda. (Detailed information concerning the items can be found under the appropriate regular meeting agenda heading in the minutes.)

- A. Regular Meeting Minutes – June 21, 2018
- B. Promotions: 1. Maintenance Technician II
2. Office Assistant III
- C. Appointment: School Crossing Guard
- D. Correspondence regarding Appointment Date of Chief of Staff
- E. Correspondence regarding Termination of Probationary Emergency Communications Operator I
- F. Correspondence regarding Suspension of Detective
- G. Correspondence regarding Suspension of Police Officer (2 positions)
- H. Request for Programmer Analyst Examination
- I. Request for Reclassification of Police Officer (5 positions)

The Chair moved to have Item "I," Request for Reclassification of Police Officer, removed from the Consent Agenda and held over for further discussion. There being no objections, all remaining items were approved for adoption. Director Butler requested that separate action be taken for Item "I." Commissioner Crouther moved approval of holding over Item "I" for further discussion, seconded by Commissioner Cabrera. The motion carried unanimously.

3. NEW BUSINESS:

a) The Director presented a reclassification report regarding dated July 12, 2018, from Maria Monteagudo, Director of the Department of Employee Relations (DER), wherein she recommends alignment of the minimum rates of pay for Emergency Communications Operators I and II and Fire Dispatchers in order to allow the FPC to conduct a combined recruitment for these positions. Andrea Knickerbocker, DER Human Resources Manager, explained the reasoning for the reclassification and the recruitment goals. Commissioner Wilson moved approval of the recommendation, seconded by Commissioner Cabrera. The motion carried unanimously.

b) The Director introduced Jeffrey Harvey, FPC Staffing Services Manager, who presented a request to amend FPC Rule XI, Section 7(a) regarding Probationary Periods, as follows:

Original entrance appointees to Police Officer or Firefighter and persons not eligible for reinstatement to these positions who are re-employed in either department shall be on probation for an aggregate of 16 months of actual active service. Emergency Communications Operators and Fire Dispatchers shall be on probation for an aggregate of 18 months of actual active service. All other appointees shall be on probation for one year unless otherwise specified by the Board, City Ordinance or a collective bargaining agreement. If during the probationary period, the appointee proves unfit for the position, the Chief may discharge the appointee. A full written statement of the reasons for the discharge must be filed with the Board within five (5) days of the discharge. There shall be no appeal from this discharge. If the probationary period is completed in a satisfactory manner, the appointee shall then be classified as a regular employee.

The Director announced that this matter will be held over for action at the next meeting.

4. EXAMINATIONS:

a) The Director presented for approval an eligible list for the position of Police Records Manager in the Police Department, consisting of six names. Marti Cargile, DER Human Resources Representative, gave an explanation of the duties, responsibilities, recruitment and selection processes. Commissioner Crouther moved approval of the list, seconded by Commissioner Soler. The motion carried unanimously.

5. FIRE DEPARTMENT:

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established February 18, 2016, effective July 15, 2018:

#44 – TREMELL A. NOBLE.

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

TO FIREFIGHTER, from Fire Cadet, contingent upon successful completion of the Fire Cadet Program, medical examination, drug screen, Candidate Physical Ability Test (CPAT), updated background investigation and updated psychological examination, effective July 29, 2018:

JOSE L. JIMENEZ, MAKINON P. HERBERT, NYLES J. WRAY, AVERY B. SIMS, JOSHUA J. FISHER, MARCUS J. SMITH, NOAH C. PATRICK, JESSE W. SODERBECK, DRUE V. HOLLEY, MICHAEL S. TREPANIER, JACOB A. GORDY, JOSHUA S. WEGNER, JEFFREY J. HULL, TAHJ M. LEA, MITCHELL A. GARCIA, RITA A. MUZIA, OTIS R. FRAZIER, CORA R. MARKOWSKI, JOSEPH T. ZYCH, LUKE J. ULATOWSKI, STEVEN M. KLINKO, and MARYEVA G. KELLY.

TO FIREFIGHTER, from eligible list established April 19, 2018, as amended on June 21, 2018, contingent upon successful completion of a medical examination, drug screen, background investigation and psychological examination, effective July 30, 2018:

#1 – MITCHELL GAWIN; #1A – JEFFREY J. ROTHMEIER; #2 – JOEL D. KRAMSCHUSTER; #4 – MATTHEW O. RZEPKOWSKI; #5 – JASON R. OLIVA; #8 – LIBERTY L. SMOOT; #9 – NICHOLAS A. CSAVOJ; #12 – JOHN M. MAREK; #13 – PETER C. WOHLGEMUTH; #14 – TEMITAYO D. COKER; #16 – JOSEPH L. HORDYK; #17 - BRANDON J. HART; #23 - MARK C. GERMANO; #25 – ANTONIO R. RIVERA; #26 – ALEXANDRA J. MURPHY; #28 – PATRICK D. MCGUIRE; #30 – STEVEN D. BAYER; #31 – CHRISTOPHER M. PIRRELLO; #33 – MARSHALL J. BATES; #34 – BRYAN AUSTIN; #36 – MELODY A. MATSON; and #37 – ROBERT L. KENDALL, III.

TO FIREFIGHTER, from Fire Cadet, a return from Worker's Compensation, contingent upon successful completion of a drug screen and CPAT, and a release to full duty from her physician, effective July 29, 2018:

IMANI K. SPREWER.

TO FIREFIGHTER, on a contingency basis, from eligible list established April 19, 2018, as amended on June 21, 2018, also contingent upon successful completion of a medical examination, drug screen, background investigation and psychological examination, effective July 30, 2018:

#39 – MICHAEL T. O'MALLEY; #40 – MARQUEZ R. PREWITT; #42 – JOSEPH M. SPIEWAK; #43 – JOSEPH K. GABRIEL; and #44 – JAMES R. PFEIFER.

c) The Director presented correspondence from Chief Rohlfing dated June 22, 2018, requesting to establish a Special Fire Lieutenant Promotion Process for Paramedic Units. A special process originally began in 2004 and was discontinued in 2012. The need for it has arisen again, and procedures have been updated to reflect current operational realities. A Memorandum of Understanding has been signed with Local 215, Milwaukee Professional Fire Firefighters Association. An internal list for Fire Lieutenants on Paramedic Units should be ready to use by September, 2018. When an opening for a Fire Lieutenant on a paramedic unit occurs, and the next member on the Fire Lieutenant Eligible List is not a qualified paramedic (or has been a qualified paramedic for less than one year), the department will select a person from the internal list of Fire Lieutenants on Paramedic Units and submit his/her name for approval. Commissioner Wilson moved approval of the request, seconded by Commissioner Crouther. The motion carried unanimously.

6. POLICE DEPARTMENT:

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

TO POLICE SERGEANT, on a waiver basis, from eligible list established November 3, 2016, contingent upon successful completion of a drug screening, effective July 29, 2018:

#60 – NAT K. THARPE.

TO ACCOUNTANT I, an underfill for Accounting & Grant Specialist, effective July 29, 2018:

MINERVA ESPINOZA.

b) The following promotions, as presented by Chief Morales, were approved by the Board under the Consent Agenda, Items B1-2:

TO MAINTENANCE TECHNICIAN II, from Maintenance Technician I, effective July 29, 2018:

TODD G. WEHAUSEN.

TO OFFICE ASSISTANT III, from Police District Office Assistant, effective July 29, 2018:

JAMIE V. HARMON.

c) The following appointments, as presented by Chief Morales, were approved by the Board:

TO EMERGENCY COMMUNICATIONS OPERATOR I, from eligible list established December 15, 2016, contingent upon successful completion of a background investigation, psychological exam, medical exam and drug screening, effective July 30, 2018:

#91 – ROBYN PIOTRZKOWSKI; #103 – ANGELA MOELLER; #105 – SHELLEY GOLD; #109 – SHENG VANG; #121 – RICHARD PLADIES; #123 – BRITTANY BOYD; #124 – SEQUETTA CROWLEY; #125 – MICHELLE LEFEBVRE; #136 – DENISE EVERT; #144 – ANTOINETTE MATECKI; #146 – MEI KRUEGER; #151 – CHASITY SHEFFA; and #152 – KIMBERLY JACOBS.

TO POLICE OFFICER, on a contingency basis, from eligible list established May 3, 2018, also contingent upon successful completion of a medical examination, drug screening, psychological evaluation and background update, effective July 16, 2018:

#404 – HECTOR SOSA, JR.; #406 – AUSTIN GRABOWSKI; #408 – JASON TATE; #409 – ISAAH ESPINO; #414 – DAVID KLEIN; #415 – JORDAN FRYER; #418 – DANIEL SCHAEFER; #421 – MAXX CZISKE; #422 – MAXWELL SIEBERT; #425 – LACY WOURMS; #427 – NATHAN ENK; #429 – WYNALD

WILLIAMSON; #430 – DANIEL HUMPHREYS; #433 – DOUGLAS CROWDER; #435 – BENJAMIN MARSCHMAN; #438 – ROBERT DAVIS; #439 – ELIZABETH STROZINSKY; and #444 – OLIVIA OHLSON.

d) The following appointment, as presented by Chief Morales, was approved by the Board under the Consent Agenda, Item C:

TO SCHOOL CROSSING GUARD, effective June 12, 2018:

NIKIA C. WALTER.

e) The following communications were previously received by the Board under the Consent Agenda, Items D-G:

Correspondence dated June 27, 2018, from Chief Morales, reflecting the corrected appointment date of July 1, 2018 for Chief of Staff Nicholas Desiato.

Correspondence dated July 5, 2018, from Chief Morales, wherein he notifies the Board that Probationary Emergency Communications Operator I Shantreece S. McIntosh has been terminated effective June 21, 2018.

Correspondence dated June 20, 2018, from Chief Morales, wherein he notifies the Board that Detective Thaddeus J. Schimmels has been suspended for 15 days for violation of Department Core Values under Personnel Order 2018-74 dated June 20, 2018.

Two letters, both dated June 20, 2018 from Chief Morales, wherein he notifies the Board that Police Officers Kurt D. Daniel and Terrell A. Byfield have both received suspensions for seven days for violation of Department Core Values under Personnel Orders 2018-72 and 2018-71, both dated June 20, 2018.

Correspondence dated June 25, 2018, from Chief Morales, wherein he requests that an examination be conducted for the position of Programmer Analyst. The request will be referred to the Department of Employee Relations for implementation.

f) The Director presented correspondence dated June 26, 2018, from Chief Morales, wherein he requests that the probationary period of Emergency Communications Operator I Shonekqa Green be extended for 77 days, commencing upon her return from military leave of absence. Commissioner Soler moved approval of the request, seconded by Commissioner Wilson. The motion carried unanimously.

g) The Director presented for approval the creation of a Standard Operating Instruction (SOI) regarding Waukesha County Serving As Milwaukee Police Department Emergency PSAP. Paulina De Haan, FPC Emergency Communications and Policy Director, stated that the primary purpose of the SOI is to provide general guidelines for circumstances that may adversely impact the ability of the MPD Technical Communications Division and the Milwaukee Fire Department PSAP (Public Safety Answering Point) personnel to receive, process, dispatch and monitor emergency calls for service and to maintain normal operations during technical malfunctions and/or disaster operations and recovery. More specifically, Waukesha County PSAP will serve as a backup 911 service in the event Milwaukee County's 911 service would unforeseeably shut down. Commissioner Wilson moved approval of the SOI. The motion was seconded by Commissioner Cabrera and carried unanimously.

7. ADJOURNMENT:

Commissioner Crouther moved to adjourn the meeting, seconded by Commissioner Soler. The motion carried unanimously.

(Adjournment)

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The meeting concluded at 6:30 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "La Keisha W. Butler". The signature is fluid and cursive.

La Keisha W. Butler
Executive Director

LWB/nmt