

January 17, 2019

A Testing & Recruiting Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:30 P. M.

Present: Commissioners: Marisabel Cabrera, Chair  
Nelson Soler  
Angela McKenzie  
Everett Cocroft

Also Present: Chief Alfonso Morales and Assistant Chief Steven Caballero from the Milwaukee Police Department.

#### I. Election of Chair and Vice-Chair

The Director opened the meeting with the election for Chair and Vice-Chair for the Testing and Recruiting Committee. Commissioner McKenzie nominated Commissioner Soler for position of Chair, seconded by Commissioner Cabrera. Commissioner Soler accepts the position of Chair. Commissioner Cabrera nominated Commissioner McKenzie for Vice-Chair, seconded by Commissioner Cocroft.

#### II. Request for Police Change – Police Lieutenant Exam

The Chair asked if the Chief wishes to present any other information at this time. The Chief wishes to allow Detectives to sit for the Lieutenant exam, and they have faith that the Commission can set forth an excellent test that will select the most qualified individuals. The Chief pointed to the fact that Detectives have been being promoted to Lieutenant in recent history, and nobody has pointed out any deficiencies in those promotions. He then highlighted the staffing challenges facing the MPD in the near future, especially given the supervisory requirements set forth in the ACLU settlement agreement, and requested that regardless of the decision made on this issue the FPC quickly assemble eligible lists for the various promotional positions.

Commissioner Cocroft asked about the MPD's ability to assign members in acting status to various leadership positions when eligible lists are not available. The Chief highlighted the actions he can take on that matter, specifically the limitations in placing Police Officers into the role of acting Sergeant.

The Chair provided both unions the opportunity to speak on the matter, both declined and stated they would be happy to answer any specific questions.

Commissioner Cabrera moved to go to closed session, seconded by Commissioner McKenzie, and the committee voted unanimously to go into closed session.

Commissioner Cabrera moved to recommend denial of the request from the Chief that all Detectives be allowed to test for Lieutenant, and recommend to the full Board that the current MOU list of Detectives remain allowed to test for Lieutenant but all other Detectives will be required to

have experience as Sergeant. Additionally, it is recommended that Sergeants who have prior experience as a Detective be granted additional preference points on the Lieutenant exam. This motion was seconded by Commissioner Cocroft, and the motion carried unanimously.

### III. Promotion of Administrative Lieutenant of Police

The Chair asked the Chief if there was anything he wished to say regarding this item. The Chief called his Chief of Staff Nick DeSiato to the table to participate in the discussion. The Chief described the history of this position under previous Chiefs and reminded the Committee that the position has already been budgeted. Commissioner Cabrera stated that she did not see funding for this position in the 2019 budget and asked for clarification. Mr. DeSiato stated that the funding is available due to the number of vacancies in the rank of Lieutenant, and that this process for funding the position was approved by the Common Council's Finance & Personnel Committee. Commissioner Cabrera highlighted that the past practice was to have a separate line-item in the budget for this position specifically, not to use a vacant Lieutenant position to fund it. The Chief stated that, in light of the fact that there is not a current Lieutenant eligible list, he would not hold up anyone's promotion to Lieutenant by filling this position. Tom Klusman, Labor Relations Manager for the Milwaukee Police Supervisors' Organization then came to the table. He indicated that under Chief Flynn he did not utilize that position and instead used the Administrative Lieutenant of Police to overfill the Lieutenant of Police, and that the proposal by Chief Morales essentially undoes that practice, going back to the way prior Chiefs used this position. Commissioner Cocroft stated that the Fire Department does the same thing that Chief Morales is proposing.

Commissioner Cocroft moved to recommend approval of the promotion by the Board, seconded by Commissioner McKenzie. The motion to recommend approval of the promotion passed unanimously.

### IV. Adjournment:

Commissioner Cabrera moved to adjourn the meeting, seconded by Commissioner Cocroft. The motion carried unanimously.

The meeting concluded at 7:01 P.M.

Respectfully submitted,

La Keisha W. Butler  
Executive Director

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