

March 19, 2009

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 7:16 P.M.

PRESENT: Commissioners: Richard C. Cox, Chair
Carolina M. Stark
Ernesto A. Baca
Kathryn A. Hein
Paoi X. Lor

ABSENT: Commissioner: Ernesto A. Baca (Excused)

ALSO PRESENT: Edward Flynn, Chief, Milwaukee Police Department; and Brian Glassel, Assistant Chief, representing the Milwaukee Fire Department.

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 3:35 p.m. to 7:10 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, to wit: Promotion of Captain of Police to Inspector of Police, promotion of Lieutenant of Detectives to Captain of Police (2 positions), and promotion of Lieutenant of Police to Captain of Police (3 positions).

The Director presented for adoption minutes of the Regular Meeting of March 5, 2009. Commissioner Stark moved approval of the minutes as presented, seconded by Commissioner Hein. The motion carried unanimously.

1. UNFINISHED BUSINESS:

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

TO INSPECTOR OF POLICE, from Captain of Police, contingent upon successful completion of a drug screening, effective March 22, 2009:

DARRYL W. WINSTON.

TO CAPTAIN OF POLICE, from Lieutenant of Detectives, contingent upon successful completion of a drug screening, effective March 22, 2009:

JOHN M. HAGEN and WILLIAM R. JESSUP.

TO CAPTAIN OF POLICE, from Lieutenant of Police, contingent upon successful completion of a drug screening, effective March 22, 2009:

EDITH L. HUDSON, KURT R. LEIBOLD, and JEROME J. O'LEARY.

Note: The promotion of Captain O'Leary is on a waiver basis.

2. COMMITTEE REPORTS:

a) Commissioner Baca presented the report of the Committee on Testing and Recruiting which met on March 19, 2009. The Committee approved the minutes from its February 17th meeting and received an

update from three of the Police Department's sub-committees: The hiring sub-committee, the branding sub-committee, and the recruiting initiative committee. The Chair of each sub-committee shared their goals and objectives. The branding sub-committee gave a preliminary presentation of the program that will tentatively start at the end of April. Draft public service announcements that will be scheduled to air regarding the branding of the department were shared. The program will be brought back to the Committee for final review.

The Department of Employee Relations (DER) gave an update on several selection processes. A total of 417 Police Aide applications were received, and 330 applicants who met the minimum qualifications have been invited to the written exam. There were 1,636 Firefighter applicants invited to the oral interview, and 1,240 appeared. Those interviews were video taped and are in the process of being rated. A report was presented on 2008 applicant flow for public safety positions, including the Police Officer hiring process. The report tracks applicants through each component of the hiring process and shows how many applicants are lost at each component. The Committee was very impressed with the report and has requested that a copy be sent to the Board, the Chief of each department, and the sub-committees to assist them in achieving their goals.

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Forensic Video Examiner in the Police Department, consisting of four names. Commissioner Hein moved approval of the list, seconded by Commissioner Lor. The motion carried unanimously.

4. FIRE DEPARTMENT:

a) The Director presented a letter dated March 11, 2009, from Chief Douglas Holton, wherein he requests classification of a new civilian management position of Technical Services Manager in the Bureau of Administration, Technical Services Section, currently filled by a Battalion Chief. The Chair referred the request to the Department of Employee Relations for study and report.

5. POLICE DEPARTMENT:

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

TO OFFICE ASSISTANT II, from Office Assistant I, effective March 22, 2009:

KATIE M. CHAPMAN.

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

TO SCHOOL CROSSING GUARD, with effective dates:

YOULANDA L. DAVIS (2/12/09), DANUN R. MITCHEL (2/26/09), and NEVEIA L. MONTGOMERY (2/26/09).

Note: The appointment of Ms. Montgomery is a re-hire.

TO SUBSTITUTE SCHOOL CROSSING GUARD, a re-hire, effective February 26, 2009:

BRIANNA R. NOKOVIC.

c) The Director presented a letter dated March 16, 2009, from Chief Flynn, wherein he requests that the appointment of #25 – Jacob S. Anderson to Police Aide, approved at the February 5, 2009 Regular Meeting, be rescinded as Mr. Anderson did not qualify for the position. Commissioner Baca moved to rescind the appointment, seconded by Commissioner Lor. The motion carried unanimously.

d) The Director presented two letters dated March 6 and March 11, 2009, from Chief Flynn, wherein he notifies the Board of the following returns from leaves of absence: Police Officer David Brottlund returned from an unpaid Medical Leave of Absence effective January 20, 2009, and Police Dispatcher Camille Simmons returned from a Family and Medical Leave Act unpaid leave, effective February 7, 2009. The Chief notified the Board of military leaves of absence granted to the following members: Police Sergeant James Bryce from January 26, 2009 until May 2010; Police Officer Adam Isleb from January 25, 2009 until April 2010; Police Officer Michael Hoepfner from January 28, 2009 until April 2010; Police Officer Matthew O'Malia from January 26, 2009 until March 2010; Police Officer Eric Wurth from February 1, 2009 until February 2010; Police Officer Paul Formolo from February 5, 2009 until February 2010; Police Officer Trevor Deboer from February 2, 2009 until April 1, 2009; Police Officer Michael Loechler from February 10, 2009 until May 30, 2009; Police Officer Vincenzo Paolo from February 29, 2009 until February 2010; Police Officer Froilan Santiago from February 8, 2009 until June 2009; and Police Officer John Tietjen from February 8, 2009 until February 5, 2010. Chief Flynn also notified the Board of Family and Medical Leave Act unpaid leaves of absence granted to the following members: Police Officer Tracy Tabiadon from January 13, 2009 until February 12, 2009; Police Sergeant Aimee Obregon from February 11, 2009 until May 31, 2009; and Police Officer Nichole Dudevoire from January 16, 2009 until March 26, 2009. An extension to a Family and Medical Leave Act unpaid leave was granted to Office Assistant II Christal Tappendorf, which commenced December 9, 2008 and will conclude July 19, 2009.

e) The Director presented a letter dated March 11, 2009, from Chief Flynn, wherein he requests that the probationary period of Police Officer Eileen Donovan be extended for a period of approximately 228 days until November 17, 2009, or an adjusted number of days based upon her actual return date from limited duty. Commissioner Baca moved approval of the request, seconded by Commissioner Lor. The motion carried unanimously.

The Director presented a letter dated March 11, 2009, from Chief Flynn, wherein he requests that the probationary period of Police Officer Rosemarie Galindo be extended for a period of 76 days, until June 18, 2009, due to an on-duty injury. Commissioner Baca moved approval of the request, seconded by Commissioner Stark. The motion carried unanimously.

The Director presented a letter dated March 11, 2009, from Chief Flynn, wherein he requests that the probationary period of Police Officer Derek L. Kitts be extended for a period of 35 days, until May 8, 2009, due to an on-duty injury. Commissioner Hein moved approval of the request, seconded by Commissioner Stark. The motion carried unanimously.

The Director presented a letter dated March 11, 2009, from Chief Flynn, wherein he requests that the probationary period of Police Officer Christine Kropidowski be extended for a period of 93 days, until July 5, 2009, due to limited duty status. Commissioner Stark moved approval of the request, seconded by Commissioner Lor. The motion carried unanimously.

f) The Director presented a letter dated March 11, 2009, from Chief Flynn, wherein he requests that 37 positions of Identification Technician be reclassified to Forensic Investigator (name change only). The Chair referred the request to the Department of Employee Relations for study and report.

g) The Director presented a letter dated March 10, 2009, from Chief Flynn, wherein he requests that all 36 positions of Lieutenant of Detectives and all 33 positions of Lieutenant of Police be reclassified to Police Lieutenant. The Chair referred the request to the Department of Employee Relations for study and report.

6. PUBLIC COMMENT:

There was no comment made from the public present.

7. ADJOURNMENT:

Commissioner Stark moved to adjourn the meeting, seconded by Commissioner Hein. The motion carried unanimously.

The meeting concluded at 7:30 P.M.

Respectfully submitted,

Michael G. Tobin
Executive Director

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