



Police Department

Edward A. Flynn  
Chief of Police

July 21, 2009

The Board of the  
Fire & Police Commissioners  
200 East Wells Street, Room 706  
Milwaukee, WI 53202

Dear Commissioners:

I hereby nominate and promote, on a waiver basis, subject to your approval, the following Detective:

5. PAUL R. KAVANAGH

to the rank of LIEUTENANT OF DETECTIVES (Pay Range 836) in this Department to fill an existing vacancy effective SUNDAY, AUGUST 9, 2009. This promotion is contingent upon successful completion of a drug screening. The above name appears in the indicated order on the eligible list for Lieutenant of Detectives as approved by your Honorable Board on January 22, 2009.

Respectfully submitted,

  
EDWARD A. FLYNN  
CHIEF OF POLICE

EAF:saf  
F&P: 04/09/2009 (Stelter)  
CC: HR Analyst Senior Ratliff

Approved by the Board of Fire and Police Commissioners:

\_\_\_\_\_  
Chairman  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director

BOARD OF FIRE AND POLICE COMMISSIONERS

**NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT**

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from funding from either a grant from the State of Wisconsin or Federal government (Urban Areas Security Initiative), which by its terms, expires unless extended by action of the appropriate agency. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the funding for this position is discontinued, you may be required to revert to the position of Detective as of the effective date of such discontinuance. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

BOARD OF FIRE AND POLICE COMMISSIONERS

**NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT**

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from funding from either a grant from the State of Wisconsin or Federal government (Urban Areas Security Initiative), which by its terms, expires unless extended by action of the appropriate agency. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the funding for this position is discontinued, you may be required to revert to the position of Detective as of the effective date of such discontinuance. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

BOARD OF FIRE AND POLICE COMMISSIONERS

NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from funding from either a grant from the State of Wisconsin or Federal government (Milwaukee Metropolitan Drug Enforcement Grant), which by its terms, expires unless extended by action of the appropriate agency. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the funding for this position is discontinued, you may be required to revert to the position of Detective as of the effective date of such discontinuance. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

BOARD OF FIRE AND POLICE COMMISSIONERS

NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from funding from either a grant from the State of Wisconsin or Federal government, which by its terms, expires unless extended by action of the appropriate agency. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the funding for this position is discontinued, you may be required to revert to the position of Detective as of the effective date of such discontinuance. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

**BOARD OF FIRE AND POLICE COMMISSIONERS**

**NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT**

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from a member receiving Duty Disability Retirement. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the member is reinstated to the Department from Duty Disability Retirement, you may be required to revert to the position of Detective as of the effective date of such discontinuance. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
**NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:**

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature

BOARD OF FIRE AND POLICE COMMISSIONERS

**NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT**

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives, effective AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from a member being promoted to a grant funded Captain of Police position. Your appointment to Lieutenant of Detectives is approved subject to the following provisions: If the funding for the position of Captain is discontinued, you may be required to revert to your previous position of Detective. This would be effective on the date indicated in such Department order. In that event, you will be eligible for consideration for promotion to the next vacant Detective.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

BOARD OF FIRE AND POLICE COMMISSIONERS

**NOTICE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS, POLICE DEPARTMENT**

TO: DETECTIVE PAUL R. KAVANAGH:

YOU ARE HEREBY NOTIFIED that this Commission has approved your promotion and appointment to the position of Lieutenant of Detectives in the Milwaukee Police Department, effective, AUGUST 9, 2009, subject to the terms and conditions hereinafter provided.

This appointment is on a waiver basis. The vacancy in the position of Lieutenant of Detectives to which you are being promoted resulted from a member being on political leave. Your appointment to Lieutenant of Detectives is approved subject to the following provisions. If the member returns to police duty, you may be required to revert to your previous position of Detective. This would be effective on the date indicated in such Department order. In that event, you will be eligible for consideration for promotion to the next vacant Lieutenant of Detectives position.

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS:

Date \_\_\_\_\_, Executive Director

-----  
NOTICE OF ACCEPTANCE OF PROMOTIONAL APPOINTMENT ON A WAIVER BASIS:

I, \_\_\_\_\_, in consideration of such promotion and appointment, hereby consent and agree to accept such appointment, subject to the above-mentioned provisions.

Date: \_\_\_\_\_ Signature \_\_\_\_\_