

April 3, 2014

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:44 p.m.

PRESENT: Commissioners: Michael M. O'Hear
Ann Wilson
Marisabel Cabrera
Steven M. DeVougas

ABSENT: Commissioners: Sarah W. Morgan (Excused)
Kathryn A. Hein (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department and
James Harpole, Assistant Chief, representing the Milwaukee Police Department

The Chair reconvened the Board in Regular Session, having previously met in Executive Session from 5:06 p.m. to 5:42 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: Objection to Promotion to Police Sergeant.

The Director presented for adoption minutes of the Regular Meeting of March 20, 2014. Commissioner DeVougas moved approval of the minutes as presented, seconded by Commissioner Cabrera. The motion carried unanimously.

1. EXAMINATIONS:

a) The Director presented for approval an examination announcement bulletin for the Police Facilities Assistant Manager position in the Police Department. Commissioner DeVougas moved approval of the bulletin, seconded by Commissioner Cabrera. The motion carried unanimously.

b) The Director presented a staff request dated March 31, 2014 to extend the firefighter eligible list from its expiration date of April 23, 2014 to April 23, 2015. Kristin Urban, Human Resources Representative with the Fire and Police Commission (FPC) informed the Board the original list was adopted in 2009 and there is a sufficient number of candidates left on the list to fill the class scheduled for August 4, 2014. Commissioner O'Hear asked how many candidates are on the list. Ms. Urban informed him that there were 1,148 candidates on the list and she has currently surveyed candidates 551 through 850 to see if they are still interested. To date, eighty-one candidates have responded that they are interested. The Director informed the Board that the list will be able to populate this summer's class of thirty-five. After that class is filled, the list will have to be looked at to see if it can populate a class for 2015, or if it will be necessary to begin a new recruitment. The Director stated he thinks another class would be able to be formed from the list after the summer class recruitment. Commissioner O'Hear asked whether it was a significant cost-saving measure to use the current list rather than begin a new recruitment. The Director informed him it would cost at least \$200,000 to do a new recruitment, exclusive of any new test development that the FPC would want to do to improve the test over the last test. Another reason is the FPC simply does not have the time between now and August when the class will begin. It takes at least nine months between the recruiting start and when the next class begins. The Director stated it will be discussed at the next Testing and Recruiting Committee meeting. Commissioner Wilson stated besides the timing and the cost, the FPC needs to look at the diversity. The Director stated the next Finance and Personnel Committee meeting will include discussion on his request for a budget item to provide the FPC with a consultant to look at what they have been doing with the Fire Department recruiting and testing and what can be done in the future and to give them a best practice review and suggestions on improving the diversity of the Department. The Director is hopeful the Common Council will approve the request. He stated he should know within the next couple of weeks.

As soon as the request is approved, the consultant's work would begin. Commissioner Cabrera requested clarification of the diversity of the current list. The Director informed her we will have a better chance of knowing the diversity when the final testing is completed. Candidates still need to go through some testing for the summer class. Commissioner Cabrera asked if the diversity of the current list is known. The Director stated the FPC has the diversity of everyone who has applied. He further stated the numbers change with each iteration and as time goes on. Commissioner Cabrera asked what the diversity is on the list that is being extended. The Director informed her it can be provided to the Board. Commissioner Wilson stated she has not seen the list, but believed it was not what she was speaking of and wants to see it. She further stated the FPC needs to address diversity in its recruiting and hiring. The Director stated the recruiting and hiring needs to be improved and that is why he has asked for assistance from the Common Council for the necessary funds. By extending the list, it will give the FPC time to look at the recruiting and testing process and redesign it. A good plan needs to be put into place for the next recruitment phase. Commissioner Cabrera moved approval of the extension of the list, seconded by Commissioner DeVougas. The motion carried unanimously.

2. FIRE DEPARTMENT:

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

TO FIRE CAPTAIN, on a waiver basis, from eligible list adopted December 19, 2013, effective April 13, 2014:

#9 – JOEL P. RECHLITZ.

TO FIRE LIEUTENANT, on a waiver basis, from eligible list adopted December 19, 2013, effective April 13, 2014:

#19 – ROBERT J. BRESETTE*; #20 – PETER E. NYCZ; #21 – NICKOLAS D. TROST; and #22 – JARED J. TRIPLETT.

NOTE: *Previously appointed to Fire Lieutenant pursuant to the Fire Lieutenant Paramedic special promotion process, effective May 30, 2010.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list adopted July 26, 2012, effective April 13, 2014:

#7 – MATTHEW B. BYRGE*; #8 – MATTHEW T. DUNHAM*; and #9 – PATRICK V. HENSEL.

NOTE: *Previously appointed to Heavy Equipment Operators on August 4, 2013 and September 29, 2013, respectively, but due to the 2014 departmental budget, had to be reverted back to their previous ranks, effective December 22, 2013.

b) The Director presented correspondence dated March 28, 2014 from Chief Rohlfing, wherein he notifies the Board he discharged Fire Cadet Diego Kilwein-Jennerjohn from the department, effective March 28, 2014.

3. POLICE DEPARTMENT:

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

TO POLICE LIEUTENANT, from eligible list adopted January 17, 2013, contingent upon a successful drug screening, effective April 13, 2014:

#32 – KEVIN J. ARMBRUSTER; #33 – CASSANDRA L. LIBAL; and #34 – KENNETH E. HARRIS, JR*.

NOTE: *Promoted on a waiver basis.

TO POLICE SERGEANT, from eligible list adopted December 19, 2013, contingent upon a successful drug screening, effective April 13, 2014:

#35 – EILEEN DONOVAN-AGNEW; #36 – CORY STREY; #37 – BRADLEY SCHLEI; #38 – BOBBY CASHAW; and #41 – BENJAMIN CANNIFF*.

NOTE: #34 – promotion held in abeyance; #39 – temporarily declined promotion to Sergeant; #40 – promoted to Detective, effective January 17, 2014; and *#41 – promoted on a waiver basis.

TO OFFICE ASSISTANT III, from Office Assistant II, effective April 13, 2014:

SAMANTHA PAIGE and CARLA D. MCGEE.

TO CUSTODIAL WORKER II, from reinstatement/transfer list, effective April 14, 2014:

DELORES GRAY.

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

TO SCHOOL CROSSING GUARD, with the following effective dates:

TANIKA BURRIS (3/21/14); ALEXIS CALDWELL (2/26/14); and DARON FAYAS (3/10/14).

c) The Director presented correspondence dated March 27, 2014, from Chief Flynn, wherein he notifies the Board he objects to Police Officer Bradley R. Dall being promoted to Police Sergeant. Commissioner DeVougas moved to sustain the objection to the promotion, seconded by Commissioner Wilson. The motion carried unanimously. Commissioner Cabrera informed Police Officer Dall they are glad to hear all the steps he has taken to get back into good graces with the Department and encouraged him to continue to do so. She stated she did not want him to think it is permanent that he cannot get promoted. Hopefully in the future they will feel more comfortable with overturning the Chief's position, but feel he is justified at this time. Commissioner DeVougas echoed her comments.

4. PUBLIC COMMENT:

There was no comment made by the public present.

5. ADJOURNMENT:

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

The meeting concluded at 6:02 p.m.

Respectfully submitted,

Michael G. Tobin
Executive Director

MGT:cj