



**BE A FORCE**

June 20, 2014

Milwaukee Police Department  
Police Administration Building  
749 West State Street  
Milwaukee, Wisconsin 53233  
<http://www.milwaukee.gov/police>

Edward A. Flynn  
Chief of Police

(414) 935-7200

The Board of the  
Fire and Police Commission  
200 E. Wells Street, Room 706  
Milwaukee, WI 53202



RE: Non-Disciplinary Termination of Police Officer Alan CARSKY, PS 018425

Dear Commissioners:

This letter serves to notify your Honorable Commission that I have terminated Police Officer Alan CARSKY effective June 19, 2014. A copy of Personnel Order No. 2014-61 concerning the termination is attached.

Officer CARSKY has suffered with a long-standing medical condition that has prohibited him from performing his duties. Officer Carsky was attempting to arrest a subject when a scuffle ensued. The subject grabbed the gun from another officer and fired a shot, grazing Officer Carsky in the left thigh. He returned to full duty, but later requested a medical leave of absence for mental injury/stress he associated to the incident. On February 2, 2013, he began a Family Medical Leave of Absence for mental injury/stress. As of the date of dismissal, Officer CARSKY had been afforded a combined medical leave of absence of approximately 16-months. The combined medical leave includes the following extensions:

- |   |                                     |
|---|-------------------------------------|
| • February 2, 2013 – May 1, 2013        | Family Medical Leave of Absence     |
| • May 2, 2013 – May 25, 2013            | Medical Leave of Absence            |
| • May 26, 2013 – August 22, 2013        | Medical Leave of Absence, extension |
| • August 23, 2013 – November 24, 2013   | Medical Leave of Absence, extension |
| • November 25, 2013 – February 24, 2014 | Medical Leave of Absence, extension |
| • February 25, 2014 – May 1, 2014       | Medical Leave of Absence, extension |
| • May 2, 2014 – May 30, 2014            | Medical Leave of Absence, extension |

On January 9, 2014, Certified Letter # 7010 1060 0001 7423 0017 was mailed to Officer CARSKY serving as a reminder of the medical leave of absence expiration date and his expected return to work on May 2, 2014.

On May 6, 2014, the Medical Section contacted Officer Carsky regarding his failure to return to duty on May 2, 2014. He stated he could not return because his doctor refused to release him to return to duty in a full or limited capacity. He reported meeting with the Medical Council regarding his Duty Disability Retirement (DDR) application on May 2, 2014 and was awaiting a response. He also requested he be permitted additional time off to obtain an answer regarding his DDR application. The Department extended his leave until May 30, 2014. As of the date of this letter, Officer Carsky has not been cleared for return.

On May 9, 2014, the Department received a copy of a letter addressed to Officer CARSKY from the Employee's Retirement System certifying that he did not meet the eligibility requirements to receive Duty Disability benefits and the matter would be presented to the Annuity and Pension Board on May 27, 2014. The Annuity and Pension Board upheld the denial.

**IN SOME JOBS, SUCCESS IS MEASURED BY WHAT DOESN'T HAPPEN.**

On May 29, 2014, Officer CARSKY provided medical information verifying his inability to return to duty based on a medical condition. Additionally, the medical information provided no indication on when Officer CARSKY could be expected to return to duty, and therefore any additional leave would be for an indefinite term. Because there is no reasonable expectation of when he will be able to resume his duties, even in a limited duty capacity, and because he is out of status, he is being separated from the department for a non-disciplinary fitness reason, effective June 19, 2014. In the event he recuperates within the next six months, he may ask the FPC for reappointment under Board rules.

Former Police Officer Alan CARSKY was appointed to the Department on August 13, 2007 as a Police Aide and was appointed to Police Officer on July 11, 2010. He was assigned to District Seven-Late Power at the time of termination.

Sincerely,



EDWARD A. FLYNN  
CHIEF OF POLICE

 COPY



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PERSONNEL ORDER 2014 - 61

June 19, 2014

RE: PERSONNEL ACTION

POLICE OFFICER ALAN CARSKY, (018425), assigned to District Seven, Nights,  
is hereby terminated effective immediately for non-disciplinary fitness reasons.

  
EDWARD A. FLYNN  
CHIEF OF POLICE

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