



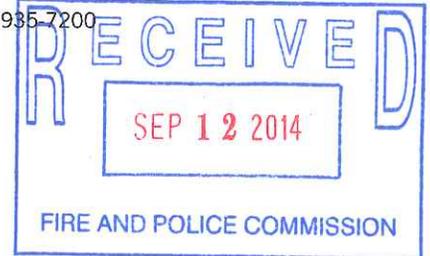
BE A FORCE

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

Edward A. Flynn
Chief of Police

September 8, 2014

(414) 935-7200



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

RE: TERMINATION OF PROBATIONARY POLICE TELECOMMUNICATOR DAVID M. PAWLAK

Dear Commissioners:

This is to notify your Honorable Commission that I have terminated Police Telecommunicator David M. Pawlak effective September 3, 2014. A copy of Personnel Order 2014-85 concerning such termination is attached. By the Department's Code of Conduct, Core Value 1.00 – Competence; Guiding Principle 1.01, probationary members have no appeal rights in the event of discharge.

Former Police Telecommunicator David M. Pawlak was appointed to the Department on June 24, 2013. On June 19, 2014, the Commission approved the probationary extension of Telecommunicator Pawlak, which is scheduled to expire September 22, 2014. Telecommunicator Pawlak's performance concerns include serious deficiency with designating proper call types and asking enough or proper questions, so the call can be dispatched correctly. Telecommunicator Pawlak was placed on a performance improvement plan and was retrained by two Lead Police Telecommunicators. Unfortunately, he has not responded to the extra training.

Based on Mr. Pawlak's inability to perform the Police Telecommunicator duties without substantial risk to officers and the community, his employment with the Department was been terminated.

Sincerely,

EDWARD A. FLYNN
CHIEF OF POLICE

Attachment

EAF:pk

c: A/C Leibold
Captain Williams



BE A FORCE

DUPLICATE

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

Edward A. Flynn
Chief of Police

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PERSONNEL ORDER 2014-85

September 2, 2014

RE: PERSONNEL ACTION

PROBATIONARY POLICE TELECOMMUNICATOR DAVID M. PAWLAK, (024007), assigned to the Technical Communications Divisions, Nights, is hereby terminated effective immediately, pursuant to Core Value 1.00 – Competence; Guiding Principle 1.01.


EDWARD A. FLYNN
CHIEF OF POLICE

EAF:pkf