January 22, 2015

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:33 P.M.

PRESENT:	Commissioners:	Sarah W. Morgan, Chair Kathryn A. Hein Michael M. O'Hear Ann Wilson Marisabel Cabrera
ABSENT:	Commissioner:	Steven M. DeVougas (Excused)

ALSO PRESENT: Mark Rohlfing, Chief, Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The Chair announced that plans to hold this meeting at the Milwaukee Public Library's Centennial Hall had fallen through, but Room 301-A is available tonight as an overflow room. Public comment will be at the end of the meeting, and people will need to sign up in order to speak. Comments will be limited to two minutes each. The Manney disciplinary appeal hearing will not be discussed tonight, and the hearing is expected to take place in early February.

The Chair presented for adoption minutes of the Regular Meeting of January 8, 2015. Commissioner Wilson moved approval of the minutes as presented, seconded by Commissioner O'Hear. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Chair returned to the Board a request from the Police Department to study one position of Program Assistant II, assigned to the Sex Offender Program. This position is part of the classification review of administrative positions in the Police Department requested in May, 2014. In a report dated January 15, 2015, Maria Monteagudo, Chair of Employee Relations, recommends that in the Salary Ordinance, under Pay Range 2EX, add the title "Sensitive Crimes Project Coordinator"; and in the Positions Ordinance, under Police Department, Sensitive Crimes Division, delete one position of "Program Assistant II" and add one position of "Sensitive Crimes Project Coordinator." Sarah Trotter, Human Resources Representative in the Department of Employee Relations, was present and commented that the review had found significant changes in the duties of the position. Commissioner O'Hear moved approval of the recommendation, seconded by Commissioner Hein. The motion carried unanimously.

2. NEW BUSINESS:

a) The Chair introduced Common Council President Michael Murphy for a statement regarding the City of Milwaukee Police Satisfaction Survey performed by the UWM Center for Urban Initiatives and Research (attached). President Murphy had supported funding for this study to help define areas for improvement in contacts with the police. The survey shows that nearly 75% of residents seem satisfied with the Police Department. 61.3% of residents feel their neighborhoods are safe during the day but that falls to 35% at night. The City does have safety issues, but he questioned how much the perception of safety is driven by the media. This study is important for that reason because it helps us understand what we need to work on. He is happy UWM performed the study and thanked them. He looks forward to a community dialog and working with the Chief, the Commission, and the community on these issues. Commissioner Wilson asked if there were certain things he wanted to change. President Murphy stated there are distinctions in our community broken down by race and perception. When people do have interactions with the police, many of the disparities of perception about the police department break down and are not as diverse. We need to

communicate better with the community on how to interact with police officers, especially in the minority community. There are areas for improvement. This is a very significant survey. It is also a good sample for its size. President Murphy plans to talk with the Board later about some of the issues. The survey was done because every business organization puts customers first. The citizens are our customers. You are in a vacuum if you don't know how your customers feel about you. This survey was badly needed, and it needs to be done again in future years. Commissioner O'Hear expressed his gratitude for President Murphy's support and that of the Common Council. It is a high quality work product and carries the conversation about police community relations in Milwaukee forward. The survey was conducted between late July and early August, 2014.

The Chair introduced Joseph Cera, PhD., UWM Survey Center Director. He thanked Commissioner O'Hear for his input in designing the survey, and for the work his UWM assistant, Atiera Coleman, did on the survey. He also thanked the City for choosing UWM's Center for Urban Initiatives to conduct the study, given its long history of community involvement. He then delivered a PowerPoint presentation (see attached) regarding the Police Satisfaction Survey. The survey and presentation are available on the Commission's web site at http://www.milwaukee.gov/fpc.

Commissioner O'Hear asked Dr. Cera to address the concern that surveys sometimes do not reach people who are poor or young. Dr. Cera responded that they make sure the proportion of responses via mobile phones matches the proportion of mobile phone-only households in the population. Although people who don't have phones can't be reached, the responses of people similarly situated can be weighted more to compensate. The response rate of this survey was higher than other surveys with less inflammatory subjects, and the survey takers were trained to encourage reluctant people to participate. Commissioner Wilson asked if consideration had been given to offering the survey online on a volunteer basis. Dr. Cera stated that such a survey would not allow equal chances to participate, weights could not be assigned, and there would be no confidence that people's true opinions were being expressed.

The Chair asked how response rates could be improved. Dr. Cera responded that since a baseline has been established, he would not recommend trying to move from that sample size so you can better track changes over time. Also, it would be cost prohibitive to offer the survey in more languages like Hmong or Russian when a very small segment of the population speaks it. The Chair asked whether Dr. Cera had looked at other surveys nationwide and whether they ask questions related to an officer's competence and use of force. Dr. Cera responded that he had, and several questions in this survey were similar to those used in the New Orleans survey, with similar answers.

Commissioner Cabrera asked for clarification of the fact that minorities and women had a slightly higher percentage of representation in the survey than the general population, and that if poorer people were reached in smaller numbers, their answers were weighted more to compensate. It sounded as if the survey is representative of the City's population composition, but in the excessive force component, it sounded as if it wasn't. Dr. Cera said the overall results represent how people feel, seeing that the sample was a large number. In the survey, only a tiny fraction (20 people of 1452) of respondents said they had been arrested, so the margin of error in a group that small is massive, and conclusions cannot be drawn from it. It is very likely that the proportion of people who had force used against them are unhappy, but it cannot be said that this reflects how the general population feels. A sample of at least 300 people would have to be collected for that. In terms of the percentage of women and minorities, older women and minorities were slightly over-represented in the study, while younger women and minorities were a little under-represented. Therefore the younger female minority responses were weighted higher. Commissioner Cabrera asked for a copy of the PowerPoint, which Dr. Cera provided. Commissioner O'Hear asked that it be placed on the Commission's website.

Commissioner Wilson asked if the analysis of race in the study dealt with the race of the officer and the individual. Dr. Cera stated the only racial question asked dealt with how satisfied a respondent was when

the responding officer was of a different race than the respondent. That is something that can be looked at, and he will make the data available to any stakeholder who wishes to do such analysis. Commissioner O'Hear opined that this is very helpful work and gives the Board more information about public attitudes. There were limits to how many questions could be asked. He supports the idea of President Murphy to continue to do this survey on a regular basis with more detail, to track changes over time and see how changes in policy affect citizen perception of the police. He moved that the Chair appoint a sub-committee of the Board to engage in further analysis of the survey results that have been collected, to develop a research agenda for further work that could be done as a follow up to the survey, and also to consider ways of proceeding with additional surveys in future years. He further moved that the committee be comprised of all interested members of the Board, with public meetings, public notice and comment opportunities, and he envisioned that the Chair could announce the composition of the committee at the next meeting. Commissioner Hein seconded the motion. Commissioner Wilson requested that the committee make sure it look at how the community can have input, given different income and access levels. The motion carried unanimously.

Commissioner Wilson stated perhaps the audience present should have been asked if there were suggestions they had about items they would like to see included in the next survey. The Chair stated they may speak during the public comment segment of the meeting, but the committee that is being formed will also look at ways to gather input from citizens. Commissioner O'Hear affirmed that the purpose of the committee will be to look at this survey more in depth and to obtain community input into the formation of the next survey. Those committee meetings will be open to the public. The Chair then asked for a motion to receive the survey report. Commissioner O'Hear so moved, seconded by Commissioner Cabrera. The motion carried unanimously. The Chair thanked Dr. Cera for his report.

The Chair then read a statement from Mayor Barrett, wherein he requests that this survey serve as a benchmark for future citizen surveys of the Police Department, and that a survey should be done every two years. More information will result in stronger police community relations. There are significant numbers of people who are not satisfied with their contacts with police. People feel safe in their own neighborhoods but less so in other neighborhoods. The data from these surveys should help address these challenges.

3. FIRE DEPARTMENT:

a) The Chair presented a letter dated January 9, 2015, from Chief Mark Rohlfing, wherein he nominates Fire Captain John Litchford to the exempt position of Battalion Chief, Fire in the Fire Department, to be effective February 15, 2015. Pursuant to Rules of the Board, final action on this nomination was laid over to permit the nominee to be interviewed.

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

TO FIRE LIEUTENANT, on a waiver basis, from eligible list established December 19, 2013, effective February 1, 2015:

#40 – JEFFERY A. LEDVOROWSKI.

TO HEAVY EQUIPMENT OPERATOR, on a waiver basis, from eligible list established July 27,2014, effective February 1, 2015:

#10 – STEVEN L. PAUKNER.

b) The Chair presented a letter dated January 15, 2015, from Acting Chief Gerard Washington, wherein he informs the Board that Fire Cadet Oliver R. Schneider has been placed on Worker's Compensation effective January 15, 2015, for an on-duty injury.

4. POLICE DEPARTMENT:

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

TO ACCOUNTANT I, from Accounting Assistant II, effective February 1, 2015:

KAREN M. BOSETTI.

b) The following appointment, as presented by Chief Flynn, was approved by the Board:

TO CUSTODIAL WORKER II, from Department of Employee Relations eligible list, contingent upon successful completion of a medical examination and drug screen, effective February 2, 2015:

ANDREW J. KRASOVICH.

c) The Chair presented a letter dated January 15, 2015, from Chief Flynn, wherein he presents a request from Accountant I Diana L. Brocard for voluntary demotion to the rank of Accounting Assistant II, to be effective February 1, 2015. Commissioner O'Hear moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

d) The Chair presented a letter dated January 6, 2015, from Chief Flynn, wherein he presents his proposed 2015 Furlough Guidelines for the Milwaukee Police Department, which are in accordance with the guidelines set forth by the City for the 2015 year. Commissioner O'Hear moved approval of the guidelines, seconded by Commissioner Hein. The motion carried unanimously.

5. PUBLIC COMMENT:

Twenty-one people commented on the Police Satisfaction Survey, the 2013 use of force analysis report, and the Red Arrow Park incident involving Police Officer Christopher Manney and Dontre Hamilton.

6. ADJOURNMENT:

Commissioner O'Hear moved to adjourn the meeting, seconded by Commissioner Hein. The motion carried unanimously.

The meeting concluded at 7:20 P.M.

Respectfully submitted,

Sarah W. Morgan
Chair

SWM:REK:rk