

Timeline for hanging figurine incident Milwaukee Fire department

Time line:

- FEB-10 – Complainant notifies Company Officers
 - Disparate reports as to when and how long the item was present
 - Alleged – 2/1/20 to 2/8/20
 - Corroborated – 2/5/20 to 2/8/20
- FEB-13 – Company Officers notify BC, who in turn notifies Operations Deputy Chief, Car 3
 - BC documents situation as reported to him by Company Officers and Complainant, indicating:
 - “On 2/7/20 FF [XXXXXX] removed the doll and left it on the coffee table.”
 - “On 2/8/20 FF [XXXXXX] (working a trade-on at E2) overheard/saw Acting Lieutenant [XXXXXX] make a comment about the doll. Later that day, FF [XXXXXX] took a picture of the doll on her phone and then threw the doll out in the garbage.”
 - “FF [XXXXXX] stated that this was an isolated incident. FF [XXXXXX] stated that she does not feel threatened or harassed by members of Engine House 2. BC [XXXXXX] informed FF [XXXXXX] that hostile work actions should be reported immediately to her company officer to ensure a quicker, more thorough investigation.”
- FEB-14 – Operations Deputy Chief, Car 3, DCs notify ACs and an investigation is initiated
- MAR-5 – AC interviews Complainant w/ MFD Fire Personnel Officer
(1st-date of in-person interviews)

- Interviews need to be scheduled, when member is on duty. (overtime)
- FEB-26 – Molson-Coors Active Shooter
- MAR-10 – Mayoral COVID-19 Workgroup, Initial meeting
- MAR-12 – MFD foreshadows in press release the seriousness of COVID and its emergency and structural preparations – begins internal notifications to begin standing up additional resources and standing down non-emergency functions
- MAR-13 – MFD cancels all CT, forbids all visitors, cancels all CRR, SAH, Recruiting, Community Relations, ride-alongs, PFT, Fitcamps, annual physicals, evacuation drills
- MAR-14 – Milwaukee County OEM stands up its COVID-19 workgroup
- MAR-19 – Mayor Barrett issues emergency proclamation regarding COVID-19 – MFD TNN# 2020-044 limiting functions and access published
- APR-7 – Elections held w/ all necessary preparations taken
- APR-18 – Investigation re-initiated following initial COVID-19 shut-downs, exhaustive list of F105s requested, as in-person non-emergency events are still restricted
- MAY-15 (on or about) – notified FPC ED Aldrete of ongoing internal investigation and general subject matter therein
 - i. As a note, we do not inform the Fire & Police Commissioners about disciplinary investigations.
- MAY-19 – AC re-interviews Complainant w/ L215 present
- MAY-19 to 20-MAY-21 – numerous other clarifying follow-up interviews conducted (to include DC on 20-MAY-21)
- MAY-29 – Civil Unrest related to George Floyd murder begins in earnest in Milwaukee
- JUN-18 – AC meets with Complainant

- Additionally, it becomes clear around this time frame that information discussed during compelled testimony (which members are not allowed to discuss with anybody other than union representation or AC) has been leaked and is now being communicated outside the sanctity of the investigation
- JUN-28 – MFD issues press release
- JUL-1 – 1st member read charges related to this
 - Charges readings need to be scheduled, when member is on duty. (overtime)
- JUL-2 – MFD press conference
- JUL-10 – Final member of 12 read charges related to this
- JUL-15 – FPC ED Aldrete notified that all charges related to this case have been issued and that we are working through the timelines associated with each individual
- JUL-18 – Complainant temporarily transferred out of ST2 to 40-hr position in Recruiting Section

Findings:

The investigation's findings do not reveal a deliberate or intentional racist or sexist intent, nor an effort to target any individual member or group.

Goal moving forward

Our goal is to learn from this mistake, grow and make the necessary changes to stop these types of behaviors in the future. To that end we will be working in concert with the Milwaukee Brotherhood of Firefighters and a professional educational trainer (of their selection) to produce an educational video and a training session highlighting and reinforcing our standards and our collective responsibility to achieve those standards.

We are also discussing having proctored station house kitchen table discussions on the issue of race.

With the help of the Brotherhood of Milwaukee Firefighters and some of the individuals involved in this incident we will make our department a better place to work for all our firefighters.