

June 23, 2020

Honorable Members of the Public Safety Committee,

I am writing in response to the reappointment of Griselda Aldrete, Executive Director of the Fire and Police Commission.

I joined the Fire and Police Commission (FPC) Team on March 9, 2020. During my short time with the Fire and Police Commission I have been subjected to an extremely difficult work environment. An environment that I would define as being a toxic/hostile work environment, an environment where I am demoralized professionally, hindered from effectively performing the essential functions of my job, and being stripped from my decision-making ability as the Staffing Services Manager over the Testing and Recruiting Unit.

I willingly joined the FPC Team after being both courted and selected by Executive Director Griselda Aldrete for the position of Staffing Services Manager.

I've been with the City since 1997 (MPS); specifically moved over to City government in 2010. I have been afforded opportunities for professional growth and development in City government; many of which have led to several promotional/advancement opportunities. All of which I am humbly grateful for.

I have worked for DPW as an HR Representative, the Milwaukee Public Library as the Human Resources Officer, and the Milwaukee Police Department as the Human Resources Administrator in my time with the City.

In spite of what I had heard about the FPC, and the personnel issues which were occurring, I remained excited to join the FPC Team, and work alongside Executive Director Aldrete to build a great FPC.

I was looking forward to building a Testing Team, utilizing my experience as an HR professional, and being a part of restoring health, professionalism, and positivity to the FPC Team as a whole, not just a select few.

I joined the FPC Team open-minded, and willingly to be a part of making a difference for the good.

There remains a common theme within the Fire and Police Commission as it pertains to Director Aldrete's management, interpersonal skills, relationship building among staff (i.e. morale, positivity among staff) and creation of a very difficult, toxic, hostile work environment, for some more than others.

I have filed a formal complaint with the Mayor's Office on the matter as well, that is currently under investigation.

I'm humbly asking the Honorable Members of the Public Safety Committee give great consideration to my concerns, and the allegations outlined in my formal complaint as it pertains to making an informed decision regarding the re-appointment of Griselda Aldrete to the position of Executive Director of the Fire and Police Commission.

I think there is tremendous value in having the re-appointment held until the findings and recommendations of my formal complaint have been concluded, as well as any other appropriate actions that may or maynot need to be taken are considered in the decision making.

This will allow the council members to make a well-informed decision on the re-appointment of Griselda Aldrete to the position of Executive Director of the Fire and Police Commission that has been properly vetted.

I think the Council should give great consideration to the dedicated employees who work in the Fire and Police Commission who simply want to come to work everyday, and do our jobs with integrity, professionalism and commitment to the citizens of Milwaukee without fear of retaliation, professional demoralization, or having to feel as though you are battling everyday to just simply do the job you were hired to do at the best of your ability.

Humbly and respectfully submitted.

P.S. This email is being sent from my personal email address, due to my concern my work emails are being monitored. In fairness, to this statement "of my work emails being monitored" this has never been confirmed to be a true statement, it's my personal perception.

Thank you in advance for your consideration of my request and the expression of my concerns.

Arvis R. Williams
Staffing Services Manager
Fire and Police Commission