



A Family of Brands
— Since 1964 —

June 24, 2020

Dear Member of the Public Safety & Health Committee:
File # 200284 on behalf of Griselda Aldrete

My name is Giacomo Fallucca, I am the Chairman of the Board and CEO of Palermo's Pizza. This is in regard to File# 200284 for Griselda Aldrete, who has accepted the re-appointment by Mayor Barrett to continue the role of Executive Director of the Fire and Police Commission for the city of Milwaukee. I am sending over my personal recommendation on behalf of Griselda Aldrete. I have known Griselda for several years now, during our working relationship between Palermo's and the Hispanic Professionals of Greater Milwaukee. She is highly qualified to continue as the Executive Director of the Fire and Police Commission of the City of Milwaukee. She lives here in Milwaukee and deeply involved with her community.

Since her appointment to the Fire and Police Commission, Griselda has shown great leadership, fortitude, and integrity.

I admire Griselda's passion and commitment and I know that Griselda will continue to work very hard to make meaningful changes in our community. She will leverage the folks that she knows to create a win-win experience between the Police and the Fire and the residents of our city of Milwaukee.

Thank you for taking the time to consider this recommendation. I would be happy to discuss my referral further, feel free to contact me at 414-477-4105 or g.fallucca@palermospizza.com.

Sincerely,

Giacomo Fallucca
Chairman of the Board and Chief Executive Officer
Palermo Villa
3301 W Canal St.
Milwaukee WI 53208
414-477-4105
g.fallucca@palermospizza.com

June 23, 2020

Public Safety and Health Committee
Attention Chair, Alderwoman Marina Dimitrijevic
RE: File # 200284

Dear Honorable Members of the City of Milwaukee Public Safety and Health Committee:

Today I write to offer my support for the re-appointment of Griselda Aldrete, Executive Director for the Fire and Police Commission. I have known Griselda personally and professionally over the past eight years and last August, was pleased to see her appointed to this important position.

Given the calls to reform the way both the commission and our police department function, and the time necessary to effect meaningful and real change, re-appointing Griselda is both prudent and necessary. Allowing her to continue to advance new and improved vision, structure and culture, and corrective action for the Fire and Police Commission is also important to our city's safety. If re-appointed, Griselda's legal background, strong leadership and organizational skills along with her commitment to transparency and open, constructive communication will help the Fire and Police Commission improve its mission, impact and service delivery.

It is vitally important that the Mayor, Common Council and FPC work together to put an end to past disagreements and dysfunction and do more than talk about, argue or merely imagine what we want our community's police-public relations to look like. There is so much work to be done at this critical time and Griselda needs the chance, support and resources to accomplish responsive, meaningful change.

She has my support and gratitude for her willingness to serve the public as do you and the men and women who serve our police and fire departments every day.

Sincerely,

JoAnne Anton

From: Gerry Mueller <gerry.mueller@gmail.com>
Sent: Wednesday, June 24, 2020 3:07:53 PM
To: Dimitrijevic, Marina <Marina@milwaukee.gov>
Subject: Re: Questions about the Milwaukee Fire and Police Commission

As I haven't heard back on this, can you pursue this matter further? Please re-request this information.

Also, it is my understanding that the reappointment of Griselda Aldrete as Executive Director of the Fire and Police Commission will be discussed tomorrow morning. I would like to register my dissatisfaction with the job that she has performed, especially exacerbated by the responses to recent constitutionally protected protests by the MPD. I strongly urge you to at a minimum to pause this process so a more thorough investigation of her failures can be examined.

Thank you

Gerry Mueller

On Tue, Jun 9, 2020 at 4:08 PM Gerry Mueller <gerry.mueller@gmail.com> wrote:
That would be perfect. I'd appreciate it.

Thanks

From: Gerry Mueller <gerry.mueller@gmail.com>
Sent: Friday, June 5, 2020 1:01 PM
To: Dimitrijevic, Marina <Marina@milwaukee.gov>
Subject: Questions about the Milwaukee Fire and Police Commission

I am a constituent of yours and live just south of Humboldt Park.

Can you tell me who appoints the members of the commission?

The page at <https://city.milwaukee.gov/fpc/About/Board-of-Commissioners/Meet-the-Commissioners.htm#.XtpwDWhKhPb> appears to have some outdated and missing information. For instance the page lists that Ann Wilson's term has already expired. If so, she shouldn't be on the listing. Is she on the board or not? Additionally there is no information about Raymond Robakowski. Who is this member and what are their qualifications? To be on this commission, there should be something.

Lastly the membership of this group appears very Lawyer dominated. I would like to see more community involvement. Why isn't there a student or homemaker on this commission?

I look forward to your response.

Thank you

Gerry Mueller

414-744-9480

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UMOS

Building Better Futures

Ben Obregon
Board Chair

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Lupe Martinez
President &
Chief Executive Officer

Office of the President



June 23, 2020

Jim Owczarski
City Clerk
200 E. Wells Street
Room 205
Milwaukee, WI 53202

RE: File # 200284—Griselda Aldrete Re-appointment as Executive Director of the Milwaukee Fire and Police Commission

Dear Members of the Public Safety and Health Committee & Milwaukee Common Council:

On July 23, 2019, I wrote a letter in support of Griselda Aldrete's confirmation as Executive Director of the Milwaukee Fire and Police Commission. Today, I write in support of her re-confirmation.

Based on my knowledge of Ms. Aldrete when she was employed at UMOS from 2009-2011, bringing about social change was an issue she often expressed. Bringing about social change in the form of police reforms is more important than ever before. The re-confirmation of Griselda Aldrete will give her the opportunity to work with key stakeholders, like the Milwaukee Common Council, The Fire and Police Commission, the Fire and Police Departments, the Mayor's Office, the non-profit and corporate communities, as well as community leaders to bring about the social change, including new police reforms, that work for all of Milwaukee.

Griselda's purpose to serve her community was destined ever since she began her law, criminal justice, and race relations studies and teachings.....as well as her advocacy for the city of Milwaukee. Her performance in taking on challenges...and succeeding in making things better than beforeis well documented.

When Griselda assumed the role of Executive Director of the FPC less than a year ago, it was commonly known that the department was in disarray. But now, according to a May 4, 2020 story in the Journal Sentinel, the City's Inspector General's audit concluded that *controls*

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Ben Obregon
Board Chair

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Lupe Martinez
President &
Chief Executive Officer



Office of the President

governing the operations of Milwaukee's Fire and Police Commission, which has come under scrutiny in recent months, are adequately designed and functioning effectively.

From a department functioning in disarray to a department now functioning effectively in less than a year says a lot about leadership. Are there improvements that still need to be made within the FPC? Yes, of course, and Griselda deserves the opportunity to make those improvements. She deserves the opportunity and the time to move the FPC forward. I have no doubt that Griselda will meet your expectations, given the time and resources.

Therefore, I strongly encourage the Public Safety and Health Committee and the Milwaukee Common Council to re-confirm the appointment of Griselda Aldrete as Executive Director of the Milwaukee Fire and Police Commission.

Sincerely,

A handwritten signature in black ink, appearing to be "Lupe Martinez", written in a cursive style.

Lupe Martinez
President and Chief Executive Officer.

NANCY FLAGG

833 E. Michigan Avenue, Suite #1550
Milwaukee, WI 53202
414-223-7145 (work)
262-751-1112 (cell)
nancy.flagg@ey.com

June 23, 2020

TO: City of Milwaukee – Public Safety & Health Committee

ATTENTION : Jim Owczarski – Milwaukee City Clerk

SUBJECT: Griselda Aldrete Reappointment - Executive Director of the Fire and Police Commission

FILE #: 200284

To Whom It May Concern:

This letter is being written in support of Griselda Aldrete's confirmation for reappointment to the Milwaukee Fire and Police Commission as Executive Director.

I work in the City of Milwaukee as a Managing Director for the public accounting firm of Ernst & Young, and I've known Griselda for the better part of a decade. In her role as President and CEO of Hispanic Professionals of Greater Milwaukee, I served on the HPGM Board with Griselda for 4 years and I've known her both personally and professionally for several years beyond that.

I'm confident in Griselda's unwavering commitment to serve the citizens of Milwaukee as Executive Director of the FPC, and to ensuring that she fairly addresses and positively advances the many initiatives and opportunities she's identified for the FPC in her first few months of tenure.

I'm confident in Griselda's ability to guide and serve, and respectfully request that the Committee reconfirm her to do so. Griselda has impeccable integrity and is sincerely committed to identifying and connecting with all stakeholders in the projects she undertakes so as to ensure their voices are heard and informed decisions are made.

Thank you for your time to review this letter of support. Please don't hesitate to contact me directly if you have any questions or require additional input.

Respectfully submitted,



Nancy Flagg

Polanco, Joanna

From: Justin Brown <justinthomasbrown@yahoo.com>
Sent: Tuesday, June 23, 2020 6:42 PM
To: Polanco, Joanna; Owczarski, Jim
Subject: Q for pub safety - 6/25 9am

“The MPD’s AIM system holds records of all Police use-of-force and citizen complaint data. Would Ms. Aldrete, today June 25th, have access to pull a dataset from the policing database AIM ?”

Thank you-

Please attach to CC FILE #200284
Justin Brown

Sent from my iPhone

Polanco, Joanna

From: Joan Stewart <joanmax45@yahoo.com>
Sent: Wednesday, June 24, 2020 7:14 AM
To: Polanco, Joanna
Subject: Fw: Appt #200284-Executive Director Fire &Police Commission(name correction)

Apologies, that is Ms. Aldrete. Spellcheck is good as well as a dictator.
Thanks again,
Joan Stewart

Sent from Yahoo Mail for iPad

Begin forwarded message:

On Wednesday, June 24, 2020, 7:09 AM, Joan Stewart <joanmax45@yahoo.com> wrote:

Hello and thanks for requesting commentary.

In appointing the position and re-appointing Ms. Andretti, what are the positions on:

In the wake of citizens protesting the use of force as well as calling for either a defunding or restructuring how “policing” is accomplished in Milwaukee.

Policing needs a gaze that is not entrenched in the past or pressured to “keep what we have” because what we have now seems both entrenched and stuck in what has worked as well as fear based policing designed to crush a portion of our population.

Moving forward, implementing incremental changes; testing for what works and moving to the next milestone. Please do not get stuck in creating groups that take 3, 6, 12 months to create any type of change. Incremental change creates the opportunity to try it, asses it and keep or through away. Then move on.

Referring to the paragraph above, looking at what other cities are doing where policing seems to work for all of the citizenry; the police serve and protect vs the current Milwaukee fear based crush. Involve police and citizens in the process.

Policing does not work for all of Milwaukee’s citizens and probably is not good for police. How can operating from fear of citizens and working in an environment of “us vs them” be helpful? How can all citizens trust a police force that seems to operates from the above?

This current system is incredibly broken and entrenched. That is a huge problem. It’s a huge visible problem and needs both sides to understand that and be willing to move, not take months to create change. Both side have to be willing to hear and make changes.

Thanks,
Joan Stewart
Milwaukee, Wi 53222

Polanco, Joanna

From: Robert Rubovits <rrubovits@gmail.com>
Sent: Tuesday, June 23, 2020 8:18 PM
To: Polanco, Joanna
Subject: Re: FPC

Sorry about that -

...where officers walk their beat and get to know the neighborhood and be better equipped to deal with problems that come up. Also, if they were specifically trained martial arts, it could be used very effectively to subdue suspects without lethal force. What do you think?

Thanks. ~Robert Rubovits

On Tue, Jun 23, 2020 at 8:14 PM Robert Rubovits <rrubovits@gmail.com> wrote:

I would hop Ms. Aldrete would focus on establishing community policing, where the officers WALK THEIR BEAT

Questions that could inform the discussion surrounding the reappointment of as Griselda Aldrete as Executive Director of the Fire and Police Commission by the Mayor.

1. What was the relationship between you and the newest staff members of the FPC before you hired each of them to work under your direction? (John McNally, Tammy Majewski, Ana Diaz)
 - a. What specifically does each one of them do on a day-to-day basis?
 - b. Do their salaries differ from other employees with the same or similar functions?
2. Chez Ordonez is under contract with the FPC for public relations and marketing services.
 - a. What was your relationship with Mr. Ordonez prior to effecting the contract?
 - b. When did the contract begin and when does the contract expire?
 - c. To date approximately how much money has been paid under this contract?
 - d. Are you able to provide the Common Council with Mr. Ordonez's contract and copies of all invoices and if not, why not?
3. What specifically was your method and reasoning for hiring people you already knew as opposed to working with DER to post the positions (recruit) and establish a diverse pool of candidates to interview and choose from?
4. What is your definition of a Chief of Staff?
 - a. What is the Chief of Staff's role in relationship to the work of FPC employees?
 - b. Specifically what role(s) does your selected Chief of Staff play regarding the work FPC employees?
 - c. How does that role differ from your own job description?
5. What specifically does the **paralegal** do and what is your actual role in each those tasks? [*Answer: Litigation, Open Records, Discipline Appeal Matters and Residency Matters*]
 - a. Are you aware that recently many complaints are being made to the City Attorney's Office and the Mayor's Office regarding the significant delays in providing responsive materials to Open Records Requests?
 - i. This was not an issue that surfaced in the past, so, what is taking place now causing the delays?
 - ii. What role do you play regarding the Open Records Requests?
 - iii. How backdated are the open records request including those before COVID-19?
 - iv. Is your paralegal here with you today?
 - v. Do you think this is something the Common Council needs to dig further into to make sure that no violations of the law are occurring by intentionally withholding and/or refusing to disburse responsive records?
6. What specifically does the **HR Representative** do and what is your actual role in those tasks?
 - a. How is it possible to fully function in the testing and recruiting section of the FPC with only one HR Rep and the Staffing Services Manager?
 - b. Who do you have assisting this section?
 - i. Is that person training for a position in that section?
 - c. How long have there been vacant slots in this section, and why?
 - d. Why have you delaying the hiring of staff to replace those that have resigned from the FPC or been terminated?
7. What does the position of **Recruiter** do and what is your role in those tasks?
 - a. How hands on are you in assisting the Recruiter in their day-to-day functions?
 - b. What specifically do you or your Chief of Staff do to ensure the recruiter is successful in their day-to-day responsibilities?
 - c. What is the recruiter's annual salary?
 - d. Why did you elect to furlough the current recruiter and not the other staff member (until very recently also classified as a recruiter) who engages in similar community outreach type functions, despite the large difference in seniority?

Give the board a voice

The first, and most obvious, reason to vote no for the reappointment of Executive Director Aldrete is because the Board of Fire and Police Commissioners should be permitted to select and direct the work of their key staff member.

We are at a critical point in time given the fragile state of police-community relations, the discussion surrounding reducing MPD funding, and the possibility that the FPC will be given additional responsibilities under whatever changes are made to our policing infrastructure. As such, the choice made now will have long term impact that will not go unnoticed.

As President Johnson said in his June 15th statement, *"We don't need to study these things, we know them. We don't need to create a new body to look at these things, we're aware. Now is the time to move forward to the next step..."*

While my experience working for the FPC for 4 years made it clear to me that the only hope for a properly functioning and stable public safety civilian oversight body in our community depends on allowing the board to select and direct their own Executive Director, this is also the same advice that was given to our community after a 3rd party audit/review of the FPC. In 2006 a number of reforms were recommended for the FPC by the Police Assessment Resource Center (PARC).¹

While many of those reforms were indeed implemented, **the single most important reform, as described by the author, was not:** The board of commissioners should select and direct the work of the Executive Director.

To quote the report (page 3) *"The most significant reform we recommend is to create a capacity to monitor the MPD within the FPC staff. An Independent Monitor would be appointed to the chief FPC staff position."*

Page 31: *"The Independent Monitor should report to the Fire and Police Commission. The Monitor should be appointed by the Mayor for a term of four years from a list of three candidates deemed by the Commission to be well-qualified for the post. The appointment should be subject to the confirmation of the Common Council. Removal of the Monitor during the four-year term should be only for cause as determined by the Commission."*

"The Fire and Police Commission should conduct a nationwide search for a well-qualified Independent Monitor. The Independent Monitor should be either an attorney with substantial experience in criminal and/or labor law, or an individual with at least five years' experience in police oversight, preferably with a relevant graduate degree. Knowledge of law enforcement, particularly of internal departmental investigation processes, is essential. The Monitor must

¹ <https://city.milwaukee.gov/ImageLibrary/Groups/cityFPC/Reports/PARCFinalReport.pdf>

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possess impeccable integrity and be able to establish and maintain a high degree of credibility with all stakeholders."

While the PARC report suggests that State-level statutory change may be required to fully implement this reform, I encourage a fresh look at that with the newly elected City Attorney; I can certainly imagine approaches that could be taken locally even under current state law.

For instance, the duties of the Executive Director are not specifically identified in Wis. Stat. §62.50, they are identified in City Ordinance. Perhaps the cabinet-level position of Executive Secretary identified in Wis. Stat §62.51 could be defined in ordinance as being responsible for the administration of FPC meetings and the recording of minutes, while a new position would be defined as an Independent Monitor that is hired and directed by the board pursuant to §62.50(25) and which manages the FPC staff. The City of Madison is already moving forward on a similar path for their FPC.

Regardless, **the heart of this reform can be implemented now, and only at this unique moment in time** - the Common Council could, without any statutory changes, immediately request the input of the Board of Fire and Police Commissioners and seek candidates for the Executive Director position from the board. If the board indeed wishes to keep the current incumbent that should be their own prerogative, not thrust upon them by the Mayor nor Common Council.

The FPC can never fulfill its potential and rise to the critical demands of our unique present circumstances without the capacity to exercise authority over its own staff. This is a plainly obvious fact. Now is the time to act and enable the FPC to rise to the occasion.

Antithetical to Civil Service

Even if the plainly obvious fact under the previous heading is not acted upon, it should already be clear to the committee that the current candidate for the position is not well suited for the role. While one could write pages upon pages supporting that view, I'll instead focus on the fundamentally important concept of civil service.

My experience working for the current Executive Director and my observations since resigning from my employment have led me to believe that the current incumbent does not respect the concept of civil service. This concept is a basic tenant of good governance and is essential for long term stability of city functions, regardless of election outcomes.

Given the widely known fact that the FPC has a large number of vacancies yet much import work to do, I would think that it would come as a surprise to the committee that there have been zero positions posted to the City's jobs postings since the current Executive Director has led the department.

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One can easily search the web pages in the following link for the phrase "Fire and Police Commission" and see when open positions have been advertised to the public:

<https://city.milwaukee.gov/jobs/PastJobAnnouncements.htm>

Note that all of the publicly posted positions predate the incumbent's appointment. This is not to say that no positions have been filled by the current Executive Director, but it is to say that fair and open Civil Service processes have not been used to fill them. These open positions were never advertised to the public and our own taxpayers have had no idea that these opportunities have existed and that they could apply for them. The only way to obtain these positions has been by knowing the right people. How many FPC positions have been filled without ever advertising the opening to the public? Is that how we want our city to work? How do you think the thousands of unemployed people in our city might feel about that? Not even being given the opportunity to have a shot at getting a job with the city government that their own tax dollars support...

This is especially concerning because the FPC itself administers the civil service hiring process for the Fire and Police Departments! What image does that send to all the people in our city that are eager to see reforms for our approach to public safety? Are we telling them that we'll reform the hiring process for the police department all while the body responsible for it cares nothing for basic civil service concepts?

This creates a workplace culture that emphasizes loyalty to an individual rather than loyalty to the mission of the department and the city. While this might be fine for a Police Chief and their Captains, or a Mayor and their Cabinet, this is not fine for the vast majority of the positions in the city. This is why we create eligible lists and standardized evaluation processes for filling positions - so that the most qualified available individual can be identified in as objective a process as possible. This allows the city to properly function regardless of who has been elected or appointed. This is fundamentally impossible without advertising open positions to the public and conducting unbiased assessments of candidates!

This undermining continues: the recently reorganized FPC auditing positions, whom will carry out the audits mandated by the ACLU settlement agreement, were granted an exemption from civil service rules. While the argument was made that timeliness required this "flexibility", recall that it was the administration's own slow walking of the agreement's implementation that created this urgent situation. Is that a valid reason for further undercutting civil service processes? If so, I don't know why every department head won't follow suit; we'll be left with fiefdoms under every department head that will turn over en masse after every election (exactly the situation that the FPC was created to eliminate in the police and fire departments).²

² The FPC's 125th anniversary booklet provides an important overview of the history of the body. https://city.milwaukee.gov/ImageLibrary/Groups/cityFPC/Reports/FPC_125.pdf

File 200284 Public Comment

So now this important team of personnel will be allowed to be selected in whatever manner the Executive Director deems fit and will serve at the Executive Director's pleasure. There may or may not even be public job postings. Look at the recent history with other probationary and exempt positions with the FPC and ask yourself if this is a good idea - I know from experience I wouldn't want to be employed in that situation. What will happen when audit findings are politically inconvenient? Does that sound like a recipe for a team of the most qualified employees who will serve the interests of the city, or a team of well-connected insiders serving the interests of politics?

I'm sure you've been told that all those employees like myself that resigned or were fired were the source of all the FPC's problems and the city is actually better off without them, but what else would you expect the current incumbent to say? Does that really make logical sense? I know that it is both the illogical structure of the body and poor elected and appointed leadership that has impeded the FPC from realizing its potential, not the staff. Now is the time to take this seriously and stop making the same mistakes over and over.

-

Dave Gelting

File # 200284
June 23, 2020

To Whomever this May Concern:

It is with great pleasure that I submit this letter in support of Griselda Aldrete's re-appointment as Executive Director of the Fire and Police Commission (FPC) for the City of Milwaukee.

Given the current climate across our country, it is important to have the right leadership at the helm of agencies such as the FCP. Griselda provides much needed leadership and vision for the FCP of the City of Milwaukee. During her short time in the role, Griselda has made great advancements even as COVID-19 provided unprecedented challenges for the city.

There is much work to be done and Griselda has the capacity and ability to continue moving the FCP forward. Griselda is impressively handling and monitoring a \$5 million dollar city-wide 911 integration system project to reduce the call wait times and ensure better response times by both the Fire and Police Departments during emergency situations. I look forward to seeing the integration in January 2021.

As the leader of a national organization focused on Latina leadership, I believe Griselda is an excellent choice for this role. Griselda Aldrete is the embodiment of Latina excellence and will provide the leadership the FPC needs and deserves to continue serving and protecting the City of Milwaukee.

If I can be of further assistance, please feel free to contact me directly.

Sincerely,

Sara Maldonado
Executive Director
Powerful Latinas Rising



Office of the Chancellor

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414 229-2347 fax

June 23, 2020

VIA EMAIL

Jim Owczarski, City Clerk jowcza@milwaukee.gov
FILE #200284

RE: Reappointment of Griselda Aldrete as Executive Director of the Fire and Police Commission for the City of Milwaukee

Dear Clerk Owczarski:

It is my pleasure to write in support of the reappointment of Griselda Aldrete to the role of Executive Director of the Fire and Police Commission for the City of Milwaukee.

I have known Griselda for over six years and have observed her significant efforts to strengthen our Milwaukee community through the development of future diverse leaders, education promotion, and most recently through leadership regarding public safety. I believe that Griselda's commitment and tenacity for the improvement of our city is commendable and I look forward to seeing what more she will do in the role as Executive Director, if approved.

In my role as Chancellor of the University of Wisconsin-Milwaukee, I formerly interacted with Griselda in her role as Chief Executive Officer and President of the Hispanic Professionals of Greater Milwaukee (HPGM). She led HPGM's critically important efforts to increase the number of Hispanic students who enroll in, attend, and graduate from college, and supported those students through programming, scholarships and other services. Her leadership was pivotal to the growing Hispanic community in Milwaukee and I have seen her robust impact and strong work ethic carry over to her leadership role related to the Fire and Police Commission.

I understand that Griselda's work as Executive Director is complex with responsibilities to both her internal team and the citizens of Milwaukee. From matters of recruitment and training, to personnel and responding to critical public needs, Griselda has risen to the challenges of this position, citing that she does not feel her work is yet complete. Her years of experience teaching and work in the non-profit realm here in Milwaukee have given Griselda first-hand experience in outreach and relationship-building as she confidently developed ties to business leaders, organization leaders and community members alike. With this strong background of communication and dedication to service—especially during this time of national transition and unrest – Griselda is the ideal candidate for the role of Executive Director, and I am confident she will credibly and passionately build on the strong foundation she has built and the stellar work she has already done.

Thank you for your time reading this endorsement. If I can provide any additional information regarding this recommendation, please do not hesitate to contact me.

Best regards,

A handwritten signature in cursive script, appearing to read "Mark A. Mone".

Mark A. Mone, PhD
Chancellor

From: Peter Stanford [<mailto:PAS@stanfordlawoffices.com>]

Sent: Wednesday, June 24, 2020 1:21 PM

To: Owczarski, Jim

Subject: File # 200284 Griselda Aldrete Executive Director of the Fire and Police Commission

Dear Mr. Owczarski:

Please consider this letter my letter of support in recommending Ms. Aldrete be re-appointed to serve as the Executive Director for the Fire and Police Commission (FPC) for the City of Milwaukee.

There is no question our City has faced, is facing, and will face difficult challenges. Some of the challenges include recruiting, hiring, training, disciplining and rewarding our Fire and Police Departments. These challenges will have to be met with a delicate balance juxtaposed the needs our community requires.

These challenges are made more difficult by virtue of politics, lack of communication, misunderstandings, failure to communicate, mishandling of personnel, policy and procedure and failing to address the challenges at issue.

Ms. Aldrete has served, for the past nine months, as the FPC's Executive Director. There is no question the last nine months have been difficult for everyone in our community, including Ms. Aldrete. The fact she has weathered this storm, with aplomb, speaks of her abilities in meeting the challenges currently facing our City.

The critical issue, however, is where we are now, where we are going, and what is to be accomplished, as a community, going forward. Ms. Aldrete has the personal, educational, vocational, and community awareness to meet these challenges in order to serve our City. Ms. Aldrete possesses excellent communication skills to ensure there is full communication and transparency between the FPC, the MPD, the MFD, the Common Council, the Mayor's Office and our City.

There is no question serving as the Executive Director of the FPC is a tall task. There is also no question Ms. Aldrete is up to meeting this task, not only at the present time, but, most importantly, going forward.

I wholly endorse Ms. Aldrete be reappointed as the FPC's Executive Director.

Peter A. Stanford

Stanford Law Offices, S.C.

225 E. Fairmount Ave.

Milwaukee, WI 53217

Phone: 414.276.8269

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Email: PAS@StanfordLawOffices.com

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