City of Milwaukee

Police Department

Edward A. Flynn
Chief of Police

July 3, 2008

The Honorable Tom Barrett, Mayor
City of Milwaukee
200 East Wells Street
Milwaukee, Wisconsin 53202

Re: Response to Alderman Witkowski's June 4, 2008 Correspondence to Alderpersons regarding the Reappointment of Florence Dukes by Mayor Tom Barrett to the position of Safety Director:

Dear Mayor Barrett:

It is important that I respond to the allegations presented by Alderman Witkowski in his correspondence dated June 4, 2008 to the Honorable Common Council **(Attachment #1 provides you with my attempts to schedule a meeting with him.)**

Prior to 1990, the Safety Division was formally the Milwaukee Safety Commission. With the adoption of the 1990 Budget by the Common Council, the Milwaukee Safety Commission was transferred to the Milwaukee Police Department and renamed the Safety Division. As members of the Milwaukee Police Department, the Safety Director and associated support staff are subject to the jurisdiction of the Fire and Police Commission and the command authority of the Chief of Police. The following attachments provide an overview of the relationship of the Milwaukee Safety Commission to the Milwaukee Police Department **(Attachments #2, #3 and #3-A).**

Provided below are the responses that are cited in the June 4, 2008 memorandum addressed to the Honorable Common Council:

Questions #1&2: All media related information is centralized in the Milwaukee Police Department and is coordinated through the Office of the Public Information Officer.

Question #3: The Safety Director has been a voice to advocate matters of safety in the community through programming in the areas of Pedestrian, Bicycle, Water and Fireworks Safety in collaboration with the Milwaukee Public School System, Parochial, Private, and Charter Schools, as well as other non-profit organizations within the greater Milwaukee Community. This Safety awareness is provided through the staff's participation at numerous

educational presentations, rodeos, Safety and Health Fairs, neighborhood block watch organizations and churches.

Question #4: On an ongoing basis, the Safety Director provides updates and information on legislation that relates to Safety Issues to DOA-Intergovernmental Division and confers with the MPD- Intergovernmental Legislative staff person **(Attachment #4)**.

Question #5: Currently, I serve as the Treasurer for the Wisconsin Highway Safety Coordinators Association. In this capacity, and in collaboration with Department of Transportation Representatives, MPS-MPD received a $250,000.00 grant for the continuation of the Safe Routes To School Program for the 2008-2009 School Year, as well as supported the efforts of DPW to initiate some structural engineering applications to the infrastructure surrounding some of MPS Schools. Lastly, through the Safety Division's involvement with the I-94 Corridor Construction Project, the MPD is expected to receive $100,000.00 in the form of a Traffic Demand Management Grant from the Wisconsin Department of Transportation.

Question #6: On an annual basis, the MPD-Safety Division collaborates and participates with the following agencies in providing safety awareness: AAA (Auto Show/Safety Exhibit and Slow Down Sign Campaign); MFD-Survive Alive House; Safe Kids of Wisconsin (Fireworks, Pedestrian, Water Safety, and Winner's Wear Helmets, as well as Car Seat Installations); American Red Cross (Water Safety); Wheel and Sprocket (Bike Safety); Wisconsin Department of Transportation-Traffic Bureau (Bicycle Workshop Training for Law Enforcement); Traffic Posters for distribution: "Failure to Yield", Drinking and Driving, "Click It or Ticket", the Milwaukee Urban League's Annual Health and Resource Fair, Black Firefighters' Annual Safety Fair, YMCA Safety and Health Fair.

During 2006, the Boys and Girls Clubs of Greater Milwaukee endorsed the MPD-Water Safety Program for implementation in all of their areas Clubs **(Attachment #4-A).**

Question #7: All traffic fatalities reports have been submitted to the Common Council Public Safety Committee in accordance with the Common Council Resolution each year **(Attachments #5-A, 5-B, 5-C, 5-D and Attachment #6)**.

Question #8 Agendas for previous scheduled Milwaukee Safety Commission scheduled Meetings. **(Attachment #7)**

Question#9: A review of the member composition of all City of Milwaukee's Commissions and Advisory Boards detailed a smaller number of committee members. It was recommended that the Milwaukee Safety Commission's membership be reduced for consistency with the membership of other Commissions and Advisory Boards. **(Attachment #8)**

Educational Materials **(Attachments #9-A, 9-B, 9-C, 9-D) (Water, Pedestrian, Bicycle and Fireworks Programs)**

The Safety Division continues to have a presence on a national level. In 2004, the Milwaukee Police Department was one of (7) cities that received a $75,000.00 grant from the National

Highway Safety Transportation Administration to implement a "Safe Routes to School" Program. During 2007, I was one of ten individuals from across the United States to receive a full paid stipend to attend the 1st Annual Safe Routes to School Program held November 5-8, 2007 in Dearborn, Michigan.

My need to respond to the June 4, 2008 correspondence further demonstrates that my civil rights have been violated both personally and professionally. These violations have included harassment, retaliation and humiliation including that of a hostile work environment. These experiences are a violation of the City of Milwaukee's Work Place Violence Policy.

I would request that my Confirmation Hearing be scheduled before the Public Safety Committee Meeting scheduled for July 17, 2008. Thank you in advance for your support.

If additional information is requested regarding this response, I may be contacted at 935-7991.

Cordially,

Florence Dukes
Safety Director

Cc: Chief Edward Flynn, Chief of Police
Alderman Robert Donovan, Chair, Public Safety Committee
Alderman Robert Puente, Vice Chair, Public Safety Committee
Alderman Joe Davis, Sr. Member, Public Safety Committee
Alderman James Witkowiak
Alderman Terry Witkowski
City Attorney Grant Langley

Enclosure:

June 4, 2008

35561

To: All members of the Common Council
From: Alderman Terry Witkowski

Re: Re-appointment of Florence Dukes as Safety Director

The result of the first four year appointment has been the disappearance of a safety effort in this city visible to the public. Ask the public what they know about safety in Milwaukee and they will tell you about speeding, drunk driving, illegal u-turns at traffic signals and other problems but they have no knowledge of any safety efforts to address the problems and as a council member, neither do I!

I am very disappointed to be put in a position to have to oppose the re-appointment of Florence Dukes as Safety director.

Since her appointment, there has been:

1.) A marked reduction of safety information to the community
2.) A total absence of this agency in the media, the most effective tool to reach the public;
3.) An absence of the safety director as a voice to advocate on matters of safety in the community;
4.) A lack of a safety legislative agenda presented to the common council;
5.) A lack of functioning as the city's highway safety coordinator to bring in grants for safety efforts;
6.) A lack of this agency coordinating and involving other safety related agencies in the community
7.) A disregard of common council resolutions directing timely reports on traffic statistics, (it is June and to date we again have no report on traffic fatalities, information available with in the first week of the year);
8.) The complete disappearance of a report on the activities of the Milwaukee Safety Commission for the last three years;
9.) A complete disappearance of meetings and staff support for the Milwaukee Safety Commission since this director recommended downsizing it.

This person has not been effective in this position and I ask you not to further destroy what had been one of the most effective, highly recognized and longest running safety efforts in the nation with this reappointment. I ask that you oppose this re-appointment.