

080070

From: Koleas, Jim - OJA [jim.koleas@wisconsin.gov]

Sent: Sunday, January 20, 2008 4:45 PM

To: Dukes, Florence

Subject: Recommendations

Hello Flo,

In thinking about what recommendations I want to offer for Chief Flynn to consider I spent a good amount of time thinking about the services the Safety Division provides and its relationship system partners and governmental bodies.

I'm sending this to you with the hope that these recommendations will be of use in this timely opportunity to review the police department's operation.

Even a cursory review of Safety Division activity suggests a highly competent, motivated and well-managed work force. The staff is dedicated, professionally oriented and effective in garnering compliance, support and buy-in from crossing guards, Police Department officials and an impressive array of system partners.

Even with my experience I would struggle to make recommend changes in service delivery or personnel.

I agreed with the move of the Safety Division to the Police Department (in fact I recommended it some time ago). It's a good time now to revisit many of the organization's components and the way the entire department functions. I would recommend the Safety Division stay where it is (a component of the Training Bureau). I see no immediate need for changes in organizational structure as it relates to the commission other than reconsidering the need and mission of the Safety Commission – of which I am chair.

When the division moved to the Police Department the need for a commission to provide oversight and guidance – in my judgment – became moot. The department already reports to a commission – the Fire and Police Commission. The division is reportable to the department – not the Safety Commission. To further muddy the waters, Commissioners on both the Fire and Police Commission and the Safety Commission are mayoral appointees. There is potential for conflict if the Safety Commission engages in oversight involving policy, operations or pretty much anything else. It could serve as an advisory commission; seeking to bring support and ideas to the fore – but any changes in Safety Division operation must still be reviewed, approved and implemented by the Police Department – though the chain of command.

I've become aware that from time to time certain members of the common council seem to want to engage in oversight of the Safety Division and even order them to do certain things like change reporting protocols, take different roles in community education efforts (like water safety and fireworks) when others are already engaged in such activities and are often better suited than the division to deal with. Any communication, recommendation for change, request for information or anything beyond suggestions (even if they're good ones) must still be properly routed through the appropriate Police Department channels –not changed from the floor of a common council sub-committee.

If the Police Department wishes to continue with the present configuration of the Safety Division (which I heartily support) then I would recommend the chief be fully briefed on the matters presented above and that the Safety Division head be fully empowered and supported in dealing with the common council and all other bodies. This will require periodic command presence at council meetings.

I'm certain that Chief Flynn will recognize the great value the Safety Division is to the community and the department. It has been my pleasure to serve with these dedicated people and their

leader. I intend to make myself available for any further service I may be able to provide on this matter.

Thank you,

James W. Koleas
Chair
Milwaukee Safety Commission
Assistant Chief of Police (retired)
Milwaukee Police Department
jkoleas@wi.rr.com