



# City of Milwaukee

200 E. Wells Street  
Milwaukee, Wisconsin  
53202

## Meeting Minutes

### COMMUNITY COLLABORATIVE COMMISSION

**NATHANIEL HAMILTON - CHAIR**

**Tim Baack, Stephen Jansen, Pamela Malone, Camille Mays,  
Shawn Muhammad, Christine Neumann-Ortiz, Amy Orta, Will  
Perry, Tammy Rivera, Jeff Roman, Fred Royal, Damien Smith,  
Jamaal Smith, Huezong Yang, and Gina Zarcone**

**Staff Assistant: Linda Elmer, 414-286-2231,  
lelmer@milwaukee.gov**

**Legislative Assistant: Dana Zelazny, 414-286-8679,  
Dana.Zelazny@milwaukee.gov**

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Thursday, January 14, 2021

1:00 PM

Virtual

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Please join the meeting from your computer, tablet or smartphone:

<https://global.gotomeeting.com/join/616179493>

Or join by phone: (408) 650-3123

Access Code: 616-179-493

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#### 1. Roll call.

*Meeting convened: 1:02 P.M.*

*Members present: Tim Baack, Camille Mays, Fred Royal, Damien Smith, Steve Jansen, Amy Orta, Gina Zarcone, Nate Hamilton, Pam Malone, Huezong Yang and Jamaal Smith*

*Members excused: Tammy Rivera, Christine Neumann-Ortiz, Shawn Muhammad, Jeff Roman and Will Perry*

*Council members present: Ald. Hamilton, Ald. Dodd, Ald. Borkowski, Ald. Kovac and Ald. Perez.*

#### 2. Review and approval of the minutes of the December 17th meeting.

*Mr. Royal moved, seconded by Ms. Orta, for approval of the minutes. There were no objections.*

#### 3. Communication from MPD and Council members on community engagement and reform in the 2020 COPS grant (file 200676 found as an attachment in file 200315).

*MPD Inspector Willie Murphy said that Chief Norman will attend this meeting if he can and he fully supports a collaboration with community-oriented policing as does his executive team and they all look forward to a robust collaboration in 2021. Ald. Hamilton met with some members of the CCC prior to putting together a list of conditions to coincide with the acceptance of the COPS grant; there were 7 conditions*

and they wanted to have this meeting to ascertain what the partnership between the CCC and the Milwaukee Police Department (MPD) would look like. A City Attorney's opinion was just released yesterday on the Council's authority to set conditions on the acceptance of this grant. Ald. Hamilton wanted to have this meeting to create a process on how to implement community oriented policing. Mr. DeSiato said that there are a lot of similar aspirations and goals between MPD and the CCC and it was a matter of writing down responses to the 7 items that Ald. Hamilton had brought up and these responses will be introduced to the file. The first item of the 7 items was to right-size the police department, in both the police and civilian positions. The 2nd item dealt with updating a prior report; the 3rd with reducing response times; the 4th with integrating technology; the 5th is Promise Zones; 6th he temporarily skipped over and the 7th was increased enforcement of traffic laws. The 6th item relates to community-oriented policing and creating community partnerships. Although these 7 items cannot be required, per the City Attorney's Office, MPD is committed to supporting these 7 items.

Ms. Malone said she believes the Council should be able to place demands on the chief and a 2009 report is old and needs to be updated. Inspector Murphy said the MPD/CCC collaboration is a first for the city of Milwaukee and they're still fleshing out the Community Oriented Plan; the community-oriented SOP is already completed. MPD is committed to getting the Community Oriented Plan out to the districts. Mr. Hamilton asked how community oriented policing will be affected if all 30 new-hire police officers will be assigned to drug enforcement. Mr. DeSiato said that Operation Legend Drug War Task Force is targeted at violent crime as well as drug trafficking; it's an intelligence-based partnership with different federal agencies and not as much to deploy officers into the community. The grant would move 27 seasoned officers to the Task Force and fund 30 new officers, with the plan that police aides will have the opportunity to become officers. Mr. DeSiato said one of the best ways to change a culture is to bring in new blood and the police aides are eager to become part of the solution. Mr. Royal noted that Operation Legend is under the administration of HIDTA and Mr. Royal was concerned about past practices of HIDTA employees in terms of violating individuals' constitutional rights. Inspector Murphy said there is a staff training next week relating to the Collins settlement and on-going training on constitutional rights across the entire department. Ms. Malone would like members to have the opportunity to attend this training. Inspector Murphy said officers and supervisors are being held accountable for violations; Jamaal Smith asked if the CCC could collaborate on metrics to determine violations or if MPD would solely be creating these. Inspector Murphy will see if creating these metrics is to be done by MPD or to be collaborative, as set by the Collins settlement. Mr. Hamilton wants to ensure that everything that is occurring in MPD is compatible with the Collins settlement agreement; Inspector Murphy noted that all policing must be constitutional policing, per the settlement agreement. Ms. Malone asked if the CCC can be involved in creating the training and Mr. Jamaal Smith said it would behoove everyone to work collaboratively as much as possible. The CCC would like more information on the training curriculum. For members wanting information from MPD, members can reach out to Mr. Hamilton or Ms. Elmer to forward the request to MPD.

#### **4. Discussion with and about Council members re. interactions with the Commission.**

Mr. Hamilton thanked Council members who attended and Mr. DeSiato thanked members for their dialog. Mr. Hamilton said CCC members just want to be in the loop so they can be better prepared and come to an agreement as a Commission. Ald. Perez said the Public Safety and Health Committee and the Finance and Personnel Committee see the most activities relating to the police department. Mr. Leon Todd,

*Executive Director of the Fire and Police Commission, said he is looking forward to working with the CCC, the Common Council and the MPD to address issues facing our community in regards to policing. FPC Commissioners are appointed by the mayor so if a CCC member wished to be considered as a member of the FPC, that would be the point of contact. Mr. Jansen would like to have an additional member be a member of the CCC and how would that structural change be achieved? Ald. Kovac was concerned if the state becomes involved with changes to ch. 62, Wis. Stats. Ms. Malone asked if serving on both the CCC and the FPC would be a conflict of interest. Ana Diaz is the community relations employee for the FPC.*

**5. Discussion of the Atlantic magazine article contained in file 200315.**

*Mr. Royal said that Cleveland was a community that had been at the table for 10 years working on community oriented policing and the article shows how difficult it is to change the police culture; it is difficult, but possible. Mr. Hamilton found the article very helpful and in-depth. Mr. Royal said a new safety plan for the city needs to be developed and look at all the resources available to discuss criminal behavior and the same process should be used that was used to create Blueprint for Peace. The report did incorporate Problem Oriented Policing as part of Community Oriented Policing. Mr. Damien Smith is willing to be a member of the Community Survey and Research Committee.*

*Mr. Baack suggests that, because systemic change takes so long, that the CCC get some honest feedback from the Office of Violence Prevention on what really worked and what really didn't work in the creation of Blueprint for Peace so the CCC can learn from that process. Mr. Hamilton said information could also be taken from the hub and possibly creating more hubs just for community involvement. Mr. Royal said the police weren't receptive to participating in the hubs, but that needs to be addressed openly and honestly. Mr. Jamaal Smith said the Wisconsin Professional Police Association, the state police union, also did a report and if there a local rep, perhaps that person could be contacted. Mr. Royal will ask the president of that Association on the 21st.*

**6. Discussion on how the CCC will monitor the ACLU settlement.**

*Mr. Hamilton said the CCC has to be vigilant in ensuring that MPD is making process on the settlement agreement requirements, which also goes back to discussion relating to the training that was discussed under item #3. Mr. Leon Todd said that he will be involved in ensuring that constitutional policing does occur and this is one of his top priorities and he is very receptive to working with the CCC. An audit will be done of the police department, within the FPC, not an independent auditor. Mr. Jansen would like some of the main goals listed of the Collins agreement and see where the department stands now; CJII has already put out a number of reports on the progress of the settlement agreement. This will be on the next agenda, as well as the CJII reports. Mr. Jansen is envisioning an Excel document listing all of the community goals and where MPD is on those goals.*

**7. Update from Committee meetings and open meetings requirements.**

*Asst. City Attorney Peter Block said the question arose about the sub-groups formed by this Commission and whether they were public bodies. The committees make recommendations and come back to the CCC for a full vote. Steve Jansen thought the committees really aren't public meetings. Mr. Hamilton would still like to post the committees, even if not required, to involve the community as much as possible. Mr.*

*Baack agrees with the chair to post Committee meetings, but not any sub-groups that might be created from the committees to involve the community.  
Ms. Malone praised her committee members for all the work they've done.*

**8. Create a budget for the \$50,000 budgeted for 2021.**

*This item will be on the next agenda.*

**9. Discussion relating to members who consistently don't attend meetings.**

*This item will be on the next agenda.*

**10. Possible virtual public meeting?**

*This item will be on the next agenda.*

**11. Set next meeting date and agenda.**

*Next meeting date is in two weeks - January 28th.*

[200315](#)

Communication relating to the 2020 activities of the Community Collaborative Commission.

**Sponsors:** THE CHAIR

*Meeting adjourned: 3:12 P.M.  
Linda M. Elmer  
Staff Assistant*