

1 UNITED STATES COMMISSION ON CIVIL RIGHTS
2 WISCONSIN ADVISORY COMMITTEE

3 IN THE MATTER OF:

4 POLICE PROTECTION OF
5 THE AFRICAN AMERICAN
6 COMMUNITY IN MILWAUKEE

7 REPORT OF PROCEEDINGS, taken in the
8 above-entitled cause, taken before MS. KIMBERLY C.
9 SHANKMAN, CHAIRPERSON, of the Wisconsin Advisory
10 Committee of the United States Commission on Civil
11 Rights, taken at the Marc Plaza, Monarch Room,
12 Milwaukee, Wisconsin, on the 23rd day of April, A.D.,
13 1993, at the hour of 9:15 a.m..

14 APPEARANCES:

15 CHAIRPERSON: MS. KIMBERLY C. SHANKMAN

16 COMMITTEE MEMBERS: MS. MARY PAT CUNEY

17 MS. P. EMRAIDA K. KIRAK

18 MR. GREGORY D. SQUIRES

19 MS. GERALDINE MC FADDEN

20 MR. JASJITT S. MINEAS

21 MS. GEORGIA PRIDE-EULER

22 MR. JOSEPH EASTMAN

23 MR. WILLIE J. NUNNERY

MR. MANUEL J. TORRES

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1 (The meeting was called to order at 9:17 a.m.)

2 CHAIRPERSON SHANKMAN: Good morning. This
3 is the second day of our fact-finding forum and our
4 schedule today calls for three panels in the morning,
5 an hour break for lunch, and then another community
6 open session at 1:00, and anyone who wishes to speak
7 in the community session should go see Mr. Einarik
8 who is in the back of the room, who will take care of
9 scheduling for that open session. And we have a very
10 full panel, the biggest panel we've had yet, four
11 people. And once again, I'd like to ask the panelist
12 to make their opening statements and to try and keep
13 them to about ten minutes or so so that we have
14 plenty of time for questions to explore these issues.
15 Thank you. Do you have a preference?

16 LEONARD WELLS

17 First, I would say that there have been
18 some concerns raised by our community by the panel
19 not having more input from the community by way of
20 publicity that this was going on. There is a member
21 of the community brainstorming group which is part of
22 the outreach system who holds meetings regarding
23 community concerns at a church here in the inner city

1 on 9th and Lowe. He's here to invite members and/or
2 representatives of your Advisory Committee of this
3 committee to a session tomorrow morning. I believe
4 it starts at 8:00 a.m. at St. Marks ABE Church.

5 I will keep my presentation brief.
6 Further, I will address areas of concerns of the
7 African American officers and not just how these
8 concerns impact the minority community, but our city.

9 The City of Milwaukee is manageable,
10 but we are in route to becoming a city that is out of
11 control. Most of this is due to the Milwaukee Police
12 Department's inability to stabilize internally. This
13 instability is due to the inconsistencies that lie in
14 management. I will discuss discrimination,
15 discipline, training, and the allocation of
16 personnel.

17 Discrimination exists in the Milwaukee
18 Police Department, but it's covered up, denied, and
19 oftentimes met public with the Chief and the Fire and
20 Police Commission contending, "We are developing
21 plans and strategies to deal with the problem". We
22 continually ask the Chief and the Fire and Police
23 Commission where's the plan? There is no plan. This

1 is evident from the fact that the Milwaukee Police
2 Department were close to losing it's highly touted
3 drug abatement team because the Milwaukee Police
4 Department refused to develop and implement an EEOP,
5 an Equal Employment Opportunity Policy. This was as
6 late as January of this year that members of the
7 Department of Justice was threatening to cut off our
8 drug abatement funds if the Milwaukee Police
9 Department did not submit their plan by April 1st. I
10 understand from the chief yesterday they finally did
11 so.

12 The Fire and Police Commission ordered
13 the Chief of Police to develop an anti discrimination
14 rule. Chief Arreola then submitted the old rule, but
15 in a different form. Members of the Department of
16 Employee Relations wrote a letter saying that the
17 Milwaukee Police Department's anti discrimination
18 rule consisted of too many people without training
19 involved in the complaint process. I also have
20 copies of the letter in its entirety. That was sent
21 by Mr. Floyd T. Bow who is in charge of the EEO
22 office for the Department of Employee Relations for
23 the City of Milwaukee, criticizing Milwaukee's

1 1 current anti discrimination policy that went into
2 2 effect last Friday.

3 CHAIRPERSON SHANKMAN: Could we get a copy
4 4 of that?

5 MR. WELLS: Yes, you can. The League of
6 6 Martin presented a proposal to the Police and Fire
7 7 Commission for an EEO policy. This proposal was
8 8 accepted by the 3 unions, the Latino Peace Officers
9 9 Association and the Wisconsin Association of Women
10 10 Police, with some modifications to include their
11 11 concerns. The Milwaukee Police Department and Fire
12 12 and Police Commission rejected this proposal.

13 It has become evident that the
14 14 Milwaukee Police Department and the Fire and Police
15 15 Commission's intent is to continue policies and
16 16 factions that prevent us from improving the racist
17 17 climate within the Milwaukee Police Department. This
18 18 climate is evident when the 28 officers of District 4
19 19 and District 5 filed an allegation of racial and
20 20 gender discrimination against the Milwaukee Police
21 21 Department. This discrimination is evidenced by the
22 22 fact that between April of 1990 and February of 1993
23 23 there has been 96 officers disciplined within the

1 Milwaukee Police Department; 59 white, 30 black, 6
2 hispanics, and one other. Currently the
3 African-American officers represent approximately 15
4 percent of the entire work force, but less than 12
5 percent of the patrol force. These disciplines
6 represent the African-American officers' discipline
7 from the Patrol Board. Therefore, they are 31
8 percent of the disciplinary actions that was taken
9 was against African American officers between 1990
10 and February of 1993. Even more shocking than the
11 high percentage of African-Americans being discipline
12 is that white officers receive preferential treatment
13 in the form of the discipline. This discipline is
14 also imposed only in one case can we find where the
15 discipline was imposed by someone other than the
16 Chief of Police, and it was a 3 day suspension by the
17 Fire and Police Commission. So, the discipline, when
18 I speak of it, it's coming from the Chief of Police.
19 An example is that 11 white males received what we
20 call abeyance as opposed to one African-American
21 officer receiving abeyance. An abeyance is if an
22 officer receives say a ten day suspension, the chief
23 of police will hold it in abeyance, not administering

1 the discipline if the officer proved to be
2 satisfactory within a certain period of time without
3 any recurring incident. Only one African American
4 officer has been privy to the abeyance program.

5 We also contend that not only is the
6 abeyance program a violation of both union contracts,
7 it is the violation of state law. The Chief of
8 Police does not have the power to impose abeyance.
9 It appears that the white male officers receive
10 punitive damage only if they violate the city
11 residency rule. We can only find evidence where any
12 penalty of any significance was issued against any
13 officer if they live out of the city, and we can find
14 no African-American officers who desire or who
15 currently lives out of the City of Milwaukee in
16 violation of our residency rule. These white male
17 officers' charges range from what we refer to as
18 idling or loafing, drinking on duty, to drunken
19 driving. There is no pattern of misconduct for the
20 African American officers, but appears that
21 regardless of the infraction, it is magnified to
22 justify the severe discipline imposed by the Chief.
23 The League feels that we will not be able to overcome

1 the disparity of discipline until we get strong
2 African-Americans in management positions that will
3 not be captured by the dumb mindset that magnifies
4 misconduct of African-Americans, but recognizes that
5 African-American officers are entitled to the same
6 treatment as white officers.

7 Since Arreola has been chief, he has
8 had the opportunity to make significant changes in
9 the management structure of the Milwaukee Police
10 Department. Due to the high attrition rate that was
11 alluded to yesterday of the white male officers in
12 management, not only in the patrol force, there was a
13 lot of white flight in management positions, Chief
14 Arreola and the Fire and Police Commission could have
15 placed minorities into decision-making positions
16 within this Milwaukee Police Department. For
17 example, Arreola has had the opportunity to promote
18 approximately 15 captains in his tenure as chief.
19 Before Arreola there was three captains that had been
20 appointed by either Chief Sernick or Chief Bryer, and
21 we currently have 3 African-American captains; no
22 chance. This holds true throughout the ranks of the
23 Milwaukee Police Department.

1 The problem within the Milwaukee Police
2 Department starts with training. Currently we employ
3 a quasi boot camp style of training as opposed to
4 physical fitness and learning human relationship
5 skills. It is no secret that the Milwaukee Police
6 Department, as long with other law enforcement
7 agencies throughout this state has a 60 credit rule
8 that went into effect this year. We should have been
9 prepared to bring our academy up to academic
10 standards that where training could have been college
11 credits. In San Diego, who has a training program in
12 line of this type to ours, recruits leaving their
13 academy receive 14 college credits for attending the
14 police academy. The only reason why the Milwaukee
15 Police Department is refusing to do so, it does not
16 want to lose control. There are many members of the
17 community from DW Milwaukee, the end of the Milwaukee
18 area, Technical College, who are willing to assist
19 the training bureau in giving professors who want
20 class space in our academy in order to bring us up to
21 academy standards. Recruits are taught at the
22 academy to control all situations, physically or
23 verbally, as opposed to understanding the situation.

1 and solving the problems. This method of training is
2 reflected in the attitudinal complaints made about
3 our officers.

4 I will advise this committee to examine
5 the Milwaukee Police Department's allocation of
6 personnel data very carefully. It will not surprise
7 me that a careful analysis will reveal that this
8 patrol force is performing its functions under great
9 duress. This duress can be attributed to the lack of
10 an adequate number of officers assigned to patrol
11 duties. Do not, do not confuse the number of patrol
12 officers with the number of officers performing
13 patrol duties. The strength or lack of strength in
14 the patrol force is causing the dissatisfaction in
15 the community with the quality of service it
16 receives.

17 CHAIRPERSON SEANKMAN: Mr. Richard?

18 RAY RICHARD

19 Good morning, my name is Ray Richard,
20 I'm a detective with the Milwaukee Police Department
21 as well as the League of Martin. I just want to make
22 a brief statement as far as our organization
23 attempting to do a similar situation like this in

1 January with members of the black community in as far
2 as community leaders and alderpersons and that
3 apparently fell on deaf ears. I'm hoping that this
4 situation does not wind up the same way. My
5 statement is that as it relates to discipline within
6 the police department, as far as the treatment of
7 white officers to black officers, is much more severe
8 for the black officers. And I feel that this relates
9 directly to how the community is treated. It will be
10 a situation where if you have white officers that are
11 not subject to discipline as rule violators and/or
12 criminal infractions, that this will be carried over
13 into the community. It would relate back to the
14 1950s and '60s where if you were a white male and you
15 hung a black man and you were brought before the
16 court, that you knew that there would be no
17 conviction. And that's the way it seems to be going
18 as far as the discipline is administered. They know
19 that they don't have to worry about being severely
20 disciplined, so they're able to treat the community
21 as they please. And, once we get into the question
22 of -- give you some examples of incidents that have
23 occurred and the lack of discipline that has been

1 administered.

2 DWIGHT WELCH

3 Good morning. First of all, I'd like
4 to thank you for giving me an opportunity to address
5 you this morning. It's very rare that a police
6 officer has an opportunity to talk to a panel or
7 board or anyone else.

8 The City of Milwaukee, it appears that
9 no one is interested in what the officer who is
10 actually on the street dealing with the situation and
11 the problems and the frustrations of the various
12 communities and not just the African-American
13 community, but all communities. We're never asked
14 how we feel or what our opinions are or what would
15 make the Milwaukee Police Department a more viable
16 organization.

17 A lot of things that President Leonard
18 Wells touched on are all of our concerns. I was
19 confused yesterday as the Chief of Police sat here
20 and he spoke with his graphs and came in with his
21 entourage of all these African-Americans, if you like
22 that term, personally I don't, all of these African
23 Americans that he brought in, he introduced you to.

1 I was very, very confused because the man has never
2 spoken to me, not once. So, I was confused and as he
3 spoke, I tried to come up and analyze him and come up
4 with an analogy of where he was going and this is my
5 analogy.

6 It appeared that the Chief of Police
7 was like an artist or like a painter, if you will,
8 who owned a home and he rented that home out to
9 someone, anyone. It doesn't matter who, it doesn't
10 matter the nationality, the color, the gender. It
11 doesn't matter. But, he rents that home out. That
12 person called the chief and he said to him, my fence
13 is in a state of disrepair. It's an old wooden
14 fence, kind of raggedy, kind of broken down. The
15 Chief came over with his nails and hammer. He looked
16 at the fence, he says, yes, there are some boards
17 that are missing here, the paint is kind of chipped
18 and frayed. the wood is kind of rotten. It needs to
19 be fixed. Like all of us, he analyzed that situation
20 and said, well, it's going to cost me a lot of money
21 to build a new fence, to build a strong fence. I'll
22 get some paint, I'll paint the fence. So, he went
23 and got his paint, his paint brush, he painted the

1 fence, just like yesterday, he painted a pretty
2 picture. And it was a nice picture and all the
3 people that drove through the community, they were
4 happy, this is such a pretty picture, this fence is
5 very pretty now. He made one mistake. He used water
6 color and when it rained, the water color was washed
7 away and we have this same raggedy fence that we had
8 before. The boards that were missing, that's our
9 training. The pieces that were cracked, that's our
10 disciplinary system within the Milwaukee Police
11 Department that says that if you as a black male or
12 you as a white female or you as anyone stand up and
13 say, hey, I've been discriminated against, that's
14 wrong, your career is over. And, I was concerned
15 yesterday because I thought that the Chief of Police
16 had painted such a pretty picture that the people on
17 this committee, on this commission, you had been
18 fooled. But, as the day wore on and the questions
19 were starting to be asked by you to other people that
20 had spoke, I could see that you were not fooled by
21 the paint, just like we were not. The fence is still
22 there and if we want to do something positive, we
23 have to tear that fence down because it's no good

1 anyway. Why keep putting paint on it? Let's tear
2 the fence down. Let's build a strong foundation so
3 that all communities, not just the African-American
4 community, but all of our communities can come
5 together and form one community where police officers
6 can go into situations and where the citizens can
7 feel that they are being protected equally, not where
8 they live, not because of the color of their skin,
9 not because of the amount of money that they have or
10 that they don't have.

11 I want to close just saying that we're
12 open to your questions. The League of Martin is not
13 afraid of anyone to look at us. We want you to look
14 at us. If we have problems, we want to correct them,
15 and we're not going to try to paint a pretty picture
16 for you today. Thank you.

17 CHAIRPERSON SHANKMAN: I wonder if you could
18 just sketch out for the Committee's information how
19 there seems to be problem involving, surrounding the
20 discipline. Could you just tell us basically how the
21 system works on paper? What steps are taken when an
22 officer is subject to discipline?

23 MR. WELLS: Since I'm a supervisor, I will

1 use myself as an example. If I find a member who
2 violates what I believe to be a rule infraction, I
3 submit a report regarding that rule infraction. It's
4 then sometimes investigated at the level for the
5 infraction is made; district or bureau or it can be
6 sent to the internal affairs division. After the
7 internal affairs division investigates it, they make
8 a determination as to whether or not the rule has
9 been violated. They then put together what we refer
10 to as a package; the total investigation. That then
11 goes to whatever bureau or division downtown, it goes
12 to management. The chief then sets a date, we call
13 it Black Tuesday. Most of his disciplinary actions
14 occurs, or hearings occur on Tuesday, which normally
15 are lined up with African-Americans on Tuesday, so
16 it's Black Tuesday. He then calls in the member who
17 are invited, not ordered to appear, along with their
18 respective union representatives, along with either
19 the district commander and/or a member of the
20 internal affairs division, normally the person in
21 charge, deputy inspector. The Chief supposedly reads
22 the entire package and makes a decision as to what
23 type of discipline to exact upon the member. Then

1 discipline is then imposed upon the member. If it's
2 five days plus, the member has the right to appeal
3 before the Fire and Police Commission. If it's less
4 than five days, the member has the right to appeal
5 through arbitration. And the procedures almost are
6 identical in each respective union is what the
7 arbitration process is like.

8 The most damaging thing about what the
9 discipline is doing is that it's called career
10 destruction. When I became President of the League,
11 it was on the heels of what we called the black John
12 Doe purported drug use by African-American officers.
13 And one of the things that at that time the vice
14 president and I did was we went to look at all the
15 discipline. That's why over the time we accumulated
16 all the discipline. We wanted to see if our people
17 had a problem and the Department is not going to help
18 them, as the League of Martin was obligated to help
19 them. What we found were our people did not have a
20 substance abuse problem, they had a magnification
21 problem. If, as an example, only one war story
22 today, an African American officer is at home
23 sleeping in bed after a party and a discussion with

1 the wife and the wife did not like the way the
2 discussion was going, she called the police. The
3 officer has been drinking. The officer is taken out
4 of bed, taken to a local district station. The
5 toxicological did not work, so they take him to
6 another district station, the toxicological did not
7 work, he is legally drunk. But he was at home and in
8 bed. He gets five days. That's an African-American
9 officer. White male officer, drunk, driving in an
10 automobile, working, boom, he gets abeyance. You
11 know something's wrong with the picture is what we
12 decided. So, that's when we really looked in detail
13 to see if the problem with our members was something
14 else. The only thing we can come up with is the
15 magnification thing. If our people are late two
16 minutes, three minutes for duty, that's discipline
17 that's imposed. You can have white officers idling
18 and loafing, which is equivalent to late, not
19 performing your duties, just basically goofing off.
20 We have several white male officers in these files
21 that was convicted of idling and loafing, nine
22 counts, it's returned to the commanding officer for
23 counseling. Our officers are not getting that

3 1 counseling. They are losing days of pay.

2 The most striking example of abeyance
3 and forfeiture. If an officer is AWOL and that
4 officer is white, that officer loses the day of pay
5 that he was AWOL. The African-American officer would
6 not only lose the day of pay, they get suspended as
7 well, without pay. It's those types of things.

8 MR. NUNNERY: With respect to what you just
9 said, what kind of federal remedies have you been
10 seeking? Have you been filing any disparate
11 treatment cases in federal court on this issue? Have
12 you been filing any 1983 actions? It sounds -- what
13 you're describing here is just blatant in violation
14 of Title 7.

15 MR. WELLS: We have filed with EEOC. Those
16 complaints are pending. We had a 1984 consent decree
17 that was monitoring this as well as any consent
18 decree monitors anything, on up until 1989, and
19 that's why we started, we started all over again is
20 what happened. That's why the data is from 1990
21 until. As soon as that consent decree ran out, it
22 started all over again.

23 MR. NUNNERY: I guess what I'm listening to

1 here, you have an absolute right to get a right to
2 sue.

3 MR. RICHARD: We are in the process of doing
4 that, and I didn't want to explain -- let me explain.
5 The Milwaukee Police Department implemented a Board
6 of Inquiry into allegations of the Milwaukee Police
7 Department. The Milwaukee Police Department, in my
8 mind, implemented the Board of Inquiry to circumvent
9 any federal action, the federal action that they knew
10 we were planning. We feel like it's gone beyond the
11 stage of allowing the Milwaukee Police Department an
12 opportunity of knowing everything that we know that
13 we are doing because they are engaging in damage
14 control, and that's what we want to avoid.

15 MS. KIRAL: I'd like each of you to tell us,
16 other than the problems that you're having in the
17 Department, why is it that the protection of the
18 African-American community in Milwaukee is suffering
19 because of what reasons you have?

20 MP. WFLCH: Part of the problem, as I see
21 it, as a patrol officer, is what I call a lack of
22 knowledge on the part of police officers in
23 understanding the culture differences in the

1 community that they're working in. Basically,
2 they're not concerned. The scenario that I like to
3 use is the traffic stop. Because one of the things
4 we discussed yesterday was the lack of qualified
5 minorities or African-Americans, if you will, to
6 become police officers. He said, we can't find
7 enough. You know why we can't find them or why they
8 allege that they can't find them? The typical
9 caucasian mentality police officer is that if I see a
10 car and there's two, three black men, preferably
11 three black males, one is okay, but if I can get
12 three, it's better, riding together in the car. And
13 if it's a Cadillac, that's ever better because we can
14 use all of our -- let our imagination run wild that
15 this guy must be a drug dealer because everybody
16 knows that they don't work and there's no way that he
17 can afford a Mercedes, so he must be dealing drugs.
18 So, now let's find a reason to stop him. Well, we
19 really don't have one, let's stop him anyway. We'll
20 turn on the red lights, maybe he'll flee, which
21 makes it better so now I can chase him at 100 miles
22 an hour and do police work all night through the city
23 because if he crashes and kills someone, that's even

1 better, so we can charge more. Okay, so this guy
2 doesn't flee, now they stop him. Now it's degrading.
3 Now it's let's talk to him like he's anything but a
4 man. We don't have to tell him why we stopped him
5 because we're the police, we can do those things.
6 Okay? The guy has a valid drivers license. He isn't
7 wanted. So, now he'll make some sort of complaint,
8 so I'll give him a citation. The mentality of most
9 African-Americans is why should I waste my time going
10 to court? Nothing's going to happen. I'm going to
11 be found guilty. I'm not going to pay the citation
12 because I didn't do anything wrong. Now, I'm revoked
13 and I'm suspended. Milwaukee Police Department does
14 a background investigation on me, what do they find,
15 he doesn't have a valid Wisconsin Drivers License;
16 he's suspended, he's revoked. It happens everyday in
17 our city. It happens everyday in our community.
18 But, what we do see the Milwaukee Police Department,
19 we'll make up all of these great things like GREAT,
20 we'll make up IART. we'll make up all these great
21 programs and these fifteen year old kids that are
22 drug dealers. brothers are drug dealers, carrying
23 guns, we send a puppet, McGruff, into those schools

1 and that's going to change them. I say McGruff, our
2 kids are in gangs because those gang members tell
3 them the truth. Those gang members tell them what
4 society is doing to them and those kids can see that
5 and they know that what they're being told is true
6 because they've seen their father be degraded by a
7 policeman in their own home, in front of the children
8 and in front of the mother. And they've seen their
9 father cower because they're afraid to stand up like
10 men. Those kids are angry. So, when those gang
11 members come and tell them I can teach you how to be
12 a man, I can teach you how to have nice things, the
13 kids listen, they're interested. We bring -- what do
14 we bring them? We don't bring them the truth, we
15 bring them a talking squad car. Rap music has our
16 children because those rap artists are telling the
17 truth, they're making our kids proud. We don't do
18 that. We say, here's McGruff, a talking doc, take a
19 bite out of crime. We're beyond that stage. Our
20 children are beyond that. They want to know who we
21 are, where we come from. That's what they're
22 interested in. They don't want to hear those stories
23 anymore. They want to know why they're being treated

1 that way. And if you ever have the opportunity to
2 sit down with a policeman during an interview with a
3 young man and if you tell him the truth about where
4 he comes from, about his history, about his culture,
5 you have his undivided attention, and for that period
6 of time, he's interested. As soon as you start
7 talking about McGruff and talking squad cars and it's
8 okay for you to live in this particular environment,
9 but don't sell drugs. How do you tell a kid who's
10 making twice your salary in an hour not to sell
11 drugs? You've got to sell him on something better
12 than that. You've got to sell him on a pride.
13 You've got to sell him the idea that you've got to
14 stand up and be a man. Because your father was made
15 to cower by the police does not mean that you have
16 to.

17 MR. WELLS: From a management perspective,
18 leaving the Milwaukee Police Department in the shape
19 that it is right now is creating most of our
20 problems. If you go back and I gathered yesterday
21 that or part of the Sherman Park, you probably can go
22 back to the time that we had two person squads
23 consistently on the streets of Milwaukee. I'm not

1 saying that the quality of life issues was addressed
2 then and whether they are now, but we correlate the
3 super deterioration, the quality of life issues to
4 the abolishment of two person squads. You're not
5 going to have, and it has nothing to do with fear. I
6 don't want to imply that the officers are afraid.
7 It's common sense. You will not have the same number
8 of squads patrolling your alleys, the side streets
9 late at night talking to kids if there's one person.
10 To me it's that simple. Now, if you take that mix --
11 that two person concept along with the proper
12 training and a diversified work force, you should get
13 a better product. We take poor trained one person
14 squads and put them in areas where they're not going
15 to be interacting with members of our community or
16 your community in a positive way because 90 percent
17 of the time the only time they get a chance to
18 interact with you is in a negative way. Talk about
19 ED, the diversification of the community, we never
20 talk except from the League of Martin from the legal
21 perspective, the diversification of the agency that is
22 policing the community. It has to be diversified.
23 I've heard reports of the cross district dispatching

1 and everything else. My problem with cross district
2 dispatching is that most of the people are missing
3 the mark. I work out of district number 6. If
4 district number 6 officers can leave my district and
5 go into district number 3 and patrol on a consistent
6 basis and the quality of service that I'm giving to
7 my district is not diminished, the question should be
8 asked, why do I have that squad assigned to me in the
9 first place? Why isn't it assigned to District
10 Number 3? And if you have District 4, 2 and 6 giving
11 personnel to district number 3 on a consistent basis,
12 now you've got three districts doing it. Why, as a
13 manager, I can't look at the allocation of my
14 personnel? You're going to leave those districts who
15 need the manpower hurting. You're going to leave the
16 community constantly upset with the fact that they
17 are losing their squads. The other thing is when I
18 said look at the numbers carefully. Normally when
19 our department releases the strength of service, be
20 careful because we normally don't do that unless
21 we're discussing it in some fashion. We as a law
22 enforcement agency dare not tell you how many
23 officers we have doing what. It's counterproductive.

1 So, be careful with those numbers. What you should
2 watch for is that if the officers assigned since
3 you're interested in 3, 5 and 7, the number of patrol
4 officers assigned to squads at Districts 3, 5 and 7,
5 those are the officers that are responsible for those
6 service calls. A lot of times the strength of that
7 district is reflected in a total number where the
8 officers are actually on loan to some specialty unit.
9 They're not helping out that district. Look at the
10 number of specialty units. You can discount DARE and
11 GREAT. I will give the Milwaukee Police Department
12 DARE and GREAT. You look at the number of officers
13 and detectives that you have assigned through the
14 armed robbery crimes task force, the number of
15 officers and detectives assigned to the newly created
16 criminal intelligence division, gang crime unit, look
17 at the number of officers assigned to all, I think
18 it's robbery crimes task force, you've got about
19 five. Those are police officers and detectives who
20 have been taken away from those districts in order to
21 perform specialized functions and those specialized
22 functions are all targeting the same group of
23 people, the drug dealer who is committing the armed

1 robberies, who is normally committing the non
2 personal homicides. They don't even talk to each
3 other. They're better off creating a unit to handle
4 the problem singly where they have better
5 communication and give those patrol officers back to
6 3, 5 and 7 so they can take care of some of those
7 quality of life calls that we hear so much about.

8 MS. MC FADDEN: Question. When you said
9 specialty unit, once an officer is assigned to a
10 specialty unit, does that officer ever come back to
11 their original district that he or she was assigned
12 to?

13 MR. WELLS: Very rarely. Only on visits to
14 see a friend, but you're not getting them to answer
15 to calls that impact upon that district. That's the
16 major concern of a lot of us internally within the
17 Department. It's just that because of certain gag
18 rules, we just don't say anything. There's some
19 hostiles in the Milwaukee Police Department who want
20 to make captain and inspectors.

21 MS. MC FADDEN: Is crime pattern used in the
22 assignment of the allocation of officers?

23 MR. WELLS: If crime pattern was used in the

1 allocation of police officers, districts 3, 5 and 7
2 probably would have more officers than they have.
3 So, it cannot be used. If it's being used, then the
4 formula that they're using is probably one that was
5 created to justify instead of a formula that was used
6 for effective allocation of personnel.

7 MS. MC FADDEN: One more question. When an
8 officer is promoted from a lower level to upper
9 management, is that vacancy at that lower level ever
10 filled?

11 MR. WELLS: One of the problems that you
12 have with any promotion, the promotion starts with
13 patrol force. Last year the mayor increased the
14 number of patrol officers within the budget, but what
15 people did not watch, is that along with that
16 allocation, was an increase in the number of patrol
17 officers taken away from the patrol force to increase
18 the narc crimes unit and I believe the drug abatement
19 team. So, you're actually not gaining anything. It
20 looks good in a press release, but when management
21 got their hands on these new police officers, they
22 expanded other specialty units.

23 The other problem with it is that you

1 need at least three years of experience to go to one
2 of those specialty units. So, you need three years
3 plus experience. So, what are you taking away from
4 your district, veteran officers. We are to the point
5 with these specialty units that they're now taking
6 our officers with three years experience and a lot of
7 us are putting out squads with officers, needless to
8 say, less time than two years on the job. So, you
9 wonder about quality of life issues. Here's a kid
10 raised up north, comes to Milwaukee and I have to
11 throw him or her out there by themselves and they
12 go out there and address the quality of life
13 issue in the streets of Milwaukee? I wish them luck.
14 It's very, very difficult and a lot of times the
15 mistakes that they make are not mistakes of the
16 heart, but mistakes of the head because they are left
17 out there by themselves.

18 MR. SQUIRES: I'd like to ask you a question
19 that's not directly tied to disciplinary actions.
20 yesterday in a public session we heard that there was
21 emerging resentment within the police department over
22 the notion of white officers are told that they
23 cannot adequately serve the black community. We

1 heard that the only race that counts is the human
2 race, and we heard that what we really need to do is
3 stress qualifications, not lower them. And that we
4 ought to be focusing on is improved police services.
5 I'd like to ask any of you on the panel to respond to
6 that, those sets of concerns?

7 MR. WELLS: I was not here for that, but I
8 think that as something that was targeted towards
9 some of the forces of the League of Martin. When the
10 new administration of League of Martin took over, the
11 first thing we did was we came in because of a press
12 release that was issued by the members of the Fire
13 and Police Commission, that said we cannot find
14 qualified minorities within the Milwaukee Police
15 Department. A new regime surfaced of Leonard Wells,
16 John Wesley, Ray Richard and some others who said, we
17 can find them, you just haven't been looking. We
18 used what we learned in school, that if you going to
19 take a test, prepare for the exam. We gave workshops
20 on test taking skills, not to, just as Mr. Padway
21 said yesterday, to just recruit who was applicants
22 for the Milwaukee Police Department. We gave
23 workshops for everyone who was preparing to take a

1 promotional exam. We used members of other
2 departments who had taken exams to come in and talk
3 to our people about test taking for law enforcement
4 exams, and believe it or not, they have a right, that
5 organization, I believe, was LEOCARD, they have a
6 right to be upset because we kicked butt.

7 MR. SQUIRES: Let me ask you, the Chief gave
8 some numbers indicating that percentage of minorities
9 had increased over the last few years. Have
10 standards been lowered in order to accomplish that?

11 MR. WELLS: No, no standard has been
12 lowered. The question that comes to my mind when
13 someone says that they have lowered the standards is
14 an old slave thing that they teach that they taught
15 years ago that if you plant that seed into the mind
16 of an African-American, they will begin to think that
17 they were given something or that they are inferior.
18 Well, the League of Martin adheres to the philosophy
19 of Dr. Martin Luther King, and we will not allow our
20 people to feel inferior, but we will teach, we will
21 teach. Now, another example of teaching, we had a
22 problem and I've been on the job for 19 years getting
23 African Americans who is on the job to go to workshop

1 conferences. This was paid for by other law
2 enforcement agencies, and the Milwaukee Police
3 Department. They were not being sent. We got tired
4 of writing for these workshops, these learning
5 opportunities, so you know what we did? We started
6 having our own, and they got upset about it. We sent
7 our people to the stations where they were given
8 assessment exercises. We have our own state
9 conferences. We are the one who brought training and
10 standards, our own training and standards into the
11 home of the League of Martin, and, you know what they
12 said, and they're white, I wish the Milwaukee Police
13 Department offered us as much cooperation because we
14 do have a lot of things to offer law enforcement.
15 That's why they're upset, and they got upset to the
16 point that initially when we had our first
17 conference, they allowed any district commander to
18 allow officers of color to go, based upon standards,
19 and we were averaging about five per district. This
20 year, since it was a success the previous year, they
21 set up a maximum of it of three per district to again
22 try to cut our throat. But, we're strategizing.
23 We'll get past that one, too.

1 MR. WELCH: If I could just touch on that
2 briefly. I don't want to underscore the caucasian
3 officer in law enforcement because I've been on the
4 job ten years and I've worked with some caucasian
5 officers that are good, that are sensitive and that
6 deal -- and that do deal with the community. So,
7 it's not that we're saying that it's unmanageable or
8 that as the Alderman stated yesterday, he wanted his
9 entire area to be black, that's not what we're
10 saying, that's not what we're trying to get at. At
11 least that's not what I'm saying. What I'm saying is
12 that there's a problem on the Milwaukee Police
13 Department and before you can start getting well, you
14 have to admit that you have a sickness or disease.
15 If I run around with cancer and never admit that I
16 have cancer, cancer eats me up until I'm almost dead.
17 Okay, we have the problem, we have a race problem,
18 but everybody's answer is, no, there's no problem.
19 Well, if there's no problem, why are we sitting here?
20 Because everyone knows there's a problem.

21 MR. WELLS: Let me make another observation
22 about this. We're not here criticizing all white
23 officers. That is, that you hear over the air, are

1 there an hispanic officers working tonight? That was
2 a white officer asking for hispanic officers because
3 they have a problem and their area is not diverse
4 enough with officers that they don't have anybody to
5 interpret for them. So, they're asking for them. You
6 heard Alderman Gordon missed the mark yesterday. I
7 think he's getting close when those officers say call
8 your Alderman, you know, those are white officers
9 who're saying call your Alderman. You know why they
10 want you to call the Alderman, because they don't
11 try, the Department. They've been trying to get the
12 Department to give them some help and they're not
13 getting anything. Who is the next step? It's the
14 Alderman. If the citizens start calling the
15 Alderman, what the officers feel we'll get some help
16 out there and I don't think most of the Alderman
17 realize that's why they're doing that.

18 MR. TORRES: You said something about having
19 to train an officer from up north.

20 MR. WELLS: Yes.

21 MR. TORRES: Where is up north?

22 MR. WELLS: We had open enrollment, I
23 believe open recruitment about a year ago. A lot of

1 the officers are white officers are -- not some. I
2 don't mean to say an erroneous number. You get
3 officers recruited from not only Milwaukee, but
4 throughout the State of Wisconsin, Michigan,
5 Illinois. They come from all over because of the job
6 market. The Fire and Police Commission, when they
7 advertise, I don't know how far the advertisement
8 reaches, but they just, most of the law enforcement
9 bulletins I believe to advertise their recruiting
10 efforts. So, you not only get -- let me be fair --
11 you not only get whites from other areas, you get
12 blacks and you get hispanics from other area. We
13 have hispanics all the way from Texas. We have
14 African-Americans from Detroit, Pittsburg, from all
15 over. So, that's all part of the recruiting area. --
16 That means -- what I was trying to say, they're not
17 living in Milwaukee, they're not even from Milwaukee.
18 So, you're automatically putting a person who is not
19 from here to work the streets of Milwaukee, in a
20 position where they're going to result to the type of
21 training that they receive in order to control a
22 situation is what I was attempting to say. If I'm
23 only taught to tell you to sit down, then when I get

1 out on the streets when I'm not in charge of the
2 situation, the first thing I'm going to say is sit
3 down, that's the only type of control. We've been
4 taught that if sit down doesn't work, the next thing
5 I'm going to do is put my hand on you and slap the
6 cuffs on you. That's based upon training.

7 MR. TORRES: As a community organizer and
8 educator in this community for 25 plus years, I'm
9 from up north, by the way, that's why I asked that.
10 I'm aware of the administration of Bryer and SWM and
11 Clark demonstration and I thought it was fair, a lot
12 of times I thought it was race. I'm aware that there
13 are a number of Native American officers in the
14 department that have come up in the ranks over the
15 years and also hispanic officers, so you get any kind
16 of support from them? Do you ask them for any kind
17 of support? They are minorities, too, besides just
18 African-Americans?

19 MR. WELLS: We have only one Native American
20 in the district who we support wholeheartedly. His
21 sister and I sit on a committee together. We get
22 support from him. He's trying at the police academy.
23 What you have to remember if you're an innovative and

1 creative person, management can slap handcuffs on you
2 that prevent you from doing a lot of things that you
3 desire to do.

4 MR. WARREN: He has made some good changes
5 based upon what he has to work with at the police
6 academy. Since he's been the deputy inspector of the
7 training bureau, I don't think I've received more
8 than two minor complaints from the training bureau
9 before him. I was getting complaints out of every
10 recruit class that was out there. But how much can
11 he do when he's by himself trapped in management?
12 Now, the hispanics that have moved up in the
13 Milwaukee Police Department, I know of only one
14 lieutenant of police who is hispanic and beyond that
15 I know of no hispanic above the rank of lieutenant of
16 police. And the organization itself, the Latino
17 Police Officers Association, we are a brotherhood and
18 that this year we're having our first united picnic
19 together where we invited all members of the
20 community to join together with Latino police
21 officers, the Wisconsin Association of Women Police,
22 League of Martin and Able, which is part of the
23 Sheriff's Department, to show that we are united in

1 our concerns to improve law enforcement.

2 MR. WELCH: If I could, I just want to kind
3 of touch that. My partner is a Mexican from his name
4 is Eduardo Negro and because when I came through the
5 police academy we never had any cultural diversity
6 training or anything of that nature, we're on what's
7 considered Squad 54 and our area is a good mixture
8 and we have a lot of -- a large hispanic community up
9 in there. And I have to admit I was apprehensive
10 about going into this Mexican community because I
11 knew nothing about them. I mean, absolutely nothing.
12 I had never been trained to deal with it. I didn't
13 know what to expect and I had to give my partner so
14 much credit. I respect this man so much, he has
15 language, he has culture, he has a lot of things that
16 we don't have. He has a lot of things. When you
17 deal with the hispanic community, you can see the
18 pride that they have because they can go into another
19 language, because they can. They're very much, you
20 know, united and it took working with this individual
21 to bring me around to make me a more whole person.
22 It took working with him because I was narrow,
23 because I didn't know, and I didn't know what to

1 expect. So, now when you talk about you bring
2 somebody in from other areas who have never dealt
3 with and we've had people who have never had any
4 physical contact with anybody black or hispanic in
5 their whole life and now they're police officers.
6 They haven't been trained to deal with it. So, now
7 when they go into the house and you got all of the
8 things that are going on in our households. You've
9 got fights over here, you've got people drinking,
10 you've got everything. They're basically shocked and
11 they don't know how to deal with it. So, what is
12 their answer? They retreat. They don't understand
13 the situation. The doctors yesterday spoke about the
14 father not being in the household. I came from a
15 household, I didn't have a father and I think I came
16 out pretty well. I think my mother did one heck of a
17 job. So, we can't say that because the father isn't
18 there or the mother isn't there that that's the
19 result. And that's why we have this. We're not
20 talking about that. We're talking about
21 relationships with the community and that's part of
22 the problem. Because it's not in our training. Just
23 the other day when we were at the academy, one of the

1 issues we were supposed to discuss was sexual
2 harassment. Okay, the instructors who is giving the
3 overall overview of what we're going to be discussing
4 says we're going to be discussing this riot control,
5 oh, yea, and we're supposed to talk about sexual
6 harassment. Sexual harassment is not good, and if we
7 have time, we'll cover it. If we have time. And it
8 was never covered. But, if you go check our training
9 force, we probably have, is that training?

10 CHAIRPERSON SHANKMAN: I just want to --
11 before I forget, just a quick question. I was
12 unaware when we were presented the figures for
13 minorities with the Milwaukee Police Department that
14 that included both race and gender, that 23 percent.
15 And I was wondering --

16 MR. VELLE: That included more than that, if
17 I'm not mistaken. Our figure says that there's 15.4
18 percent African-Americans within the Milwaukee Police
19 Department, and they are 263 African-American males,
20 47 African-American women, which means that the
21 Milwaukee Police Department included white females in
22 their 23 percent.

23 CHAIRPERSON SHANKMAN: Okay, thank you very

1 much.

2 MR. WELLS: That surprised me, too.

3 MR. MINHAS: We heard yesterday that
4 Milwaukee Police Department has police officers
5 association or union, I want to know if minorities
6 are properly represented in that association and if
7 so, are they doing something to correct some of these
8 discrepancies you described?

9 MR. WELLS: Since I've been president of the
10 League of Martin, which I'm into my third year, I've
11 received numerous complaints regarding inadequate
12 representation from the Milwaukee Police Association.
13 Personally, I do not deal with my union, the
14 Milwaukee Police Supervisors Organization, anymore
15 because who deduct dues from my check. The Milwaukee
16 Police Association, because of the concerns that have
17 been raised, have taken a cosmetic approach to
18 addressing some of the concerns of the African
19 American officers who were part of their respective
20 unions. The Milwaukee -- in other words, you have to
21 have the union. You have to be part of it or you
22 have to declare fair share. All right, at this
23 stage, no member that I know of with the League of

1 Martin has declared fair share dues within the MES
2 where the only thing you're entitled to is, you know,
3 to have them take a fair share amount of dues out and
4 you're entitled to what they get in the bargaining.
5 No, that position has not been taken. We have not
6 filed any formal complaint. The union is shrewd.
7 Everytime you get ready to set them up for your
8 complaint, they want to be your best friend. It
9 seems like they can spot it two blocks away. We've
10 attempted to put them in a position where to see if
11 they was going to deny someone representation and as
12 if though they're keeping our hold card and they give
13 the representation, so there you sit.

14 MR. MINHAS: Would you tell us about how
15 many minorities are there in the association?

16 MR. WELLS: I would say roughly because of
17 the structure, anyone with the rank of detective and
18 below is a member of the IUPA and I don't have that
19 figure, but I can guess that it would be close to
20 275, 280.

21 MR. RICHARD: In relation to the
22 representation, there have been several complaints
23 that the union doesn't represent it's black officers.

1 In many cases the black officer will go to them with
2 a complaint and their advice is to well, you resign
3 from the Department where you can save face and you
4 can reapply at a later time. This is what's told to
5 several officers. I have a situation with a Dahmer
6 incident came up that they were going out to
7 determine if people would walk out if a decision was
8 reached that the officers involved were dismissed or
9 disciplined, and when they approached black officers,
10 they wanted to find out if they would support this,
11 and when the black officers said that well, why
12 should we support this because of the fact that we're
13 not represented? If it were black officers involved
14 in the Dahmer incident. There's the feeling that the
15 union would have not been there. It would have been --
16 a situation where they would have been left out there
17 to cry. They said, well, you made your bed, in
18 essence. Lie in it. And that's the feeling that
19 black officers get when you try to get some
20 representation from them. They tell you to resign or
21 basically there's nothing we can do for you.

22 MR. EASTMAN: Thank you. I have a quick
23 question here. I'm from Oshkosh, Wisconsin, right in

1 the middle of northeast Wisconsin. I don't proclaim
2 to represent constituency there, but just some
3 political demographics. We're white, we don't like
4 taxes, we don't like big government, we believe that
5 people who have problems should solve the problems
6 themselves amongst their own ethnicity. My own
7 question then for each of you then is one or two or
8 three sentences is, do you believe the problems of
9 quantity and quality of policing in the black
10 community in Milwaukee will have a potential or does
11 have a spillover of crime in northeastern Wisconsin?

12 MR. WELLS: I'll answer that. Based upon me
13 working with members of Racine and Madison, Racine
14 and Madison police departments, they report to us.
15 It's the State of Milwaukee and as the State of
16 Milwaukee does, so does their community. If Oshkosh
17 is like Racine, Beloit and Madison, as Milwaukee
18 does, so will the rest of the state. I share that.

19 SPECTATOR: Do you have crime in Oshkosh?

20 MR. EASTMAN: I'm just asking from the
21 panel.

22 MR. RICHARD: I would feel that there would
23 be some reflection on things that happen throughout

1 the rest of the state that if the crime is going to
2 increase in Milwaukee, it's going to increase in all
3 parts of this state. I would state--

4 MR. WELLS: Let me add something to that,
5 too. In addition, what I've learned from our network
6 of other policing agencies, they model a lot of their
7 patrol techniques off of Milwaukee. Racine created a
8 power shift because Milwaukee created a power shift.
9 So, not only will they take our spillover, they will
10 also take our tactics as far as crime fighting the
11 same, if that helps you any.

12 MR. EASTMAN: I just want to know if it's
13 perceived if you think there's -- if the fence isn't
14 painted in northeastern Wisconsin, I'm talking about
15 anywhere north of Milwaukee?

16 MR. WELLS: I'll give you another example.

17 MR. EASTMAN: For the record, I just want
18 this as an issue to look at.

19 MR. WELLS: I understand what you're asking.
20 Some chiefs of police have called upon the League of
21 Martin to ever talk to their associations because of
22 the very thing that you're talking about. The fear
23 that what's going to happen in Milwaukee when it

1 comes to discrimination and crime and everything
2 else, is coming. So, it's like they're preparing for
3 it.

4 MR. EASTMAN: Yes, this makes me very
5 nervous. I know. I work with many chiefs in
6 northeastern Wisconsin. I know they go to our
7 community and they teach about black, Asian
8 minorities, gangs, there's a manifested fear in
9 Oshkosh and Green Bay. If you want to comment on
10 that?

11 MR. WELCH: I would say that the fear would
12 be justified, based on theory that I gave you about
13 the painted fence. You can take that theory and you
14 can apply it just about anywhere because that's
15 exactly what it is, it's a theory that's applicable
16 and I would say that if Chicago turned the heat up on
17 their criminal element in Chicago, that they would
18 certainly run to Milwaukee because it's close and on
19 their way to Milwaukee, everybody's going to stop in
20 Racine and everywhere else along the way until
21 they're gradually forced elsewhere. So, in answer to
22 your question, I would say, yes, that I think you're
23 going to have the nation as a whole is suffering from

1 the very thing that we're talking about and because
2 we simply just keep inventing all of these programs
3 and throwing paint on it to make it look pretty and
4 make it appear that we're doing something, all we're
5 doing is giving an appearance, so to speak. So, I
6 would agree with you, yes, I think you're going to
7 have some spillover and if there's a fear, I wouldn't
8 say fear or concern in that I would say that it's
9 very well-founded.

10 I just wanted to add one other thing,
11 because I know this was asked yesterday. Someone
12 asked yesterday regarding the Dahmer incident, if
13 that had divided the Milwaukee Police Department.
14 We've never been united.

15 CHAIRPERSON SHANKMAN: We're running short
16 of time, but there are two committee members who still
17 have questions. Mr. Nunnery?

18 MR. NUNNERY: I guess I just want to applaud
19 the League of Martin. I think you all are doing an
20 excellent job. I have been looking at a number of
21 some case laws in Wisconsin, particularly in this
22 area of breach of duty of fair representation. I've
23 represented a black police officer in Madison who was

1 a member of the union, subject to termination and
2 discharge, and he refused to let his union represent
3 him. So, I wound up representing him privately, and
4 this went all the way to the Court of Appeals. But,
5 the thing I wanted to ask you in terms of your
6 resources, I mean, I hear a lot and I hear a lot of
7 problems and a lot of elementary things that I think
8 you all could be doing and I assume the reason you're
9 not doing a lot of these things; that is, fighting in
10 the court house door is because of money and because
11 of support, and can you comment in terms of what kind
12 of resources do you have? I mean, there was a big
13 case and you probably know about it, Lieutenant Beens
14 versus Byer's union down here. They fought it
15 aggressively against the chief and termination
16 received. It went all the way to the 7th Circuit
17 Court of Appeals. There are no comparable cases no
18 where in the state where any of these unions have
19 fought aggressively for any black rights.

20 MR. WELLS: You should know because --

21 MR. HUMPHREY: Can you comment on your
22 resources?

23 MR. WELLS: It's a resource problem. I'll

1 be very honest with you. It's a political problem we
2 find here in the State of Wisconsin. You, and I
3 believe two other attorneys are about the only ones
4 who will take a case against a union. That's one of
5 your biggest problems. The attorneys did not like
6 going up against unions. I would somewhat believe
7 with what you did in the Madison case and there was
8 one other attorney in Milwaukee who won a case
9 against the union, and McCall, he will take a case
10 against a union. Now, that's one of the -- and
11 politically you get accused of union busting. If the
12 League of Martin took on the Milwaukee Police
13 Association, politically we will be accused of union
14 busting. I know we have the resources to take it on.
15 I'm hedging a little because I'm not part of that --
16 union right. There's one of the awful positions of
17 being president of the League of Martin, I'm part of
18 the Milwaukee Police Supervisory Association, which
19 is a different union. I have to yield to the vice
20 president in order to even decide what action should
21 be taken on the floor of the League when it comes to
22 against the MPA. We have attempted to share with our
23 members as much information as we could about several

1 cases that we were aware of on fair share, and that's
2 about as far as we got. I really don't know if the
3 membership wants to divorce itself from the union and
4 remember, too now, you're dealing with a very, very,
5 very young leadership. Those numbers that you hear
6 us throw out, most of those people came on after
7 Danno first became Mayor. So, --

8 MR. NUNNERY: One thing I just wanted to
9 comment. This will be my last one on this, and
10 that's many police officers do not understand that
11 they have separate statutory rights, independent of
12 their collective bargaining union. they do not have
13 to rely upon the union to take them to court and by
14 going to court, they have that absolute right and
15 there's been a lot of -- there's been a major Supreme
16 Court case on that point. Just because you're in a
17 union, you do not have to follow the doc tail of the
18 union leadership. You can go into court and exercise
19 your rights.

20 MS. KIRAL: If you, all of you on the panel
21 can say with conviction that as a result of the
22 problems you're having internally and the lack of
23 minority police officers in this city in the areas

1 that we are addressing are suffering from police
2 protection?

3 THE PANEL: Yes.

4 MS. KIRAN: That's just for the record.

5 MS. EULER: I guess my question is about
6 training. When we're saying that the white officers
7 are insensitive to the plight that are happening in
8 the community, what type of multicultural or
9 diversity training have all of you had? Another
10 question is, what type of interaction, interpersonal
11 reactions do you have with your counterparts? Do you
12 socialize together? Do you invite each other to your
13 homes? Do you sit down and talk? If you want
14 someone to know about you, you've got to talk to
15 them. Say, hey, this is what I like. This is what I --
16 don't like.

17 MS. BOONE-HORTON: My name is Officer
18 Boone-Horton. I'm one you call the new recruits. I
19 have been a police officer for two years, so I came
20 out of the new police officer era. They are making an
21 attempt in cultural diversity training at the
22 academy. To give you an example of that training,
23 the white officer is trained at that academy. Once

1 he graduates, his whole night is going to consist of
2 pulling out his gun out, having his mace and
3 somebody's being carted off to jail. Being a female
4 and minority in that training in that two years I had
5 several complaints about how that training was. I
6 was scared to death when I got out because I was
7 afraid of my partner, not the people out there.
8 Though the training is there at the academy, but the
9 training, once you have that training, you leave
10 there, that training is not enforced. I mean, the
11 times that I was in the classes and we had the
12 cultural training, there were numerous heated
13 arguments, if you will, concerning the training, the
14 sensitivity of minorities and that's blacks,
15 hispanics and females, included. The consensus of the
16 supervisors that gave that training, they didn't ever
17 give what I call an easier approach. They kind of
18 downplayed it to the point -- one example I'll give
19 for myself, my one personal experience. We're
20 talking about, if you're going into the black
21 community and you pick up a suspect, the suspect is
22 at the store shoplifting. The suspect has meat
23 shoved in their pants. What do you do officers? Do

1 you go in? My understanding is that's not a perfect
2 example to give, but the examples, the diversity
3 - training, the minorities were committing offenses and
4 the white officers are doing the arresting. Another
5 example of the training, once they leave the academy
6 and they go to the district, that training is still
7 not enforced. I have one personal example of my own
8 where a white counterpart and I go into a white home
9 to counsel a young juvenile that's having some
10 problems. Now, the issue is whether or not the
11 juvenile is going to go into custody or not into
12 custody that night. The white officer makes a
13 comment and says, well, you have it made right now.
14 You're only 17 years old and we take you home and you
15 may go downtown, but you'll come right home. But, --
16 next month you'll be 18 years old, you've got to
17 dance with the big boys. Now, when you go luck head,
18 (phnetic) which we call lock up, in prison, they're
19 going to be black men in that jail and they're going
20 to be looking at you kind of funny. I got offended
21 by this statement. I tried to talk to the officer.
22 I went to the supervisor and explained to him what
23 the problem was because I felt he needed to be

1 educated. He, the supervisor said well, he's young,
2 you'll just have to look over that. That was his
3 diversity training.

4 MR. WELLS: You have to remember too that
5 Milwaukee is publicized and is one of the most
6 segregated cities in the nation. So, our
7 socialization process is a socialization process
8 where you associate with your own, based upon that
9 segregation. I work on the south side and when I say
10 south side, I think you're from Madison, that's a
11 predominantly white district population wise, and
12 officer wise when I go there, I go there, I do my job
13 the best I can, and then when I get on the
14 expressway, I go home to a black neighborhood. As
15 far as me going back over there on the south side to
16 socialize, no, I really admit I do not.

17 MS. FULER: I meant socializing with your
18 officers, your peers on the force?

19 MR. WELLS: These are my peers. That's what
20 you're--

21 MS. FULER: And the white peers?

22 MR. WELLS: There's very little
23 socialization.

1 MR. WELCH: I guess I'm kind of different, I
2 don't know. First, I'd kind of like to follow up
3 kind of like what Gigi is saying, Officer
4 Boone-Horton is saying. It's a difficult situation,
5 okay, because I had a partner, caucasian partner who
6 is still a good friend of mine, and yes, I've been to
7 his house, played Nintendo with him and he's been to
8 my house. But, this is someone who I work with who
9 understood if you like the word plight of the black
10 community or whatever terminology you like. He
11 understood that and when we worked together, we had a
12 very, very good working relationship. And if my
13 partner is fighting with someone, at that particular
14 time, it doesn't matter why he's fighting, just the
15 simple fact that he's fighting to affect an arrest or
16 whatever it is that he's doing, I'm supportive of him
17 okay. Because, we're kind of dependent on each other
18 to get through the night, okay. So, I work with him,
19 but after that is over, once we've effected the
20 arrest, done whatever we've had to do and, you know,
21 we get back in the car, now we critique what happened
22 and why it happened, what was good about it, what was
23 bad about it, why things escalated the way that they

1 did. Why this didn't occur, why that didn't occur?
2 And we kind of work along those lines. But, you have
3 certain officers on this job who come here with the
4 mentality, I'm going to kill someone. I'm going to
5 beat someone, and that's their mentality. And you
6 can go out and you can socialize with them. You can
7 drink with them, you can get sloppy fall down drunk
8 with them if you want to, and as soon as they get
9 drunk, you become a rigger to them again. And that's
10 just the mentality. And see what people think
11 they're under this misconception and especially my
12 community, they're under the misconception that once
13 I put on a blue uniform or once I became a policeman,
14 I stopped being black, and they're wrong. The
15 conception is wrong. I'm a black male who is a
16 police officer. The Milwaukee Police Department says
17 we are all blue. My God did not make blue people.
18 So, we can't go in with these. And along with that,
19 the Milwaukee Police Department tells you we're all
20 blue, we all stick together, but you let me go out
21 and do something wrong and I'm not blue no more,
22 okay. And our union has the same perception. You
23 talk about our union, our great union that's going to

1 represent us. During the Dahmer incident there was
2 an African-American or a black male who was going up
3 on charges and he had done something wrong and we're
4 not saying that when black officers do something
5 wrong, we've got to defend them or we've got to make
6 it right because of the thing we've gone through.
7 No, we're not saying that. Wrong is wrong, regardless
8 of who does it. But, what we're saying, if I say you
9 does then I expect equal representation. And the
10 proper response to unequal representation is
11 revolution or revolt. That's the proper response.
12 If I sit back and say it, okay, and I'm going to be
13 passive, and I'm not going to change anything like a
14 lot of our commanding officers that are black and
15 hispanic. They've worked their way through the
16 system. If they're not doing anything to make a
17 change, why should I sit back and say he's black, I'm
18 going to respect him just because he's black. If
19 he's not doing anything productive to help the
20 community and to help us, that's our position.

21 U.S. MC FADDEEN: Mr. Wells, in what districts
22 are the majority of African American officers
23 concentrated?

1 MR. WELLS: I would have to say that it's
2 probably most even split between the district that
3 you're concerned with; 3, 5 and 7.

4 MS. MC FADDEN: In saying that then when you
5 look at having a police force reflect that of the
6 community in which it serves, it's okay for white
7 officers to serve the black community, but not
8 African-American officers serve the white community.
9 It seems it's a one sided thing.

10 MR. WELLS: Okay. Because of certain court
11 cases, there are African-American officers serving
12 the south side and I'm one of them. I'm there
13 because, as I was told, I was there because the
14 African-American officers in District Number 6 needed
15 a role model and a mentor, and I told them if the
16 African-American officers in District Number 6,
17 become a League of Martin member. I'll give them a
18 lot of role monitoring and mentoring. I didn't
19 necessarily have to be there. They have
20 diversification. Diversification can kill you, too.
21 White man can take diversification and divide you,
22 all right. In order to achieve integration of the
23 Milwaukee Police Department with African-Americans,

1 hispanics and women, they can spread you so thin
2 until you never see each other, and that's a lot of
3 time is done to eliminate you. Isolation will kill
4 you. Me being an extrovert, isolating me in District
5 Hc. 6 won't kill me. I get in my car, lock in the
6 mirror and say, I made it again, and back home.

7 CHAIRPERSON SHANKMAN: Thank you very much.
8 We're way over time. We very much appreciate your
9 information and persons you can talk to informally.
10 We'd like to break for a couple of minutes now so we
11 have a chance to stretch our legs and get our next
12 panel set.

13 (A brief recess was taken.)

14 CHAIRPERSON SHANKMAN: Before we begin this
15 panel, there's a few minor changes or major changes,
16 depending on your perspective, to the schedule. Our
17 early panel went significantly longer than we had
18 scheduled for it, and that's left us with a choice of
19 either pushing the public session back or skipping
20 lunch. So, we chose to push the public session back.
21 So, the public session will start at 1:30 rather than
22 1:00 o'clock. Other than that, everything will be
23 unchanged. The panel which was scheduled to begin at

1 11:00 will begin at 11:30 to allow the same amount of
2 time for this panel as was originally scheduled on
3 the agenda.

4 I need to remind people about the basic
5 procedures that we're operating under and I apologize
6 for not doing it before the first session.

7 This is a public meeting. It's over to
8 the media and the general public. We do have a very
9 full schedule of people and so the time allotted for
10 each presentation must be strictly adhered to.
11 Anyone wishing to make statements during the public
12 session, which will be from 1:30 to 2:30, should
13 contact Peter Hinarik for scheduling. Written
14 statements may be submitted to the committee members
15 or staff here today, or by mail to the United States
16 Commission on Civil Rights, 55 West Monroe Street,
17 Suite 410, Chicago, Illinois, 60603, and Peter also
18 has that address and we'll be happy to give it out to
19 people. The record of this meeting will close on May
20 28th, 1993. So, all written statements need to be
21 submitted by that time.

22 Though some of the statements may be
23 controversial or may have been controversial, we want

1 to ensure that all invited guests do not defame or
2 degrade any organization. In order to ensure
3 that all aspects are represented, knowledgeable
4 persons with a wide variety of experience and
5 viewpoints have been invited to share information
6 with us. Any persons or any organization that feels
7 defamed or degraded by statements made in these
8 proceedings should contact our staff during the
9 meeting so that we can provide a chance for public
10 response. Alternatively, such persons or
11 organizations can file written statements for
12 inclusion in the proceedings. And I urge all persons
13 making presentations to be judicious in their
14 statements.

15 With that in mind, I'd like to thank
16 all the members who appeared before us and I'd like
17 to turn it over to the representatives of the
18 Southside Organizing Committee.

19 DETTY GRINKER

20 Good morning. I'd first like to
21 introduce our staff person, Steve Fins, he's going to
22 be sitting with me if there's any questions. I'm
23 going to be reading a statement.

1 I appreciate this opportunity to
2 represent the Southside Organizing Committee and to
3 address your group.

4 Over the last two years our crime
5 pattern, looking into police protection provided our
6 neighborhoods on the south side and have been found
7 to be seriously inadequate. This inadequacy has been
8 intensified by the Milwaukee Police Department of the
9 routine practice of interdistrict dispatch which
10 withdraws police patrols from their assigned police
11 districts to respond to calls in other districts.
12 While we've had difficulty over the past two years
13 obtaining data from the police administration about
14 the allocation of officers to the local police
15 districts and the frequency of interdistrict
16 dispatching, we're happy to share with the Committee
17 the information we have gathered and the experiences
18 we have had. We fully support the request of this
19 committee for documentation of allocation of police
20 resources throughout the entire City of Milwaukee.
21 We believe it is the right of every citizen and every
22 community in our city to obtain fair and adequate
23 police services, without regard to race, creed or

1 political belief and as citizens in a democracy, we
2 believe it's our obligation to ensure that our
3 elected and appointed officials provide what is fair
4 and just for all of our citizens.

5 We do not buy into the argument that
6 those who would conceal -- we do not buy the argument
7 of those who would conceal how police resources are
8 distributed throughout the City because it may assist
9 the criminal element. The real danger is when the
10 citizens who are footing the bills for police service
11 are kept in the dark about the protection they are
12 being afforded and thus cannot make an informed
13 decision about police staffing and efficiency.

14 The SCC was formed three years ago by
15 residents who were concerned about the deterioration
16 of our neighborhoods and were determined to do
17 something about it. I'd like to say that our group
18 is all near south side residents. While
19 African-American population in the target area we
20 serve is about 2 percent, the south side Milwaukee is
21 a culturally diverse area comprised of people who are
22 Polish, German, Southeastern Asian, Slovakian,
23 Mexican, Puerto Rican, Indian, Irish, Bohemian and

1 other heritages. Rather than speak for any
2 particular ethnic or racial group, the SOC seeks to
3 provide a voice and opportunity for all south side
4 residents to address their neighborhood concerns.

5 We cannot speak directly about police
6 protection being provided to the African-American
7 community. However, we hope we can shed some light
8 upon your investigation by letting you know what our
9 experiences and inquiries have revealed.

10 When our organization first began
11 bringing southside residents together in the fall of
12 1990, the number one concern of residents who were
13 interviewed or participated in the focus meetings we
14 held throughout the target area was the increasing
15 crime and lack of safety in our neighborhood. In
16 response to these concerns, we began to look into
17 what actually was happening in our neighborhoods, how
18 much crime was being reported and what was causing
19 the increase in crime, what the police department was
20 doing about it, and what was slowing police response
21 time; what residents could do, what the criminal
22 justice system could do, what the schools and so on
23 and so forth down the line could do about it. We

1 thought it made sense to first focus our attention on
2 the police department because after all, it's the
3 - police department which we pay to be on the front
4 line to protect and serve our neighborhoods.

5 During the course of this
6 investigation, we learned that police squads were
7 being regularly withdrawn from our neighborhoods
8 through the practice of interdistrict dispatching.
9 In other words, police squads that were assigned to
10 our southside district; 2 and 6, were being called
11 out of the district to respond to calls elsewhere in
12 the city. We can hear about it from our police
13 scanners. We seen it happening as the squads ran
14 across the viaducts. It was something that kept
15 coming up in all of our discussions in the community. --

16 In order to confirm this and get an
17 idea of how intense this practice was, we requested a
18 meeting with the police chief back in early 1991. We
19 were rebuffed by him and instead met with a group of
20 his top administration officials that tried to
21 intimidate us and refused to give us any information.
22 This led us to believe that there was something to
23 be -- that they were hiding. At the same time, we

1 tried to set up something with the police chief. We
2 went to the Milwaukee Police Association which
3 confirmed for us that interdistrict dispatching was
4 indeed occurring and that has become so prevalent
5 sometimes that police district number 6 or the
6 southside on one occasion had been left with just one
7 patrol squad. If it's happening one time that a
8 district is stripped down to just one patrol car, how
9 many other times did it come close to happening we
10 began to wonder? The real problem we saw in
11 interdistrict dispatching within the interdistrict
12 dispatching was it was taking police protection from
13 our neighborhoods which were being provided less
14 police resources to begin with. According to our
15 research we conducted, the southside police district
16 comprised over 30 percent of the total area and 30
17 percent of the total population of the city, pay 36
18 percent of the residential property taxes and receive
19 only 25 percent of the police officers assigned to
20 the other districts, according to the city budget.
21 Granted there may be less crime per capita on the
22 south side than other parts of the city, but that
23 cannot be used as a continual justification to reduce

1 police protection granted to the citizens of the
2 south side. We believe that interdistrict
3 dispatching is significantly responsible for the poor
4 quality and quantity of police services we have
5 received on the south side. Many of us have had to
6 wait hours for police response or we've called and
7 didn't get any response at all. Because squads have
8 not been available in our area, we have been told by
9 police dispatchers to handle it ourselves or that a
10 problem is not a priority. So we have people who
11 won't call the police anymore and we have lost
12 confidence in the ability for the police department
13 to respond to their needs, look for the opportunity
14 to move out of the city. And this is something
15 that's happening on a very rapid, rapid basis on the
16 near south side. In addition, to the poor police
17 response time, not many south side residents have
18 experienced, we've also seen the alarming increase in
19 crime in our neighborhoods. Since the Fire and
20 Police Commission first began issuing city crime
21 reports in 1983, total reported crime on the
22 southside has increased 50 percent faster than the
23 city average. For nearly every crime category, the

1 rate of increase on the south side has outpaced the
2 city average. For instance, from 1983 to 1991,
3 reported rape on the south side increased 395 percent
4 compared to the city average of 158 percent.
5 Reported theft on the south side increased 19 percent
6 compared to the city average of 56 percent decline.
7 And, vehicle theft has increased 290 percent on the
8 south side compared to 195 percent, the city average.
9 The only crimes that have not increased as fast on
10 the south side is homicide and on the south side
11 accounted for less than 2 percent reported crime in
12 1991.

13 We believe there is a connection
14 between the routine withdrawal of police resources
15 from south side neighborhoods and faster increasing
16 crime rate on the south side is a reason for that.
17 Interdistrict dispatching occurs simply because there
18 are not enough police officers on the streets. It's
19 also been told by the administration that this is a
20 management tool, that's what they call it.
21 Interdistrict dispatching occurs simply because there
22 are not enough police officers on the streets without
23 officers kept in a reactive mode of running from call

1 to call, sometimes out of the district. They cannot
2 serve as a deterrent to crime or as a proactive force
3 in our neighborhood.

4 For all the Chief's talk of community
5 policing, we wonder how this is really being done in
6 our neighborhood when patrol squads cannot even keep
7 up with the calls. The police chief's continuing
8 reliance on interdistrict dispatching indicates that
9 he has not even provided enough reactive forces at
10 the district level.

11 I want to interject something. We know
12 in approximately a year there was over two hundred
13 positions not filled in the City of Milwaukee. The
14 last figure it is between 60 and 70 positions not
15 filled. These are positions that the budget has
16 allowed for. The Chief has spoken about opening a
17 dialogue and working together with the community,
18 yet, since we raised the issue of interdistrict
19 dispatching, he has continually attacked our
20 organization. He has a crime prevention officer
21 suggesting to other groups of south side residents
22 that they should not work with us if they wanted
23 cooperation from the department. He has sent

1 officers to make home visits to people that have
2 attended our meeting. When the Chief finally
3 addressed the issue of interdistrict dispatching last
4 summer at his so-called community meeting at South
5 Division High School. He assembled nearly a dozen
6 members of the top brass, fully uniformed and went
7 onto address the community for nearly an hour and
8 twenty minutes before taking ten minutes of
9 questions. And only then questions that were put in
10 writing and preselected by his staff. If these are
11 examples of the new style of community oriented
12 policing, then we don't need it. There's no dialogue
13 back and forth. It was only after we began going
14 public with the information that we had gathered,
15 residents began vocalizing their anger over the
16 withdrawal of police resources from their
17 neighborhood, that the Chief began to admit that
18 interdistrict dispatching was occurring.

19 We have heard a variety of numbers
20 concerning the frequency of interdistrict
21 dispatching, 1.4 cars per day on an average leaving
22 the south side, 2 cars per day, over 4 cars per day,
23 and most recently we were told that in September an

1 average of 5 percent of south side patrol squad's
2 time is spent in other districts. We have no doubt
3 that the frequency of interdistrict dispatching has
4 declined over the last year because more officers
5 have been put on the street and because people have
6 demanded that it be cut back, however, five percent
7 of the time is still a lot of time for neighborhoods
8 to be without officers that begin with less. As an
9 average, its on weekends the staffing in our district
10 is down 20 to 30 percent. Additionally, we wonder
11 about the reliability of this data and squad
12 reassigned to other districts at the beginning of the
13 shift would not show up on a computer aided dispatch
14 system. We understand this committee has been given
15 data on an interdistrict dispatching and we would say
16 it must be looked at in conjunction with the data,
17 how many officers were in the actual district.

18 Over 4,000 south side residents have
19 called for an end to interdistrict dispatching,
20 except in priority one cases. The officers on the
21 street have supported this position. We know this
22 practice affects all parts of the city. This is not
23 just being done in our district, but we can only tell

1 you how it has impacted us. it has led to slower
2 response time, increasing crime and a loss of public
3 confidence in the Department's ability to serve. The
4 Chief's refusal to provide complete and conclusive
5 dispatching data has only furthered our belief that
6 he has something to hide from the citizens. The
7 Chief's plan released last summer to divide the city
8 into two sectors and eliminate the district points
9 further to the Chief's apparent desire to conceal a
10 level of protection being provided to various
11 communities in this city.

12 As police protection being unfairly
13 distributed to the south side, to the African
14 American community, to the Puerto Rican community, or
15 the northwest side, maybe certainly in our community
16 most residents agree that we are not being provided
17 enough protection.

18 CHAIRPERSON SHANNAN: We were wondering if
19 you would provide our committee with the data that
20 you have collected on this issue?

21 I.S. GRINFER: Yes. We have some packets
22 that we will leave.

23 MR. TORRES: You mentioned Puerto Rican

1 community. Where is that?

2 MS. GRINKER: The near south side. I don't
3 - know if you're familiar with --

4 MR. TORRES: I've been there 20 some years.
5 I'm very familiar with all of Milwaukee. Go ahead.

6 MS. GRINKER: More so probably on the near
7 south east side. It's probably more highly -- I'm
8 more familiar with -- because I've been a resident
9 for 30 years on the south side --

10 MR. TORRES: The reason I ask is because
11 it's also a Puerto Rican community on the north side
12 and the near west area.

13 MS. GRINKER: I'm not familiar --

14 MR. TORRES: And how do you separate Puerto
15 Rican community from the other hispanic communities, --
16 the Mexican Americans? How can you tell the Puerto
17 Rican community from the Mexican American community
18 or the others? There are several.

19 MS. GRINKER: Are you referring to the last
20 sentence?

21 MR. TORRES: Yes, where is the community?

22 MS. GRINKER: That might have been a bad
23 choice of words, you know. They're probably

1 intermingled with the hispanic, with the spanish and
2 there's Asians that's all intermingled.

3 MR. TORRES: What's the boundary? Where did
4 you get the statistics you're quoting from? What
5 area does this encompass?

6 MS. GRINKER: Our area?

7 MR. TORRES: Yes, geographic?

8 MS. GRINKER: Number 6 and Number 2 start at
9 the valley, goes all the way south to the city
10 limits, east to the lake, west to 38th in some areas,
11 city limits west and in the valley the viaducts
12 divide north and south.

13 MR. TORRES: You mentioned that 4,000
14 southside residents had called for an end to
15 interdistrict cratchine.

16 MS. GRINKER: Over 4,000.

17 MR. TORRES: Were those 4,000 residents from
18 this area. You're talking about or were they from a
19 very specific area?

20 MS. GRINKER: The south side primarily.
21 There was some others, it was in a petition form.
22 The majority was south side.

23 MR. SQUIRES: A question. Let me make a

1 couple of assumptions. I assume that there will
2 always be scarce resources and fewer police than we
3 can afford to hire than most people would like. And,
4 secondly, let's assume that the department tries to
5 allocate the police resources in accordance with
6 where there's a demand for police services and not
7 just according to population and property tax and so
8 forth. One further assumption -- well, it also seems
9 to me that to eliminate interdistrict dispatching, I
10 don't know anything about professional police work,
11 but it seems to me to eliminate that all together
12 would provide an inflexibility that wouldn't be a
13 good management tool, wouldn't serve the community.
14 If this problem is so severe, the question that
15 occurs to me is perhaps what we need is less
16 interdistrict assignment and maybe some of these
17 squads should be permanently assigned to the areas
18 that they're constantly being called to, and don't
19 you run the risk of putting the police chief in a
20 position where he says, okay, if we're not going to
21 have interdistrict dispatching, we will have to
22 permanently allocate some of these folks in a way
23 that would further undermine the services on the

1 south side?

2 MS. GRINKER: Primarily what we were asking
3 for was just priority one. We would not want it
4 stopped in any other. We want to make sure priority
5 one is life threatening situations. And what we were
6 seeing was happening, if you have to know the whole
7 priority system, the 1, 2, 3 and 4, we were seeing
8 that it's happening in situations of 3 and 4 which is
9 not life threatening. Say it's a management tool
10 because the positions weren't filled. It was moving
11 them around.

12 MR. SQUIRES: And management tool to do
13 what?

14 MS. GRINKER: That's what the Chief has
15 called it, a management tool because the fact that
16 the positions were not filled, he had to move them
17 around.

18 MR. SQUIRES: This gets us back to the
19 scarce resource problem. I'm not sure what a
20 priority 3 or 4 call is. Let me ask you, tell me
21 what it is, and, secondly, tell me what these police
22 officers would be doing in district 2 or 6 if they
23 weren't responding to a priority 3 or 4 call when

1 they're doing that in another district? You're
2 saying sometimes they're called to another district
3 for a priority 3 or 4 call. What would they otherwise
4 be doing if they weren't responding to that call?

5 MR. FINS: Hopefully they would just be
6 proactively policing the neighborhood.

7 MS. GRINKER: Rather than reacting,
8 preacting.

9 MR. SQUIRES: What might they be doing if
10 they're responding to a priority 3 or 4 call? I
11 don't know, I have no idea. I'm trying to get a
12 sense of what --

13 MS. GRINKER: 4 could be a boy/girl trouble,
14 something may be an auto theft, you know.

15 MR. SQUIRES: We know that sometimes
16 boy/girl troubles turns out not to be boy/girl
17 trouble.

18 MS. GRINKER: That's probably priority 3,
19 priority 4, auto thefts.

20 MR. FINS: Incidents that have occurred in
21 the area any more.

22 MS. GRINKER: Primarily. Another question
23 about staffing. We have no idea how 6 or 2 or how

1 many actual positions that are budgeted are filled.
2 We have asked. Everytime we ask, we get average.
3 Well, there's an average of maybe 10 on such and such
4 a day. A lot of our facts and, you know, we have --
5 we haven't been able to get very much from the
6 administration. We get an awful lot of information
7 from officers that are out on the streets. You know,
8 we've been able to -- and because of the number of
9 people, it isn't say for instance I'm going out and
10 talking to one officer. These are numerous people
11 that have numerous friends or acquaintances on the
12 Department that say you're right on, we are short
13 handed. We are, you know, squads are being sent to
14 other areas. They're being assigned before the shift
15 even starts, and they're there for the whole period
16 of time, which has put our response time sometimes
17 hours.

18 MR. SQUIRES: I don't doubt that there's a
19 perception that this is ongoing. What I'm trying to
20 get a handle on is what is more important for the
21 police to be doing at a certain time, the patrolling
22 of one district or responding to a priority 3 or 4
23 call comes up and also my understanding from the

1 beautiful charts we saw yesterday, it seems to me the
2 response time, if I remember correctly, did not vary
3 much from one district to another. And I'd like to report, I
4 suspect, can report incidents where the police didn't
5 show up for 30 minutes or 2 and a half hours or
6 whatever, but the averages, which can be misleading,
7 it looked like the service or lack of service was
8 pretty consistent across the district, what's consistent
9 across the district, what the response time actually
10 was.

11 CHAIRPERSON SHANKMAN: We really need to
12 leave time for the public session. We will let
13 you --

14 MS. GRINKER: Averages, everything seems to
15 be averages. Everything seems to be averages. I
16 listened almost daily to a scanner, okay, and again,
17 last night -- this is a nightly thing -- as I do my
18 work or whatever I listen to it, and the frequency of
19 hour old, two hour old, we constantly listen to this
20 type of stuff, whether it be in 3, whether it be in 6
21 or wherever. Really makes you want to wonder whether
22 or not the stuff that's coming from the top
23 administration is not a bunch of fluff. Anybody can

1 average. And we find that Monday, Tuesday, Wednesday
2 are not high crime times or Thursday, Friday,
3 Saturday and Sunday can be a zoo out there where, you
4 know, they can be -- the calls can be stacked to high
5 heaven, and it's very frequent that you hear can
6 anybody respond to a break in this process, you know.
7 It's this type of stuff. So, not only you know, we
8 know what we're hearing on the street from the people
9 that say I waited forever to get a squad, and we know
10 facts and figures have come out over the last two
11 years of our research that a squad's time at one
12 point it was like 96, over 97 percent of their time
13 was already used up before they punched in, which
14 does not give them any time to patrol the area. What
15 we're primarily, we're concerned because our crime
16 level on the near south side is raising at an
17 enormously fast rate. We're seeing stuff that we
18 didn't see four and five years ago, and this is, you
19 know, shootings, you know, a few years ago we did not
20 hear gunshots on a regular basis and this is
21 something that's happening now.

22 MS. MC FADDEN: Are you relating the
23 increase in crime to the removal of officers from

1 your district, and if that's the case, do you have
2 data to support during the time those crimes were
3 committed the officers were removed from the district
4 because the crime might have been committed when the
5 officer was still in that district?

6 MR. FINNS: We've never gotten a lot of data
7 about interdistrict dispatching. It's always been this
8 month here, that month there. So, we've never been
9 able to do some systematic analysis. Certainly we
10 think that the loss of police officers has something
11 to do with the increase in crime. If the Department
12 is going to claim success, you know, by putting in a
13 proactive policing and, you know, that's going to
14 reduce the crime. Well, then the reverse of that
15 should also be true. When you remove police, crime
16 will go up.

17 MS. MC FADDEN: That 50 percent rate you
18 gave us earlier increase in crime, where did that
19 data come from?

20 MS. GRINKER: You received the book of
21 yesterday, the crime figures and this is put out to
22 the city a new one is coming out in June again for
23 1992. So all we can go by is based on the last one

1 was in 1991. We've continually asked for data from
2 the Department. I know the Chief said yesterday that
3 we got some records given to us some, somebody else
4 compiles it and we end up with some figures we don't
5 get and we haven't asked really to see them. We've
6 asked for an independent audit, prove that it isn't
7 hurting us, and Marquette -- the Father Diulio said
8 yesterday this New Avenues West in his area has
9 reduced crime by a fairly large amount.

10 MS. MC FADDEN: So, what I'm hearing you say
11 is you don't get the cooperation from the Chief that
12 your community would like?

13 MS. GRINKER: I don't think anybody gets any
14 facts and figures really from him. You know, I don't
15 know how much data you people got from him. I know
16 that at one point you hadn't been getting any from
17 him.

18 CHAIRPERSON SHANKMAN: I would like to know,
19 you alluded to positions that were budgeted but not
20 filled, and it seems to me in ordinary management
21 behavior, if you've got the money to hire people, you
22 hire them. And I wonder if you have any -- if your
23 group has any, since you seem to think that relates

1 to your problem, if you have any hypothesis about why
2 this is occurring and what steps should be taken to
3 remedy the situation?

4 MS. GRINKER: Cold hard facts in why it
5 happened, no. Could be many factors. We've been told
6 that they could not get the minorities, they couldn't
7 recruit enough minorities.

8 CHAIRPERSON SHANKMAN: Who told you this?

9 MS. GRINKER: Pardon me?

10 CHAIRPERSON SHANKMAN: Who told you this?

11 MS. GRINKER: This is, you know --

12 CHAIRPERSON SHANKMAN: Word of mouth?

13 MS. GRINKER: Word of mouth that came out.

14 This has been, we requested it time and time again
15 last year. In fact, we were told at the very --
16 beginning when we got these figures and we got a lot
17 of figures from the Association, we were told, you
18 people are crazy, from the Administration. They send
19 people out to our meetings, no, this is not true and
20 then they graduated a class of like 50 some and we
21 finally got them to admit about approximately a year
22 ago they were down to 160 some vacancies. And then it
23 took -- and I added my 160 some and what they had

1 just graduated was 50 some, and it was even bigger
2 than the figure that I had that the committee had at
3 that particular time. You take even 70 officers
4 short on the streets, that's a lot of officers. And
5 then you take 200, so the crime element is definitely
6 going to increase. I mean, then you take say we
7 don't even know if we're up to full staff at 6 right
8 now. Where I'm at least alone, any of the other
9 districts, they keep saying, can't give you that
10 figure because crime element out there is going to
11 find out. Well, you know, they're smarter than some
12 of us at times.

13 MR. EASTMAN: Thanks for sharing your time
14 with us. My question is, interdistrict dispatching
15 seems to be a major issue when looking at quality,
16 quantity of service in the African American
17 Community. You seem to be following this quite
18 closely. If there's an administrative problem with
19 the police department can't provide the community the
20 response time, usually the media picks up on this
21 quite readily through the public sector nature. Has
22 there been articles in the media over the past --
23 since 1992 on issues relating to the south side or

1 any of the communities? And why not, I guess.

2 MS. GRINKER: There has been some incidents
3 where it has come out since we started working on
4 this. There has been some articles on it, not near
5 as much. I'm a firm and this is my opinion, there's
6 a lot of things that happen that never hit the paper.
7 There are shootings and stuff that happen on the
8 south side that never hit the paper unless somebody
9 dies. I question, I firmly question why, you know.
10 We have a mayor that lives only two miles from my
11 house and is on the near south side and I sometimes
12 wonder if some of this is not controlled. I've also
13 been told by some of the non major newspapers -- we
14 have two major and we have some none that it's very
15 hard to get any information out of the districts on
16 crime and on what's happening. They're fed it, they
17 can't go in and look at the records. They are told
18 what can be printed.

19 MR. EASTMAN: What's the relationship
20 between and amongst districts? Do they blame each
21 other? Do you blame the African American community?

22 MS. GRINKER: Definitely not. I think the
23 hostility is hurt by this practice. I think the

1 whole city is hurt by this practice. I feel that the
2 whole city has been hurt by the fact the positions
3 are not being filled. I know that we're not the only
4 area that this is happening to.

5 MR. EASTMAN: But, your opinion, do you
6 think this would be a consensus in the City of
7 Milwaukee is this, with your opinions, the people
8 that you speak to, the whole city, feels that
9 everyone is losing by this?

10 MS. GRINKER: If they knew if they went and
11 really looked at and divulged into, got into what's
12 happening. A lot of people don't know what extent
13 this is happening in their districts. If they knew,
14 yes, I think that they definitely would be, they
15 would be upset as the south side residents if their
16 crime was rising at a rate that say, for instance,
17 ours was, you know, if their crime in their
18 particular areas, and, you know, the crime element is
19 moving.

20 MR. FINS: In the short time this
21 interdistrict dispatching benefits the district where
22 the police are sent to, in the short term. In the
23 long term, and it's been mentioned before, those

1 districts aren't being adequately provided for either
2 if they have to borrow from another district. It
3 also affects their response time too, up on the
4 northwest side has to wait for an officer on the
5 south side. Obviously that's not very efficient.
6 So, in the long term it's -- the practice of
7 interdistrict dispatching enables the police
8 department to play a shell game.

9 MR. EASTMAN: Thank you.

10 MS. GRINKER: It's back to a management.
11 They say it's a management tool. Well, if you're
12 that short in one area that you have to pull from
13 another area, and then you leave that first area
14 unprotected or with less protection, that's not very
15 good management as far as I'm concerned. Any
16 business run that way would be in trouble after a
17 period of time. It's just a bad practice. It's a
18 bad practice all the way around. And like I say,
19 right now we're 60 to 70 officer positions not
20 filled, and we've been told that summer is a
21 horrible -- can be a horrible time. You have many
22 officers that take vacations during that time. It
23 seems that June, July, August, the hot summer months

1 is the ones that really --

2 MR. EASTMAN: Yes, just to go back, what you
3 initially said, you mentioned that someone told you
4 that was because of the inability to staff minority
5 positions. We need that substantiated. If you can
6 do that in writing by name or something, we need that
7 in writing. It doesn't have to be now.

8 MS. EULER: My understanding of the issues
9 before us are just the opposite of what you're
10 saying, is that we're looking at the issue before the
11 Committee is whether the quality and quantity of
12 police protection provided to the African American
13 community in Milwaukee is equal to the level of
14 protection against the white community. And you're
15 saying just the opposite, is that what you're saying?

16 MR. FINNS: No, we're not saying that at all.
17 We're saying that on the south side we have
18 inadequate police protection. It may be that the
19 whole city is suffering. We don't know what's
20 happening in other parts of the city. We know that
21 this affects us.

22 MS. GRINKER: We can't get the data.

23 MR. FINNS: and it's bad for us, but whether

1 it's bad or worse or, you know, we'll leave that
2 judgment up to you. But, as far as we're concerned,
3 it's bad for us. Does that make sense?

4 CHAIRPERSON SHANKMAN: Thank you very much
5 for your information and if you do have any
6 additional information to provide us, as I said, the
7 record is open until May 28th.

8 We'll take about a ten minute break now and
9 then have our final organized panel.

10 (A brief recess was taken.)

11 CHAIRPERSON SHANKMAN: I'd like to welcome
12 our final scheduled panel with an additional
13 presenter. Alderman Pratt couldn't be with us
14 yesterday, has joined the panel.

15 I would like to ask the panelists if --
16 they would give their prepared presentations and
17 attempt to keep it about ten minutes. We will take
18 additional written materials if you have them, and we
19 will entertain questions at that point. Do you have
20 a preferred order?

21 JUNE PERRY

22 I'm June Perry, Executive Director of
23 the New Concept South Development Center which is a

1 private non profit social service agency in
2 Milwaukee, serving annually 15,000 low income
3 children, most of them who are living in low income
4 areas that are what we call "depressed" areas of our
5 city. Our agency specializes in family preservation,
6 trying to keep children in their home and working
7 with child abuse issues. Our effort is to preserve
8 the family and to prevent further abuse in the home.
9 They also work quite well with teen pregnancy
10 prevention, delinquents, intervention, trying to keep
11 young people out of the criminal justice and the
12 judicial system. We are a prevention-oriented
13 agency.

14 There are three issues that I would
15 like to bring to you representing our constituents,
16 from my viewpoint, as a mother of a teenaged son and
17 also as a protector of children in our community.
18 Our constituency of women, most of whom are heads of
19 households, most of whom are single parents and have
20 children that are working very hard to try to take
21 care of, very often are victims of domestic violence
22 and acts of violence against them and their children.
23 Our women in our community and it doesn't matter if

1 they are low income, if they're African American,
2 hispanic or whatever, many of them are in very
3 vulnerable situations and the only people that they
4 feel can protect them are the policemen in our city.
5 They feel that for the last resort who can I call
6 when I'm in danger and when I need protection are the
7 policeman. Oftentimes there is no response because
8 this is a usual and customary thing that happens, and
9 in these kinds of families. Often the women have
10 nowhere to go. They are caught. They feel trapped
11 and they are waiting on policemen to come and either
12 take the perpetrator away or to try to remove them to
13 a situation where they are safe. And sometime sit
14 never happens. They never get there. And
15 personally, in a work setting we had an incident of ..
16 an employee who is being victimized by her partner
17 who came into the work setting and the response of
18 the police was questionable as to how long it took
19 for someone to come and try to alleviate that
20 situation. Restraining orders that are taken out
21 against perpetrators is often just a process that
22 never -- no one ever carries through. And I was
23 surprised to learn from our employee that she had to

1 pay \$20 every time the police attempted to serve the
2 restraining order on the person and could not find
3 him. And, what would a woman do who has no money and
4 does not have the resources to pay for the
5 restraining order being served, and even if there's a
6 restraining order, if you have a restraining order,
7 which I understand women have to carry around with
8 them on their person to show that this is -- I have
9 this document to say that this person is supposed to
10 stay away from me, by the time the policeman arrives
11 to that scene where they may be, it may be too late
12 as, unfortunately we have seen in several cases in
13 our city and our courthouse, and in one of our city
14 buildings. And the end result is often fatal for our
15 women.

16 I chance to say that that is a
17 different situation on the east side of Milwaukee,
18 which is not predominantly black and in the higher
19 income areas where this is not usual and customary.
20 Nothing is cut and dry. I'm sure that there are
21 women in those areas who feel that they are not being
22 protected as well. But I know for a fact that there
23 are many women in our community who feel that their

1 lives are in danger and that there's no one to take
2 are of them. There are policemen who are not
3 responding as they should.

4 The next issue is as a mother of a
5 teenaged son who is 14 years old. The fear that I
6 have, what could happen to him just because he is an
7 African American male who is 14 years old. And, I
8 often say to him and his friends, when you walk down
9 the street and what you do, how you carry yourself
10 and it could be just because you're in the wrong
11 place at the wrong time, you could be killed, you
12 could be mistakenly identified as a person who has
13 committed a crime, just because of what you were or
14 how you walk or some of the things that you may say.
15 No one knows that your mother is a social worker,
16 that you're at Marquette University High School and
17 that you have a good average and that you're on the
18 sports team. The policeman will not take the time
19 out to find out are you really the one who should be
20 blamed for what they say is a crime that's usually
21 committed by young African-American men. It
22 frightens me to think of what could happen to him
23 were he standing on the wrong street corner and a

1 crime was committed near him. A policeman, not
2 taking the time and just reacting to the fact that he
3 is an African-American male and these crimes are
4 usually committed by that population.

5 And, the third issue relates to our
6 children and issues of child abuse and neglect that
7 happen in our community. Our school personnel feel
8 that there's no response or very little response when
9 they call the police to say that I have a child here
10 who has been abused and if I cannot get through to
11 the Department of Social Services, the next recourse
12 is to our police department. And the response that
13 they get is it's a school problem or there's nothing
14 that we can do. And oftentimes will not come to get
15 a child who has been abused, who has been sexually
16 assaulted or it's very evident that they have been
17 neglected. We need much better response for what's
18 happening to our children from our protectors of our
19 community. They often are the last resort. They are
20 the ones who can enforce the laws that are on the
21 books that says we have -- our children have the
22 right to be protected and to live in a safe community
23 environment. Thank you. I'd be glad to answer any

1 questions that you have.

2 CHAIRPERSON SHANKMAN: We'll hold questions
3 until everyone is finished.

4 SHIRLEY WARREN

5 My name is Shirley Warren. I don't
6 have any exact data, but I would like to say that I
7 live and serve on two boards in the area that's
8 serviced by District 5. I coordinate a neighborhood
9 patrol in an area that's serviced by District 7. I'm
10 representing the Milwaukee Urban League who is
11 serviced by District 3. I have lived in District 5
12 all of my life. I have been working very closely in
13 the last two years with the Milwaukee Police
14 Department. I have always been very active in the
15 community and safety is something certainly that I
16 have been very concerned about.

17 I would like to probably address three
18 issues. One is responding to the question that
19 someone talked about earlier is the service resource
20 to or whatever the police chief was addressing. I'm
21 presently working with 500 people who have
22 volunteered to be of assistance to the Police
23 Department. They have asked the Police Department

1 and when I say the Police Department, that's from the
2 captain and this whole issue of their commitment of
3 community policing to direct, tell us, or give us any
4 idea of how we can better service our community. I'm
5 probably going to come back at the public area and
6 speak more to that, but one of the things that I can
7 say very clearly is working with over 500 volunteers,
8 I would almost say that that the Police Department's
9 reputation, their experience, has been with no
10 cooperation or minimum cooperation.

11 I also would like to talk about one
12 issue that I find extremely -- I am very concerned
13 about it and that's the policeman's interpretation of
14 their job maybe, and the community's interpretation.
15 The police seem to operate as their job is to take
16 care of crime, which there's no question about that.
17 Taxpayers and citizens need the service from the
18 Police Department is something that's handled in a
19 different manner, and that is something that is of
20 concern to people that live in all three districts.
21 When I call the police and ask them to come out
22 because I have a need for their services, that's
23 always not "in the criminal". Maybe there's a crime

1 or something going on that I need their services.
2 they come in and they're either very impatient, the
3 sensitivity to the people of color, also the
4 neighborhood. And District 5, I can have the Police
5 Department respond to something at my house and
6 they're more concerned with what's in my house, who
7 lives there, how I got that than the actual reason
8 that I called. Now, this is particularly true when
9 it is police officers who are not of color. This is
10 a complaint that I hear from almost everyone that
11 have called the police. I also hear from the 500
12 volunteers from time to time, of the Police
13 Department's assessment, or lack of assessment of who
14 they are. If they're working and a taxpayer and they
15 called the police for service, the police has to take
16 a certain amount of information, but how they handle
17 the people is tremendously different from other
18 communities. And this is particularly true in one of
19 the areas where it's a changing community. I service
20 two districts. The Sherman Park area is a changing
21 neighborhood, so a lot of people who have a long
22 history of living in that area are not accustomed to
23 the way the police behave now when they respond

1 because the police kind of see that as a people of
2 color and when they come, they just handle them very
3 crast or whatever. I live in District 5 in a new
4 development area. When they come there, they see
5 it's an all black area, they handle you as if you are
6 no one, like one of these criminals on the street.
7 And so the lack of training, of sensitivity to the
8 fact that you're elderly, you don't handle certain
9 things certain ways or the fact that, you know, your
10 rights and the minute you say to them that you are
11 here to, as a servant, they become very angry. And we
12 have a lot of people who do not want to call the
13 police because they think that they're going to
14 punish them or the police is going to, you know, be
15 some negative force. So, the lack of the community
16 feeling that the police -- how do I say that -- we
17 have people who call us and ask if they can have an
18 African American police officer respond. Don't send
19 anybody else because they feel that the other
20 policemen will just -- or they'll get angry and will
21 cause them other problems if the Police Department
22 responds. I don't have the actual data or number of
23 people.

1 I'm also told by many of those people
2 that volunteer in the other program that they are now
3 very reluctant to call the police because it's going
4 to cause them additional problems, so they don't
5 report information. We have many elderly who have
6 become prisoners in their own houses because they
7 won't go out because they can't get the response and
8 when the police come, they're not able to give them
9 all the information. So, therefore, they feel even
10 less adequate.

11 And then the last thing I'd like to
12 speak to is the Police Department's willingness to
13 actually work with the community to share
14 information. It's all public information keep maybe
15 the data which is now the actual name and so forth of
16 the person, but if you're trying to find out what is
17 going on in your particular block, your neighborhood
18 or to get the Police Department to work with you in
19 community policing, it's almost zero. A lot of lip
20 service, but actually no action.

21 REV. LE HAVRE BUCK

22 Good morning, I'm Reverend LeHavre
23 Buck, I'm Executive Director of Harambe Ombudsman

1 Project. We are in a community that's bordered by
2 Walnut or Pleasant, whichever one you want to call
3 it, on the south, Capital on the north, Highway 43 on
4 the west and Holton Street on the east. We are a
5 community-based organization. We are the largest
6 grassroots organization in the City of Milwaukee of
7 African Americans. We have a membership of over 200
8 people. We run 11 different programs within our area
9 from AODA, treatment to housing, rehabilitation to
10 building new houses. We do foster care, also do job
11 placement and job service. We, as a community, have
12 found that the Police Department, because our
13 community has changed -- I'd like to say also I have
14 lived in this community since 1947. My father
15 bought a house at 2233 North 7th Street in 1947
16 because they did not allow Negroes to live on the
17 other side of North Avenue. So, I do believe I know
18 something about this community.

19 In this particular community, depending
20 on, because you live in this community, you are
21 treated different. If you are a European that has
22 decided to live among African Americans and you have
23 a problem with a crime and you call the police, they

1 informed us that the first thing the policeman says
2 to them is why are you still in this neighborhood?
3 And, the people informed them because I choose to be
4 in this neighborhood. That not by a culture. And
5 they have a hard time after that conversing with the
6 Police Department.

7 We, as an agency, have volunteered to
8 make police complaints and reports to the Police
9 Department and to see to give the community an
10 opportunity to make those complaints. Within our
11 time of complaints, we have ongoing complaints by an
12 officer named Blondie that works for the Milwaukee
13 Police Department that the neighbors and kids of the
14 community says that he runs roughshod on the
15 community, takes their money, takes their cars and
16 threatens them like dirt. I don't know this to be
17 true because I don't see drugs, neither do I run
18 through the neighborhood after 12:00 o'clock because
19 I think past 10:00 o'clock I shouldn't be on the
20 street. Now, why is that? If I see a policeman
21 after 10:00 o'clock, if I'm coming from church, I get
22 scared. Why is that? When I make a report about
23 something, I'm more nervous about making the report

1 to the police than actually getting police help. Why
2 is that? When people call the Police Department or
3 we sit down to converse with the Police Department,
4 we live in, our community is in District 5, from what
5 I understand in District 5 there's a quota of how
6 many traffic tickets to be delivered. If a policeman
7 in an outside district is not able to make his quota,
8 they allow them to come into District 5 to make their
9 quota. Why is that? Why is it that the Milwaukee
10 Police Department punishes other policemen by
11 sending them to District 5? There was an incident
12 that I remember that an European policeman discharged
13 his weapon at some minorities in their car with their
14 children in the car and for punishment he was
15 assigned to the 5th district, which is 95 percent
16 Harambe area, which is a large community of minority
17 people. But, on the east side is a large white
18 community. Why is that? From what I understand,
19 within our particular area that the African American
20 policemen that work out of district 5 have been
21 recommended for reprimand for being African American
22 and have been given hard times because they asked for
23 not equal justice, but the same justice as other

1 police officers within that same district. Why is
2 that? Why is it that we do not have -- we used to
3 have a black station captain, but something happened
4 and then we received a European female, and now we
5 have a European male in a predominantly black
6 district. Do they not have any qualified African
7 American captains to send to the 5th precinct? I
8 don't know. I'd like to understand why is it that my
9 community is afraid of people that are supposed to be
10 serving them within their community? Why is that?
11 Regardless of your age, whether you are a young
12 African American male or an old African American
13 male, you are treated with no respect from the Police
14 Department. I think that this is not the way it
15 should be, but since I found out that the best way to
16 find this out is not that all policemen are this way,
17 but there's around 37 percent or more in the Police
18 Department that need some additional training. And
19 among that 37 percent there is a big ten to fifteen
20 percent that don't need to be policemen.

21 We took a survey of 91 people over this
22 week and we found that out of that percentage 37
23 percent of those people indicated that the police

1 acted rude or aggressive and that means 67 percent
2 were very kind. We said that ten percent of the
3 officers using inappropriate language or related to
4 their ethnic background or sexual orientation or
5 gender in a very rude and with inappropriate

6
7
8
9 language. So that means 90 percent of them didn't,
10 but that 10 percent has made the impact. None of
11 them, the people that have responded to our particular
12 survey, has made a complaint. Many of the people
13 know where the complaint office is. You complain
14 about the police and you got to go to the police
15 station to complain about the police. Walk through
16 all them blue uniforms to get up on the second or
17 third floor. I don't know which floor it is to
18 complain to someone about the Police Department. I
19 think it's very inappropriate that there should be
20 somewhere in the community that the people should be
21 able to have their hearings and also address the
22 complaints that they are having with the police. I
23 did find out that 77 percent of the people of the 91

1 people that were called used 911. 911 is very
2 unusual if you don't know how to use it. The
3 difference in me and an ordinary citizen is that I
4 know how to use the system. But, an ordinary citizen
5 does not know that when he says 911 to say hello ,
6 this is Reveren LeHavre Buck, I live at 3303 North
7 Sherman Boulevard, my phone numer is 445-3829. There
8 is a man stabbed laying on my kitchen floor. Would
9 you please send someone to respond? He has been in a
10 domestic violence. Immediately I get a response.
11 But, most people saying there's a man stabbed on the
12 floor and they don't know how to address that
13 particular system. It's also that I do know that if
14 I give them my identification card, I don't have to
15 get out of my car. I know that but many citizens do
16 not know that. So, I'm saying that many of the
17 police in the Police Department are very good
18 policemen, but there's a number, and it's appears
19 that that number works within my community, and
20 within the area that is most active and they are
21 abusing and misusing the people in that area, and I'd
22 like to say that areas that are crime infested today
23 did not become so overnight. It came from

1 negligence, neglect from who the people that are
2 supposed to protect us, the people that are supposed
3 to come to the calls. And if those people do not
4 respond, people start leaving that area because it
5 appears that people are now moving into this area
6 that know that the police will not respond to this
7 particular area, and we have ongoing problems. Thank
8 you very much.

9 MARVIN PRATT

10 Thank you and good afternoon, my name
11 is Marvin Pratt, I'm Alderman of the 1st District,
12 City of Milwaukee. Madam Chair and this panel, I
13 appreciate you for giving me the opportunity to speak
14 today. I represent the area that runs the boundaries
15 of Greenbay Avenue and roughly 51st and Capital,
16 Silver Springs, 37,500 people in my aldermanic
17 district represented by three police districts;
18 number 5, number 7, and number 4.

19 I will start my comments by saying that
20 one thing very, very positive I believe about the
21 Milwaukee Police Department, and that's the Chief. I
22 believe the Chief has been very proactive in
23 addressing the concerns that have been brought to his

1 attention. I would like to, Rev. Buck did mention
2 District 5 does have an African American police
3 captain as of maybe a couple of weeks ago, Captain
4 Grisholm, Charles Grisholm is at Number 5. At Number
5 7 as an African American captain, Johnny Smith. At
6 the Number 4, Captain Jerry Cox is there, and he's
7 European American. And I know that because I had a
8 town hall meeting on April 12th and the Chief plus
9 the three captains came to the town hall meeting.
10 And I think that was indicative of what the
11 leadership that the chief has shown to say to his
12 officers. I want you to get out and I want you to
13 meet the people. I want you to hear their concerns.
14 On the other hand, when I think that's
15 very, very positive, I think there's a couple of --
16 things working within the Police Department. One is
17 that for a number of the officers there's been
18 neglect. In other words, there's a number of things
19 that may be going on in my aldermanic district and
20 it's 75 percent African American, that make the
21 police officer may drive by and are oblivious to it.
22 In other words, if, in fact, that you have a number
23 of homicides, record number of homicides for the

1 most part a lot of it is black on black kind of
2 crime. And I submit to you that there are a number
3 of reasons. Among them is the proliferation of
4 handguns. I'm strongly in support of some type of
5 handgun legislation. We have to really put a stop to
6 the proliferation of handguns. But, on the one hand
7 you have the benign neglect, on the other hand, you
8 have certain officers or a few officers within the
9 force, I believe, overreact and are overly hard on
10 African American folks; specifically African
11 American males, young males.

12 I, like Ms. Perry, I have a 20 year old
13 and on the one hand if he's out, he will say to me,
14 Dad, I went over by EWI to play basketball and when I
15 went over there the police from Shorewood, it's like
16 3 or 4 of his buddies get in the van, inevitably when
17 he would go to Shorewood, he'd be stopped when he
18 comes to Milwaukee because I'm saying both things,
19 there are two things working on the one hand there's
20 where you don't stop because you don't particularly
21 care. And I think there's some officers who work in
22 No. 5, they work in our area who don't particularly
23 care what goes on. And on the other hand, there's an

1 overreaction that when you do stop, the folks who are
2 stopped are not treated with any kind of dignity, no
3 respect. There's some kind of happy median, I believe
4 that has to be found there. and I think it has to
5 come from not only the Chief, it has to come from
6 primarily the captain, the lieutenant and the
7 sergeant in those police districts.

8 I've been told that I have met with
9 officers from the League of Martin, that those people
10 that the lieutenant and sergeant are the ones who
11 really have a lot to say about what goes on to those
12 people who work for them. And I think if they are
13 saying the right things and if they are showing the
14 leadership by example, then the men, women who work
15 for them at Number 5, 7, and 4 will act accordingly.

16 Another problem I think we have in the
17 city is that segregated nature of the city. For the
18 most part you will find police officers, majority of
19 them probably live on the southeast side, southwest,
20 northwest side of the city, although there's a city, I
21 don't want to miss quote the city of, I think it's
22 Cincinnati, where the city is saying, we will give
23 police officers houses in certain areas; i.e., low

1 income areas or areas of high crime for you to move
2 back into this part of the city. There's no, you
3 know, for the most part a lot of residents that I
4 represent when you see police force, you've heard the
5 term occupied force? You never see any police
6 officer outside of the time when they are driving
7 through your area. I don't see them in any other
8 kind of situations. So, you don't a lot of times
9 view them as flesh and blood human beings with human
10 kind of people that you relate to on a day to day
11 kind of basis. So, I think if we have more
12 integrated kind of neighborhoods and more
13 neighborhoods where you don't have less segregation
14 in the City of Milwaukee police officers that live in
15 all districts within the City of Milwaukee, then I
16 think that would be better, too. I don't know this
17 for a fact, but I would -- I know for a fact that in
18 53206 that you probably have 1 or 2 African American
19 doctors or any other doctors that live in that area,
20 and probably the same holds for 53205. And I would
21 submit to you that those same statistics would
22 probably apply for the Police Department. So, I'm
23 saying maybe that will come from my end, introduce

1 some kind of legislation to say that, okay, we have
2 some housing in the central city, maybe we can say if
3 we push, I'm a real strong supporter of residency
4 requirements. If we're going to pick that, maybe we
5 can try to get some of the police officers to live
6 in those neighborhoods in which they work. Other
7 than that, It's -- I think what is happened, we have
8 seen an increase, a high increase in crime, and so if
9 you would ask me what's the major complaint, I guess
10 from my constituents relative to the Police
11 Department's poor response time, poor response time.
12 Have I experienced that, yes, I have. Because I've
13 had a burglary in 1988 and I remember it took at
14 least an hour for the Police Department to respond.
15 I remember saying, no, I don't want to use this
16 Alderman Pratt stuff. I just want to see how they
17 respond to everybody else. And so finally my wife
18 said no, you have to call them, make sure they come
19 out here. So, finally after 45 minutes I said this is
20 Alderman Pratt, someone broke into my house,
21 burglarized my house. It took about 15 minutes then.
22 But I'm saying I represent -- I don't want to be
23 treated like the rest of the folks that I represent

1 are treated by the Police Department, and so I would
2 expect better police response time. I guess that's
3 one of my most negative relative to the police
4 department that I know for a fact crime is
5 increasing. I know they have a priority call system;
6 1, 2 3, and 4, which I'm not in complete agreement
7 with because I know for a fact if your car is broken
8 into and I think it's a priority 3 call, they may or
9 may not come. I think that's a 4. They may not come
10 for two hours. I think it's an hour or two hours.
11 And so that's really a very key problem. On the plus
12 side, though, I'm positive for the leadership that
13 the chief has shown in addressing problems that have
14 cropped up within the Department, but some of those,
15 the things that have happened over the year, do not
16 change overnight. I think it's putting the number of
17 people in place to effectuate change. So, the best
18 policy we have to do some things about us as parents
19 where we instill moral values to our young people. We
20 have to do more things about getting out talking to
21 young people. I think the police at least
22 particularly the League, I think they did start that.
23 I view that as positive. Police have to do more like

1 elected officials have to do more by getting out of
2 their cars and continuing to do the same things.
3 Maybe I got -- the reason why I got elected is that
4 you have to get out and still be one on one a personal
5 with folks you represent and, you know, I'm open to
6 mistakes. I'm hopeful, but there are some problems.

7 The last point I want to address is
8 Department issues. I have some concerns, as
9 Reverend Buck, with the Fire and Police not so much
10 the Fire and Police Commission as I do with any kind
11 of complaints that are turned in for the most part go
12 to the Police Department and then go to the
13 Commission. There was one idea floating that maybe
14 we should have an elected Fire and Police Commission.
15 I'm not completely sold on that, although I believe
16 the appointing process maybe should be modified in
17 some kind of way that maybe you have a representative
18 from community-based organizations, representatives
19 from neighborhoods that would also be representative
20 on the Fire and Police Commission. It's not solely
21 based on political appointment by the mayor. Thank
22 you very much.

23 CHAIRPERSON SHANKMAN: Thank you. I'm sure

1 we have questions for all of you from our committee.
2 I'd like to just start out with asking you, we've
3 heard a lot in the past day and a half about
4 community-oriented policing, and I understand that's
5 the focus of the chief, and that it has been part of
6 the recommendation of the blue ribbon commission and
7 I'm just wondering if in your district what you are
8 experiencing is with community-oriented policing have
9 been and if you have any suggestions or
10 recommendations of how the community-oriented
11 policing program in the City of Milwaukee could
12 more effectively deliver the sense of services to
13 your neighborhood, and anyone who would like to
14 respond to that?

15 MS. WARREN: I think the Police Department
16 has used that terminology. I think the entire
17 community has one idea, what community policing is,
18 and in one word is probably the way the Police
19 Department in some way used to work that the
20 policeman was somebody that you could talk to. I
21 must say that in the two years that I've worked and
22 attended community policing conferences, I have not
23 seen hardly any examples of that. I'd have to rate

1 them almost at a zero. I'll say that the League of
2 Martin has made a lot more of an effort to bridge
3 that. They have come to the community to bring
4 issues that they have had concerns about which have
5 given the community some information that they did
6 not know. I mean, basically we saw policemen as
7 policemen, and being mistreated. Now, I think the
8 community has a good idea of how they within the
9 police department is being mistreated or how they're
10 being handled. And, they are affected by what they
11 can do. In the Sherman Park area there's a very
12 large neighborhood patrol. I was fortunate enough
13 two weeks ago to go to Baltimore to spend some time
14 with that original organization, and they've been
15 operating nine years. While there's still a lot to
16 do, the Police Department has not only given words to
17 their support, but they, in fact, have assigned a
18 police officer to work with that group and the city
19 had provided some additional money for a police
20 officer who was unable to be on full time duties, to
21 work with that group and doing additional things. I
22 think that we were extremely fortunate to experience
23 what 500 volunteers saw as their idea of an ideal

1 community policing force. We were very fortunate to
2 have two police officers who were assigned to our
3 volunteer group who were outstanding and I think that
4 unfortunately has created a tremendous problem
5 because what the captain said then is this is not the
6 way he wanted the police department to work. He
7 withdrew the party and we now have had from nothing
8 to now another person assigned which steps in a few
9 minutes occasionally. We're still negotiating.
10 Although the rule says that there's a substation
11 that's supposed to be open, I believe, and manned
12 three hours a day, and that truly is a public
13 relations gimmick and truly does not work, I don't
14 believe, any place in the city. I would find it hard
15 pressed to find any community policing station that's
16 open three hours a day for the community to come into
17 and -- but, anyway, I want to say that we do know
18 what a good policeman is, and that's a policeman that
19 people can talk to, they don't feel insecure or
20 threatened. That's a person who is there to help
21 them.

22 My second biggest issue is that if I'm
23 correct, the criminal element is something like 1 or

1 2 percent and our police department spends the
2 majority of their time responding to those kinds of
3 calls and that type of effort while all the other
4 citizens call for other services and they get no
5 response or the way that they're responded to just
6 creates this terrible feeling. I mean I, like
7 Reverend Buck, have learned a couple of things. When
8 you call 911 number it's how you give the information
9 that gets the response. I had a situation two nights
10 ago where a child ten years old was knocked off his
11 bike, stolen and the bike was stolen and the kids
12 beat him up. When I called that in, I had to start
13 out by saying this is a ten year old who had been
14 assaulted. He had been kicked and given all the
15 information and make the bike be stolen the last
16 thing. I have a patrol unit who observed the
17 children on the bike, followed them for half an hour,
18 and the police never came. Now, first of all, there
19 was three ten year olds that we might have been able
20 to make an impression on them so that they wouldn't
21 continue doing something thinking they're getting
22 away. Another ten year old who might have seen
23 something handled and got his bike back and not feel

1 so frightened out on the street. Those are two
2 parents who were furious that felt that they should
3 have got some service and the police was there for
4 them and then most of all the four cars that I had
5 out, that's eight people, would have felt that the
6 police was working with them. So, all of those
7 people involved in that situation have another
8 negative feeling about the police department. That
9 was just one incident.

10 REV. BUCK: From what I understand what is
11 community policing is not in the law. First of all,
12 there has to be a breakdown in line authority. The
13 union here will not allow that breakdown in line
14 authority. The policeman actually have to go move
15 into the neighborhood and that police sergeant or
16 whoever is in charge of that community station has
17 the right to do what he needs with his particular
18 people. That's not in Milwaukee, has not been in
19 Milwaukee, and I don't know when it's going to come
20 in Milwaukee. Those policemen that they have ever
21 put out on the street that have attempted as beat
22 policemen to be good policemen, they are alienated by
23 their own. They are not considered policemen. They

1 are not considered policemen by their own people.
2 Those traveling in cars talk about them, downgrade
3 them and even their shift sergeant selects them as if
4 they are not real policemen. So, the police
5 department, the foot soldiers do not like community
6 oriented policing, so any policeman that attempts to
7 be there, they are ridiculed by their own brethren.

8 MR. EASTMAN: We've been hearing the concept
9 of community-oriented policing for two days now. I
10 think I know what I need is if you have a mission
11 statement from the Police Department on what
12 community policing is, and if you could submit to the
13 committee here your empirical analysis of how it
14 actually operates?

15 REV. BUCK: How's it supposed to be
16 operating?

17 MR. EASTMAN: How it's supposed to operate
18 and the group of 500 people that Shirley Warren --

19 REV. BUCK: There was a professor at UWM
20 that is a specialist on community-oriented policing.
21 I wonder if the police department uses him, but
22 anyway, so --

23 MS. MC FADDEN: Who is that person?

1 REV. BUCK: I'll have to get him because I
2 listened to him one morning on public radio and he's
3 here in Milwaukee as a professor, but in Milwaukee
4 they don't do that. So, I'll have to find the name
5 of that individual because that's somebody that you
6 would get what community-oriented policing is because
7 what we have is not that.

8 CHAIRPERSON SHANKMAN: We would appreciate
9 that very much.

10 MS. MC FADDEM: Ms. Warren? My question is
11 for Ms. Warren. You indicated that you like the
12 police to come out to a group of 500 citizens to talk
13 with you and --

14 MS. WARREN: We have entered an agreement
15 with the Milwaukee Police Department, the Chief, that
16 they would be supportive of this effort. This is a
17 partnership. We entered that partnership, I believe,
18 and God knows I'm not representing that organization
19 at this time, we entered into the partnership, got
20 the 500 volunteers, designed a program, started out
21 on patrol and I would say within three months of that
22 effort, maybe four months, the Police Department
23 withdrew all of their support, said they could not

1 remember entering into the agreement. They could not
2 remember what they had planned and I believe the
3 Indian, the Native American police officer or it was
4 the captain at that time, they kind of withdrew. All
5 of a sudden he got promoted . and nobody could
6 remember anything. So, we spent from one day we came
7 into the office, we had a police officer there
8 everyday to meet with the people and assist us with
9 training them before they'd go out in the street. We
10 came in one day and the African American policeman
11 had told me that; the word was that we were no longer
12 going to have anyone. Thanksgiving Day we found a
13 note under the door saying as of Saturday you will
14 not have anybody, and they would get back to us. And
15 from that Thanksgiving until a month ago, two months
16 ago, we just got another officer that we might have
17 fifteen, twenty minutes, two or three times a week.

18 MS. MC FADDEN: Why isn't it that Alderman
19 Pratt can get the cooperation from the Police
20 Department, but your organization has the problem?

21 MS. WARREN: Two reasons, Alderman Pratt is
22 one person, and it took us awhile to know that when
23 we asked the policemen to work with us, we're talking

1 about the policeman interfacing with 500 or better
2 people, this is very, you know. For instance, we
3 were able to know how soon they responded to things
4 because if we called them and then we're right there
5 on the street, we saw how fast, the vulnerability. The
6 more we begin to see how they operate, how things are
7 done, the more they pulled back and the more I think
8 intimidated. Partly was, I think, maybe the two
9 African Americans were very up front and very
10 approachable. I mean, we had four or five hundred
11 people who wanted to know what happened to the
12 officer and wanted to go to the station to see them.
13 And I said you can't do that. This will make things
14 worse because that police officer, they felt
15 comfortable with being here. Other police officers
16 would make her suffer for that. And so it's a
17 problem.

18 MS. KIRAK: The last day and a half of
19 hearings we have found that the definition of the
20 Police Department as to what community oriented
21 policing is is different than your definition.

22 MS. WARREN: True.

23 MS. KIRAK: The Police Department feels that

1 if they go into the schools in which -- or the DARE
2 program or the RAGE Program, that's
3 community-oriented policing. The definition that you
4 are giving is as community people is that you want to
5 be able to help your neighborhood, but the only way
6 you can be effective is if you have the support of
7 the Police Department?

8 MS. WARREN: True.

9 MS. KIRAH: Am I understanding that?

10 MS. WARREN: Community policing is whatever
11 the community defines. Each community can have
12 different priorities. The southside community can
13 have different priorities than the north side, you
14 know. We have a large -- we have a very diverse
15 community on the north side, even though it's
16 predominantly black or African American, but we have
17 spanish community, we have an Asian community, and we
18 have a very integrated African American community.
19 And those are -- there are different priorities. So
20 that it means if sitting down and talking and working
21 with the police department and that is what the
22 police department is not accustomed to. Our Chief
23 gives words to that. He then passes it down to the

1 people under him, but it does not get to the sergeant
2 and to the actual police force.

3 I would say the biggest change that
4 needs to happen is the sensitivity and some way to
5 monitor and to get back to a commission or panel who
6 will address that. We're not able to do that and
7 people are becoming more frightened. The more we try
8 community policing, the more frightened the community
9 is to even talk to the police. So, we're going
10 backwards instead of forward.

11 ALDERMAN PRATT: Can I just jump in? I just
12 want to, I think, the part of the police response to
13 what Shirley was saying would be that they're so busy
14 responding to calls on 911 and other calls that come
15 in that if community-oriented policing is that
16 there's some hands on kind of relationship or there
17 is some interaction between the police in the
18 community; i.e. beat patrols or just a police officer
19 stopping off at major businesses and other places
20 introducing themselves or talking to kids; the whole
21 baseball cards kind of give away. Then they would
22 say they do not have the person power to do that,
23 based on their response to other calls. So, in

1 effect, I'm not disagreeing with what Shirley is
2 saying, it's the concept of community-oriented
3 policing is good, but I think it doesn't work because
4 of what I've been told by the police is they just
5 don't have time to do that.

6 REV. BUCK: What community-oriented policing
7 is, and what they say is not that it's not passing
8 out cards, it's not shaking kid's hands, it's not the
9 DARE program, that's not community-oriented policing.
10 The Police Department brought the people that
11 directed community oriented policing to the Hyatt
12 Regency for a two day seminar that explained what
13 community-oriented policing is. They could not act
14 like they do not know what community-oriented
15 policing is.

16 MS. KIRAM: What I'm saying that the
17 definition that you are giving is not the same as
18 what the Police Department defines as it is now.

19 REV. BUCK: We don't want anybody walking
20 around shaking our hands.

21 MS. KIRAM: How are you going to work it out
22 so that your needs can be met and that you define the
23 same things, the same way?

1 MS. WARREN: First of all, if you've got
2 your whole community talking about what is acceptable
3 behavior and what is not, you have twice the police
4 force there than you have. They can never hire
5 enough police to do everything everybody wants. So,
6 what you have to do is let communities set a standard
7 and then they have to report. Right now it's
8 criminal kind of things is running it, and then the
9 people, that's one small percentage. You have the
10 majority of the taxpaying citizens who are not
11 getting any service because the police department has
12 been designed to function for one small segment and
13 that's where the biggest complaint is coming from.

14 MR. NUNNERY: I guess Alderman Pratt, you
15 seem to have the notion that you are living in hope
16 that things are going to get better over time under
17 the new chief, and we don't have the results. The
18 results may be forthcoming. I guess looking at some
19 of the statistical data down here, Juvenile
20 delinquency petitions and I haven't heard too much
21 about this, but you know and I know that those
22 petitions here in Milwaukee County are probably up 40
23 or 50 percent, and also Ms. Warren you are saying

1 this is only two percent of the problem. Homicides
2 down here have been really skyrocketing over the
3 past, and I don't see anything encouraging here in
4 Milwaukee. I mean, you know, you talked about the
5 black captain and all of that, well Clarence Thomas
6 is on the Supreme court. I'm not impressed with
7 these titles. But, the bottom line is as Ms. Warren
8 is saying, what's happening down there in the rank
9 and file and fundamentally what is being said here,
10 this police department is out of control. If they
11 are professional policemen, they ought to be able to
12 police anywhere. And I'm just saying that as a
13 reference and I'll say to you and I looked at the
14 Dahmer case, the vote in the Dahmer case was 10 to 2.
15 If the vote was 9 to 3, what happens, Dahmer don't go
16 to prison. This city was so close to being another
17 L.A. is everybody breathed a sigh of relief. The
18 vote was 10 to 2, and nobody even thought about that
19 if the vote was 9 to 3, Dahmer does not go to prison
20 and black folks are going to be saying, we get
21 justice down here. AlGerman Pratt, could you explain
22 that 10 to 2 versus 9 to 3?

23 REV. BUCK: Because in the vote, if you have

1 three people that decides on that particular vote, he
2 would have been --

3 MR. NUNNERY: Committed to a mental
4 institution as insanity. And ^{that} was one of the
5 things that was said, the Dahmer case informs you of
6 the way policing is done in Milwaukee. But the
7 point -- I guess what I'm saying is the other thing I
8 wanted to ask in Districts 3, 5, and 7 with respect
9 to physical plant and facilities in the Milwaukee
10 Police Department, what input from the community
11 occurs in terms of where additional physical plants
12 and facilities are built in these various areas.

13 REV. BUCK: I think these are the kinds of
14 things here that help alleviate a lot of problems.
15 It makes a big difference where you go to put a
16 satellite office.

17 MR. NUNNERY: These are the kinds of
18 things -- and I guess -- has there been any kind of
19 analysis as to where these other plant facilities
20 have been built in other districts vis a vis 3, 5 and
21 7.

22 REV. BUCK: There was a plan brought before
23 the city to divide the district in a different

1 proportion than what it is now. So that there would
2 be better police coverage, but that was turned down.
3 There's several plans. This emergency task force
4 that's running around here cracking everybody upside
5 the head at night, that is out here in the district,
6 that's gone, on some of those things are going on,
7 but as in most areas, there's a constant feeling of
8 the policemen not being there to assist you, but
9 being there to prosecute you and we have been dragged
10 through the water because we had the nerve to talk to
11 other dissenting groups of individuals better known
12 as youth and youth gangs, to talk about how we could
13 collaborate to make this a better neighborhood.

14 MR. NUNNERY: And Alderman Pratt, on another
15 question. If you can respond to this, you said the
16 Mayor appointed the Police and Fire Commission?

17 ALDERMAN PRATT: Yes.

18 MR. NUNNERY: The city council approves
19 those appointments, is that correct, they vote on
20 them?

21 ALDERMAN PRATT: That's correct.

22 MR. NUNNERY: So, it's not just a mayor's
23 problem, only you already commented, you got this

1 hierarchy of calls, 1, 2, 3, 4, sometimes it's two
2 hours, three hours, an hour and a half, a whole day,
3 but you all will never as a policy matter, declare
4 simply that you cannot provide police protection to
5 the City of Milwaukee. That's what you're saying? If
6 the police department is simply unable to provide
7 police protection --

8 ALDERMAN PRATT: For certain calls and --

9 MR. NUNNERY: They can't provide it.

10 ALDERMAN PRATT: That's right, and I think
11 it's been said for certain calls you have telephone
12 reporting system, and that telephone reporting system
13 that you --

14 MR. NUNNERY: No one is ready to come before
15 this commission or anybody to say we're out of
16 control, we just can't do it.

17 ALDERMAN PRATT: I guess you can say you
18 don't know about being out of control, Commissioner.

19 MR. NUNNERY: That means many things.

20 ALDERMAN PRATT: If it's out of control, I
21 think there are some things that we can do. See, I
22 view as positive that there is an African American
23 captain at some of these stations because I know they

1 know based on their experience with the League of
2 Martin being members of that organization, where the
3 problems are.

4 I think the other thing that has
5 happened within the last two or three years is that
6 we've had our say 200, at least 200 new officers come
7 on board. So, I think we're having some of the old
8 guard, some of those folks that are leaving. so, you
9 have newer officers coming on. I believe maybe they
10 are being trained better in the right to be more
11 responsive to the community. I would cite for you
12 the truancy abatement program which I believe will
13 get funded from this coming September from the state,
14 which was an initiative by the sheriff in conjunction
15 with the police chief and police department, which I
16 think will have a, based on the experience in
17 Oklahoma City and San Jose, will have a positive
18 effect on the efforts of the City of Milwaukee as far
19 as burglaries and shoplifting. Again, I don't mean
20 to sit here and be a polyanna about it, but there are
21 significant problems; police response time. I have
22 never ever gotten a satisfactory answer to how to
23 deal with it. But, I do think there are some things

1 that are being done that are positive.

2 MR. EASTMAN: I need to sum this up real
3 quick because I think we need to go. You can start
4 on this please. Over the two days the fact finding,
5 we need information to go on the record with this and
6 over the past two days I've here what I've heard is
7 the black community overall likes Chief Arreola. The
8 second thing I have heard is two definitions to
9 community policing. A program approach with DARE and
10 whatnot and the transitional approach. And the third
11 issue that I've heard is that the Bryer regime seems
12 to be the one that's being blamed, not the Arreola
13 regime. Now, in order to resolve what I see is a
14 process problem in administrative problems and other
15 problems, are you going to keep -- I need this from
16 the African American leaders, are you going to keep
17 blaming this on the Bryer regime or can this be
18 alleviated from the Arreola regime? I need some
19 quick comments?

20 REV. BUCK: There's only two ways that make
21 a change. They either leave or they die.

22 MS. WARREN: I want to be very clear. I
23 didn't think I came across as I like Arreola. I

1 don't think there's a like situation, and I want to
2 be clear, this is not about being --

3 MR. EASTMAN: If the leaders like him, I
4 don't think there's going to be a --

5 MS. WARREN: Whether I consider -- I
6 consider you want to be very clear that you're not
7 reading me to say that I like Arreola. I'm not
8 speaking about I like. I like service and I like
9 whoever is going to give me that service, and it has
10 nothing to do with the individual and I think that is
11 what has clouded the whole issue as the reason that
12 we're not making the kind of improvement that we want
13 is that Arreola smiles and he's likeable and he's a
14 person of color and; therefore, we got what we want.
15 That's far from the truth. --

16 My second comment is from my experience
17 and I make it a practice-- my children are terrified
18 to walk the street that they're going to be punished
19 from this, but --

20 MR. EASTMAN: So, it's not the Bryer regime,
21 it's the Arreola regime.

22 MS. WARREN: It's the administration. It
23 comes from the top. I have experienced the captains

1 at three departments.

2 MR. EASTMAN: Are they Bryer holdovers?

3 MS. WARREN: I don't know what they are.

4 All I know is people underneath them undermine them
5 all the time.

6 MR. EASTMAN: That's what I've been led to
7 believe.

8 MS. WARREN: No, I'm telling you even
9 though we have African American captains, I'm telling
10 you that I have to talk to the captain on a
11 continuous basis, based on what the sergeant do.
12 When I call the sergeant, I don't even talk to the
13 police officers. I now know that I have to go to the
14 sergeant. The other night I called the sergeant and
15 I said who is the sergeant on. So, that's my first
16 question, and you know, I get passed around, you
17 know, they're very vague. So, even though the
18 captain is saying this at his role call and all of
19 that, they still --

20 REV. BUCK: Business as usual. Business as
21 usual. Let us understand, this is business as usual,
22 regardless of who is at the top. The people on the
23 bottom are still doing what they did before, okay,

1 and the only way you change that is you take some
2 names and you kick some butt in the ranks.

3 MS. WARREN: And we're here putting our
4 reputation, family on the line saying that the Civil
5 Rights Commission is to address these issues, and
6 we're saying that there's a serious problem. The
7 problem is not the African American officers, it's
8 the administration and if anything is happening that
9 group of officers need some support or something
10 that's given to them that will help them do their job
11 and get them services to that community that we need.

12 REV. BUCK: And I'd like to say that all
13 African American officers are not African Americans.
14 Do understand.

15 MR. MUMFERY: I understand.

16 ALDERMAN PRATT: Plus, the other thing is
17 that you have to understand the role and the position
18 and the power of the MPA versus the Chief and versus
19 the African American officers, and they have
20 significant power.

21 CHAIRPERSON SHANKMAN: Thank you We will
22 reconvene at 1:30 to hear the public forum. Peter
23 Hinarik is sitting back there and he will accept

1 people who wish to speak at that time.

2 (A luncheon recess was taken.)

3 CHAIRPERSON SHANKMAN: Good afternoon. I'd
4 like to welcome you to our final session, public
5 session. A slight procedural piece of information.
6 Sergeant Francovich, who is going to address us first
7 represents an addition to our agenda, and therefore,
8 he will have a fifteen minute time slot. The public
9 speakers who are here for the public session itself,
10 we ask that you limit your comments to five minutes.
11 Indicate if you're willing to answer the Committee's
12 questions. We anticipate having questions involved
13 with the public speakers. So, without further ado,
14 Mr. Francovich?

15 GENE FRANCOVICH

16 My name is Gene Francovich and I want
17 to make it very clear I represent only myself in this
18 presentation.

19 I am an 18 year veteran of the
20 Milwaukee Police Department. I was hired under the
21 Harold Bryer regime and I'm a white male police
22 officer. I don't know whether I should apologize for
23 that, retire or quit or die, as Rev. Buck suggested

1 earlier. I'm 45 years old and I've lived in
2 Milwaukee all but three and a half years of my life,
3 including which time I was an enlisted member of the
4 United States Air Force. I also happen to be a
5 Milwaukee Police sergeant of 12 years with a total of
6 18 years as a member of the Milwaukee Police
7 Department. I would like to add to that that in my
8 18 years at the Milwaukee Police Department, I worked
9 at the 5th district as a patrol officer, on the
10 tactical enforcement unit as a patrol officer,
11 districts 2 and 6 as a police supervisor in the
12 internal affairs division, and I supervised officers
13 of the tactical enforcement unit as well as officers
14 of the motorcycle division. I also attended
15 Riverside High School, which I graduated from in 1966 --
16 which, at the time, was probably the only really
17 culturally diverse public high school in the City of
18 Milwaukee. And I graduated from UWM in 1976. I'm
19 one of many white police officers who care about
20 crime in all parts of this City; Milwaukee as well as
21 the surrounding communities. It's disturbing to me
22 that throughout the course of this fact-finding
23 meeting this Commission has been addressed by people

1 investigation unit and background and recruiting
2 position in which two white sergeants left, one by
3 retirement and one by transfer, both were replaced by
4 white sergeants, yet he very recently neglected to
5 mention that the white sergeant that was previously
6 assigned to the gang crimes unit was replaced on the
7 gang crimes unit by a hispanic. He neglected to tell
8 you public information officers assigned to the
9 Chief's office are black and a Pacific Islander. He
10 also neglected to tell you that the top street field
11 commander of the Milwaukee Police Department is a
12 black male. He neglected to tell you that the
13 Director of the Milwaukee Police Department's police
14 athletic league is a black male, Officer
15 And when he said, "I'd like to see every officer in
16 my community be black", he sounded more like an
17 advocate of black separatism than someone who is
18 trying to achieve a solution to a problem.

19 One other thing Butler failed to
20 mention about this "racist" police department, the
21 labor organization which represents supervisors of
22 the Milwaukee Police Department, that being the
23 Milwaukee Police Supervisor's Organization, and I

1 would add an organization whose membership is
2 predominantly white, you can take that for whatever
3 way you want to, endorsed him in his bid for election
4 and gave him money in support of that bid. That's
5 hardly what you would expect from a bunch of racists.

6 Felmers Chaney criticized the police
7 union and said, "they're out for their own",
8 seemingly to imply that police unions are only
9 willing to represent white officers. As Mr. Butler
10 intimated when he spoke of the union's support of
11 former police officers Bulzak and Beaver and said, "if
12 these had been black officers, they'd have been left
13 out to dry".

14 Mr. Chaney was right in his
15 recommendation for more training of police sergeants,
16 a recommendation I myself had submitted in written
17 form to Chief Arreola, assistant Chief Colease,
18 Inspector James Warren of the Police Academy, and the
19 Fire and Police Commission, and to which I have never
20 received a reply. But, he too tends to generalize
21 that people are not treated right when they come to a
22 police station to make a complaint. I will not deny
23 that that may be the case in some instances, but I do

1 not function that way, and I know too many dedicated
2 supervisors across the Milwaukee Police Department's
3 racial and gender lines who are very sensitive to
4 concerns and complaints of all people. It not only
5 hurts us when such general statements are made,
6 because they totally discontinue and take away from
7 the efforts of the majority of supervisors and police
8 officers who try their best to provide the same kind
9 of service they would want for themselves. The
10 concerns of Mr. Chaney are not just a black thing that
11 we white people wouldn't understand. I have
12 personally been offended by conduct of officers and
13 civilian staff of other police departments as well as
14 this department, and some former members of the Fire
15 and Police Commission staff. It happens and when it
16 happens, it needs to be immediately addressed by
17 supervisors. But, I do not believe it's as pervasive
18 as you would be led to believe, and I do not believe
19 it's as predominant -- that it's as predominantly
20 racist thing as you would be led to believe.

21 James Hall gave an example of being
22 stopped and patted down by police officers at Second
23 and Wisconsin who informed him that he was being

1 stopped because he matched the description of a
2 wanted suspect. He did not complain that they were
3 rude or abusive, just that he was stopped. What are
4 police officers supposed to do when they observe
5 someone who matches the description of a wanted
6 suspect? He says this never happened to him in
7 Virginia. Perhaps that explains why FBI statistics
8 reveal more murder of law enforcement officers in the
9 south than anywhere else. The civilian community had
10 better start realizing that law enforcement officers
11 have a dangerous job and while we are paid well to do
12 it, and know the risks, we want to go home to our
13 families, too.

14 Perhaps in response to Commissioner
15 Kiram's question to Jeanetta Robinson and what she
16 asked, has there been any effort to educate the white
17 officers to the black culture, one could suggest that
18 an effort could be made to educate the community to
19 the police culture and why we not only do the things
20 we do, but the psychology of the police officer.
21 There are behavioral scientists who do quite a good
22 job of educating people on police behavior, if people
23 were really interested in two way communication.

1 Mr. Wagner's bureaucracy presentation
2 seems like something out of the late '60s or early
3 '70s. He would have you believe that we have people
4 waiting at the doors of police stations screening
5 people and making ~~people~~ feel uncomfortable to
6 enter. These are perceptions he and others have
7 developed, perhaps from some prior encounter or from
8 something he was told, and it may have been valid at
9 one time, but it isn't valid any longer. Educated
10 people like Wagner, Mr. Stojkovic and others should
11 understand that perceptions is learned and sometimes
12 distorted. But, it can be changed by way of personal
13 growth through education and communication.

14 Regarding the subject of interdistrict
15 dispatching. Keep one thing in mind. Criminals are
16 opportunists. When you deplete one area of
17 protection in any way, you create a greater
18 opportunity for criminal conduct. It isn't as much a
19 matter of my cops or your cops as George Butler and
20 Laverne McCoy pointed out, it's a matter of creating
21 opportunities in one area in order to decrease
22 opportunity in another.

23 Fred Gordon spoke about the concerns of

1 his constituents which, as stated, are no different
2 than the concerns of anyone else, including those who
3 live in Districts 2 and 6 on the south side. I would
4 urge this Commission not to look for a black answer,
5 a white answer, an Asian answer or a hispanic answer
6 to this problem. Involve the entire city in the
7 problem solving process because the problem is
8 citywide and you cannot make a decision regarding
9 police protection in one part of the city without
10 that decision impacting on any other part of the
11 city, unless that decision requires the employment of
12 additional police personnel.

13 CHAIRPERSON SHANKMAN: Some comments were
14 made today regarding police, community-oriented
15 policing and different definitions were given.
16 People have different ideas of what police
17 community-oriented policing is and I think from what
18 I've been able to read, it depends on which book you
19 pick up as to what **definition** you're going to get. My
20 own definition or perception of community-oriented
21 policing is that it's really based on an old concept
22 long ago when you had the beat officer on the street.
23 People knew who their officer was. That officer

1 wasn't taken out of service to give out the teddy
2 bears or shake hands or put on a dog suit. That
3 officer made personal contact with the people that in
4 the old days it was he that he came across. People
5 knew who they could call. When I was a young officer
6 on the Milwaukee Police Department, we used to at
7 times take -- be assigned to desk duty. This is
8 before civilians in stations started to take place,
9 and I remember receiving a call from someone, I don't
10 know who it was, but it was someone and this was when
11 I was at District No. 5 now, and it was someone from
12 the east side around Holton and Clark or somewhere in
13 that area. They asked me if Officer Ross Perillo is
14 working today and I said, well, yea, he's working.
15 Well, I'd like to speak with him. I've got something --
16 I want to talk to him about. Well, I don't know if
17 that was a police problem or if it was some personal
18 problem or what it was, but I remember that to this
19 day and I'll remember it to the day I die. This was a
20 call that came in and asked for a particular police
21 officer and that impressed me. To me that's what
22 community-oriented policing should be. People want
23 to see, they want to know the officer that works

1 their area. They don't want to see somebody who is
2 assigned to crime prevention, doesn't spend any
3 considerable amount of time on the street. And I'm
4 not going to say people don't spend some time on the
5 street, they do, I know they do. But, they want to
6 see the officer who works that area. And I have made
7 recommendations myself to political representatives
8 of the City of Milwaukee here who are interested in
9 community-oriented policing, that when they have
10 these block watches, when they have these
11 community-oriented meetings insist on the officer who
12 works that squad area coming to the meeting, insist
13 on the sergeant who supervises that officer being at
14 the meeting. That's when you're going to start to
15 get some real communication. Those, in, what would
16 you call it, this transference of communication from
17 one officer to the next to the next. People want to
18 know Officer Jones works my area. I've got a
19 problem. I want to talk to Officer Jones. I want to
20 know how to get in touch with Officer Jones. That
21 goes right along with the complaint process. There
22 was a lot of concern about the complaint process and
23 I understand that and I may have been a part of the

1 problem in times past because of my ignorance. But, I
2 learned over the years, I remember being very much
3 impressed by, you know, Captain Toni Bass. She was
4 my lieutenant when I was on the late shift, midnight
5 to 8:00 at district 6. We were discussing the
6 complaint process and she said something that
7 should -- was very common sense, but yet it was
8 something that I had to be told and that was when you
9 go to handle complaints, give these people your name,
10 give them your number, your district station and how
11 they can get in touch with you and follow up with
12 them, talk to them, let them know what's happening.
13 And, to this day, I do that and I sense a great deal
14 of appreciation from these people knowing that when
15 they call the police station either to complain about ...
16 something or to follow up on their original complaint
17 or whatever it may be, they can ask for it. In one
18 case there's a fellow that calls, he asked for
19 Sergeant Glen. Everybody knows this guy calls
20 regularly and that's fine because that's what I'm
21 here to do, I'm here to provide a service to the
22 people. And I don't care how many times they call,
23 it doesn't bother me. It used to when I was younger,

1 when I was going through my developmental phases, it
2 used to -- I used to be like one of those officers
3 who was impatient. There's crime out there, what
4 are you bothering me with your barking dog for? What
5 are you bothering me with your loud music for? There
6 are people getting shot, there are people getting
7 robbed. Well, I have learned over the years not only
8 from my readings, but from my practical police
9 experience that the barking dog complaints, the loud
10 music complaints, the neighbor problems is just as
11 significant to that person making that phone call as
12 the complaint of somebody saying my car was stolen or
13 I was just the victim of a purse snatching.

14 Now, when you look at the whole
15 picture, what's more serious, of course the crimes of
16 a physical nature. But, the fact remains I'm not
17 going to tell someone that their complaint is
18 insignificant because you should see what's happening
19 over here. Nice people here want to police service
20 just as much as these people here and we should be
21 giving that to them.

22 CHAIRPERSON SHANKMAN: Thank you. Do
23 members of the committee, do you have questions?

1 MR. EASTMAN: Yes, I don't think I will ask
2 you a question. You just mentioned -- I don't want
3 to put it in other words, but you said that a call,
4 regardless of 1, 2, 3, 4, or 5 deserves a response
5 Are we or am I to understand then that you're not in
6 favor of that kind of a system or how would, knowing
7 that there's limited resources, how would you show
8 communities, regardless of ethnic demographics, that
9 the police car will respond to each of these, what
10 would you do?

11 MR. FRANCOVICH: Each and every call
12 absolutely deserves a response. Now that response
13 may not be in a physical form that may have to be a
14 telephonic form or some other means of communication.
15 I can't think of any other means of communication,
16 but at some point these people need to be responded
17 to. My personal experience, again, as a supervisor
18 now on the day shift in district 2, I routinely do a
19 follow up on assignments that officers are sent to
20 because that's my job to do that. I have been to
21 several assignments where people said -- these are
22 not callers -- other people came out of their houses,
23 they saw a police officer, they want to talk to him,

1 have come out, gee, we called at 10:30, 11:00 o'clock
2 last night regarding something that took place out
3 here, again in the broad spectrum, maybe not the most
4 significant thing in the world, but significant to
5 them, significant enough for them to call, nobody
6 ever came out. Nobody ever responded to the
7 assignment. And the only thing I can do at the time,
8 and it's really the only thing I can think of now
9 because I'm not in a position to exact policy
10 obviously, is say, well, let me suggest that you call
11 the district captain, bring that to his attention,
12 and perhaps the district captain can do something in
13 the matter because I can't make it right for you now.
14 It's too late. It's almost 12 hours later now or
15 whatever. But, let me suggest that you do that and
16 if there's anything else that we can do for you,
17 don't hesitate to call. Don't feel that because you
18 called and you didn't get a response this time that
19 it's just useless to call.

20 MS. MC FADDEM: You indicated that there are
21 some misperception that the police association is for
22 white officers. How is the association trying to
23 change those misperceptions?

1 MR. FRANCOVICH: Maybe I'm not following. I
2 don't remember saying that.

3 MS. MC FADDEN: That Alderman Butler
4 indicated that the Milwaukee Police Association is
5 mostly for the white officers, and I think you also
6 indicated that -- I think you said Wells indicated
7 that the police association doesn't support minority
8 officers.

9 MR. FRANCOVICH: I made no comments
10 regarding Leonard Wells.

11 MS. MC FADDEN: If there is a misperception,
12 you also indicated that the community has
13 misperception about police officers and how are we
14 trying to educate the community, but, by that same
15 token, how is the Milwaukee Police Association trying
16 to educate their members about the community?

17 MR. FRANCOVICH: Well, I can't speak for the
18 police association. The Milwaukee Police
19 Supervisor's Organization is another matter. That's
20 the organization that I belong to.

21 MS. MC FADDEN: Why don't you speak for that
22 association then?

23 MR. FRANCOVICH: I don't know that we have a

1 formal education process in the Milwaukee Police
2 Supervisor's Organization. If there's a process in
3 the Milwaukee Police Association, I'm not aware of
4 it. But, I think again this perhaps is something
5 that not only associations could do, but I would
6 think that this would be a responsibility of the
7 Department administration to be at the forefront of
8 something like this and perhaps work with both labor
9 organizations. I can't conceive of either labor
10 organization not getting involved in a program like
11 that. I cannot conceive it.

12 MR. EASTMAN: You mentioned you made a
13 statement about your early developmental stage as a
14 police officer knowing what you know now, and the
15 recruitment and the development that new officers go
16 through, knowing that times have changed drastically
17 since you were there, what do you see that could make
18 -- and policing is difficult, you know that better
19 than anyone, what kind of training could best
20 acclimate the officers to the many different
21 situations that are --

22 MR. FRANCOVICK: First of all, you'd have to
23 start out with careful and selective recruitment.

1 MR. EASTMAN: and does that exist now? I
2 guess what you're going to say now and does that
3 exist now?

4 MR. FRANCOVICH: Well, let me just answer
5 your first question. You have to start out with, I
6 believe you have to start out with careful and
7 selective recruitment and I'm not going to say that
8 it's got to be a particular race, it's got to be a
9 particular gender. You have to look at individuals
10 and somehow and this is basically is asking for
11 perfection, which is unattainable, but as Vince
12 Lombardi, if we chase perfection, we may catch
13 excellence. You have to try to glean out from
14 people, try to find those people who see police work
15 as a calling, as something that their coming on the
16 job to help people to make things right. You have to
17 challenge people who may be difficult in recruiting.
18 You have to challenge them if you see a problem in
19 the way we're policing, come and join us and help us
20 change it. And, of course, then you have to make
21 those people part of the decision making process.
22 You can't just recruit them and not have them become
23 a part of the decision making process. So, you have

1 to do that.

2 Second of all, the training program has
3 got to be strong in the area of interpersonal
4 contact, and human relations in not only in the
5 police academy, in the recruitment and training
6 phase, but also in the police, regular police
7 inservice phase. We meet four times a year on a
8 regular basis and at times we have additional
9 training, special training out at the police academy.
10 This has to be ongoing. To give you an example of
11 what I mean by ongoing, the first training session of
12 every school year training school year, at least half
13 of that day is devoted to CPR and first aid. By way
14 as a refresher so that we keep updated. We don't --
15 let me backtrack. When I talk about human relations,
16 training and training for interpersonal skills, that
17 must be used as regular, if not more so than this
18 first aid training we have. We get periodically here
19 and there. People, especially the adult learners,
20 when adults are going to learn, they learn by doing.
21 They learn by interacting. They learn by getting
22 their hands on. They don't learn as much from
23 somebody standing up in front of them and talking at

1 them. They have to get involved and that's how you
2 learn. At least that's everything that I read about
3 teaching and has taught me. So, it has to be
4 repetitive. Are we doing it now? Not in my opinion,
5 and I should qualify that by saying, I have not been
6 close to the recruiting and background section for
7 quite sometime. I used to do background
8 investications myself, so it could be that things
9 have changed in recruiting and background
10 significantly. I'm not aware of that.

11 CHAIRPERSON SHANKMAN: Thank you very much.
12 Unfortunately we have a very full schedule.

13 I'd like to ask Reverend Jones to come
14 forward next. At this point we are going to ask the
15 witnesses to confine themselves to five minute
16 statements and indicate their willingness or lack
17 thereof to take questions.

18 PUBLIC COMMENT SESSION

19 SAM JONES

20 Okay, thank you. My name is Minister
21 Sam Jones. I represent Noah Agency. I'm a community
22 organizer.

23 I, first of all, want to say I do not

1 think all white officers are racists, just like I
2 know that all African Americans are not thieves. So,
3 I just wanted to set that record straight with the
4 gentleman that came in. I think the police officer
5 has a great responsibility concerning protecting or
6 supposed to be protecting the citizens. I myself am
7 not one to be a police officer. It takes a lot of
8 courage. It takes putting the family sacrificing the
9 time away from the family. But I have only been a
10 resident here in the City of Milwaukee for a year and
11 three months, but some of the things I have seen
12 since I've been here has been enough to make any
13 person sick. There's -- as a community organizer,
14 what I do I form block clubs, I work with the Mayor,
15 sometimes with the chief of police for drug abatement
16 team where we try to close down drug houses. There
17 have been numbers of reports within the City of
18 Milwaukee and to the police officer concerning drug
19 houses. For instance, April 20th, 1993, I met with
20 the captain at the 5th district with three block club
21 captains. What happened there was a reporting about
22 eight months ago concerning a guy who was selling
23 dope from his rick up truck. The block captains

1 basically got the license plate of the truck, got the
2 time when the truck normally is in a certain area,
3 got the person's name and during that meeting I did
4 not know anything about it until she gave that
5 report, and I was totally upset when I found out
6 nothing was done to this guy and he's still selling
7 within the same area. The captain, he's a new
8 captain within that district, the 5th district. He
9 looked at the person who was in the crime prevention
10 unit and he agreed that that did happen. The
11 communication line concerning African American males
12 and females within our community concerning the
13 police officer's need to be strengthened because of
14 the African American background. The environment that
15 African Americans might live in. He might use his
16 hands like this as he's talking, and a police might
17 think because he's doing ^{that} that he's trying to
18 get smart, but that's because of the environment that
19 he comes from. And if a police officer does not
20 understand that, they will say maybe this person was
21 trying to resist arrest or get smart. So, I think
22 the communication line, I think there should be
23 workshops done on different ethnic groups. Also I

1 think the priorities are not in line. During the
2 protesting and we still have protests, the ones who
3 are against abortion and abortion clinics, we have
4 spent close to a million paying overtime to police
5 officers within those areas. I can recall coming on
6 as a community organizer in my designated area, and
7 we had one foot patrol officer. What they end up
8 doing, he was happened to be an African American, and
9 they gave him a lot of paperwork to do so we saw him
10 every once in awhile. And sooner or later, his job
11 ended within that area, which was a large area in a
12 high crime rated area. It was said because then they
13 turned around and hired a white officer who had more
14 time and less paper work in a community, was really
15 bracing about this guy being out working. I think
16 he must have stayed and this is in the 5th district,
17 if you want to look into it, I think he must have
18 worked for at least three or four months and **they**
19 decided to pull him. At this point there's no
20 officer within this area. Foot patrol officers,
21 since that time over two people have been killed, but
22 yet we can spend closer to a million dollars putting
23 police officers watching people march around a

1 building when we have people out there dying on the
2 streets. And I think it's dealing in priorities
3 because if a lot of these drugs was being sold within
4 an all white community, I don't think the white
5 community or anyone else would stand for it. And,
6 another thing, because of the way Milwaukee is
7 developed and I don't know if it was intentionally
8 developed that way, but you've got a different --
9 you've got different parts of the community that are
10 separated. And because of that, we have a lot of
11 problems. We don't hear about all the things that's
12 happening in a certain geographical area, and that's
13 part of the reason we can't get together as a
14 community.

15 So, these are some of the problems that --
16 I see. I think the relationship, if it's not
17 strengthened, I think what we're seeing in L.A. will
18 happen here because what we're doing, we're sitting
19 on a time bomb, believe it or not. Something is
20 going to happen. Thank you.

21 CHAIRPERSON SHANKMAN: Thank you. I'd ask
22 Marison Kearn to come forward.

23

MARISON KEARN

1 Good afternoon. I'm here both as a
2 citizen and also as a police officer. Starting next
3 month is my 14th year on the City of Milwaukee Police
4 Department. I have come through great lengths to
5 deal with a lot of issues within this police
6 Department. I have fought, I have filed lawsuits
7 myself that are still pending regarding some of the
8 discrimination, and the racial injustice that this
9 Department is currently still dealing with. There
10 are a lot of issues that on both sides of this
11 argument that are both true and untrue. We sat here
12 and we heard an alderman come here and explain to us
13 about how he's behind the chief and how he thinks the
14 chief is doing a great job or something to that
15 extent. I don't know where he's been for the last
16 ten years. I don't know where he's been for the last
17 five years. I live a half a block from Alderman
18 Pratt. There are also eight other African American
19 officers that live within two blocks of Alderman
20 Pratt, yet, we sit here and watch our area go without
21 squad protection on a daily basis. Squad 59, as a
22 **matter** of fact, which covers the block that I live on
23 and several other officers, actually goes with at

1 least a 90 percent unfilled vacancy every night. I
2 work inside and I see these figures come across and
3 if any of you all on this Commission would like to
4 know the actual manpower situation within the
5 Milwaukee Police Department, there's a record that's
6 kept at each police location, work location called
7 the PD 2. You will see the actual assignment of
8 police officers that would make anybody's hair stand
9 up on their head. If you know how unprotected this
10 city and area is in all areas. When you deal with
11 certain allocation of manpower, one of the problems
12 that we had when you had the southside residents
13 complaining about having squads sent to other areas.
14 There may have been some racial undertones in that,
15 but the overall problem is the fact that there's a
16 tremendous misallocation of manpower on this police
17 department. The City of Milwaukee has more police
18 officers per capita than most cities of it's size,
19 yet we have specialized bureau after specialized
20 bureau working 9:00 to 5:00 during the day, not on
21 weekends, and not on holidays, when we have a lot of
22 problems. If you look at the allocation of a lot of
23 these particular bureaus, they are speciality bureaus

1 which again are assigned on a preference basis which
2 many times there's not any qualifying factors that
3 goes into a fair pool collection from the rest of the
4 officers. That being so, the bottom line is the
5 powers that be select the people to go to these
6 particular locations and the City is left unpatrolled.
7 This is an occurrence in virtually every district.

8 One of the problems also with the
9 interdepartment dispatching is the fact, and again, I
10 was a dispatcher for five years, and I dealt with
11 handing out assignments. One of the biggest problems
12 is that when you announce and mandate a priority
13 system, you lock yourself into legal liability. When
14 you say that response has to be made within five
15 minutes to a priority one call, you have now legal
16 liability to do that. If there are no squads
17 available to do it, you have to send somebody
18 somewhere because you've eliminated yourself have any
19 other option. If something does then happen, the
20 city becomes liable and people will sue the city
21 blind. So, the bottom line is, by having a rigid
22 priority one system, you have given yourself no
23 choice. A tremendously ignorant management approach.

1 to deal with certain things regarding the ability of
2 police officers to effectively police a particular
3 area, I'm not one to sit here and tell you that it's
4 better or worse to have a black or a white or a
5 hispanic or any other race, creed or color patrol a
6 better area, but what I will relate to is a situation
7 involving a coach of any team. There's not many
8 coaches that can outplay Michael Jordan in
9 basketball, but **if** they want to coach Michael Jordan,
10 they'd better have a great idea of the game. They'd
11 better have knowledge of the game. If you're turning
12 police officers out here with no knowledge of police
13 work and you're putting them in areas that they are
14 totally unfamiliar, they become totally inept with
15 dealing with that problem of the community. And
16 that's a tremendous problem we **have** here, as it was
17 brought up earlier by one of the persons here that
18 explained having someone come from outside the
19 community into a particular community which he knows
20 nothing about. It really doesn't have anything to do
21 with race, creed or color. It has to do with
22 education and understanding of what the problem is.
23 And in many cases, if you do not receive the

1 training, if you have not been in the background, you
2 have no idea what is going on when you arrive upon a
3 scene, and that's happening in record numbers in this
4 police department right now. And I think that unless
5 those problems are addressed, we're going to have a
6 continuing problem here in the City of Milwaukee.

7 CHAIRPERSON SHANKMAN: Thank you very much.
8 And we would encourage you if you have additional
9 information to submit it in writing.

10 MR. KEARN: Believe me I do and I will.

11 CHAIRPERSON SHANKMAN: Please do. We look
12 forward to that. John Wesley.

13 JOHN WESLEY

14 Good afternoon. I'm the vice president
15 of the League of Martin and I've been on the job now
16 for sixteen years and I've also been sitting here for
17 two days listening to a lot of rhetoric.

18 First of all, I'd like to say out of
19 the black people who have addressed this Commission,
20 this committee, the last two days, they are not the
21 leaders of the black community, nor have I heard any
22 black individuals that -- who has arrived who came
23 here to talk that we have sanctioned or elected to be

1 the leader of the black community. So, therefore,,
2 who ever came here who was praising the personality
3 of the chief, they did that on their own. So, we
4 want to make that clear. There's no one in the
5 League of Martin who came here to talk about Chief
6 Arreola's personality. I was under the impression we
7 were talking about discrimination. I was under the
8 impression we were talking about the African American
9 community. If that's the case, he's not an African
10 American. So, therefore, his personality shouldn't
11 even come into question as far as this particular
12 committee.

13 Another subject matter as regards to
14 Glen mentioned District No. 5. I ~~was~~ am with
15 District No. 5 and I have some articles to show you
16 regards to the same racial discrimination that we
17 were talking about back in 1984 is the same thing
18 that we're talking about right today. Glen also
19 mentioned that maybe he was foolish inside of his
20 younger years. Well, he's correct, but that
21 foolishness that he mentioned, that foolishness
22 picked up with other officers and it became a
23 tradition. We at the League of Martin, we made an

1 attempt to reach out to the MPSO and MPA and a
2 particular, I think they call ASCAP or it's a
3 secretary's type, for Thanksgiving in order for
4 united -- in order to try to do something for the
5 public. We were told, and we were invited in by a
6 member of the MPA. We brought it back to our
7 meeting. We decided we'll do this. We'll try to
8 reach out for Thanksgiving and then we were told
9 later on that the other three organizations that they
10 refused to participate in this Thanksgiving event as
11 long as the League of Martin's name was on the food
12 basket. Now, we can come here and we can act as if
13 like all of a sudden let's try to make things right.
14 You've got to deal with the problem that makes it
15 wrong. As far as like training is concerned, I've
16 been a training academy now close to six years, and
17 yesterday Jeanette Robinson when she was here, she
18 mentioned that recruits come to her CYD and she was
19 in error. I think she made a misperception that
20 they're there for two days. That's not true. We
21 split the recruits up. We have like we've been
22 averaging like 60 would come on a Monday, the other
23 group comes on tuesday. I do not, and no one has

1 ever told me that Jeanetta Robinson's CYD club was an
2 agency that taught African American studies. So,
3 therefore, when recruits go to Jeanetta Robinson's
4 place, why are we saying this is cultural
5 sensitivity? Most white officers, they've seen --
6 most white people seen us, okay, we didn't come from
7 outerspace. So, therefore, why is it that we're
8 saying that's cultural sensitivity because we go
9 visit a CYD. That's a social club and you go there
10 and you get opinions. Also it comes down to
11 sensitivity training. Police officers have 20 to 21
12 weeks at the Milwaukee Police Department. There's no
13 way that you can hold the staff of any one else
14 responsible for trying to change someone's norms or
15 racist beliefs.

16 Now, we do have a process that is, it
17 must be alluded by the leadership of this city,
18 members of the Fire and Police Commission who create
19 the rules and also from the so-called administration.
20 If you will get a copy of our rules and regulations,
21 they are already set rules regarding racial
22 discrimination and sexual harassment. Now, once you
23 read these rules, go back and check throughout the

1 history of the Milwaukee Police Department. Has
2 anybody ever been written up for that? If you have
3 no fear then you will continue on doing that, and
4 that's the biggest problem we have. One personal
5 note. When I was out at the training academy, I was
6 the only black instructor. There was a time that I
7 taught at least five subject matters after a
8 particular white hispanic female who eventually
9 resigned because she was broken down, wrote a matter
10 up and sent it to the Fire and Police Commission,
11 which, in brief, stated that the black instructors
12 encouraged her to stay while the white officers were
13 encouraging her to leave. Right after that, all of a
14 sudden, those duties was taken away. I talked to my
15 lieutenant at that time in regard to allegations of
16 mistreatment by white supervisors from black and
17 hispanic recruits. I talked to him and I even made
18 arrangements for these recruits to come and talk to
19 this particular lieutenant. For that, all of a
20 sudden, whenever we had a staff meeting I was never
21 invited for a whole year. Now, how can you have
22 cultural diversity training when the only black
23 person you got there who has a culture you're talking

1 about is not invited? Now, this was brought to the
2 attention of the Fire and Police Commission. It was
3 brought to the attention of Chief Arreola and what
4 really upset me about this is that we had recruit
5 officers, white and black, who had documentation of
6 racial discrimination, a continuous form of racial
7 discrimination. What they decided to do instead of
8 taking proper action, instead of going on
9 investigation, they decided to go and hire two
10 individuals from out of state. And it was said by
11 Padway yesterday that during the time that the Dahmer
12 incident occurred that these two individuals that
13 happened to be here, that happened. That's not
14 correct. It was an investigation going on in regard
15 to the allegations of those black recruit officers at
16 the training academy. It was two classes, they were
17 not here, the Dahmer incident occurred while they were
18 here investigating insensitivity from the staff at
19 the training academy. And one more thing, and the
20 sad part about that is the individual who was at that
21 time the inspector of the training academy, if you
22 look at the individual history of the command staff
23 in regard to allegations of racism, why is it that

1 everytime we have allegations of racism these
2 individuals, as timino, about three or four years,
3 they get promoted. I assume everybody that they turn
4 to born again Christians, is that correct? I have
5 information here in regard to my complaint. I have
6 information regarding what happened back in 1984, and
7 I can answer any questions in regard to what happened
8 at the training academy.

9 CHAIRPERSON SHANKMAN: We certainly would
10 ask you to provide us with the information that you
11 have copies of, if that's possible for you to do.

12 MR. WESLEY: I will.

13 MS. MC FADDEN: Mr. Wesley, you indicated
14 that a person was hired to do some training. Is that
15 person from the Milwaukee community?

16 MR. WESLEY: The individual, the two
17 individuals were here to do a study of the Milwaukee
18 Police Department in regard to the allegations.
19 After their study was completed, they inferred that
20 it was alleged racism. I think the Assistant Chief
21 Graham stated that it was perceived racism. Now, I
22 know what racism is. I'm a victim of racism. It's
23 an insult when the command staff tells me that it's

1 perceived and, you did not take the time out to do a
2 proper investigation. And that study, the Fire and
3 Police Commission, they have that study. As a matter
4 of fact, all the studies in the world is probably at
5 the Fire and Police Commission. The point is what
6 have they done with the study?

7 MR. EASTMAN: Mr. Wesley, excuse me, could I
8 ask that on behalf of the League of Martin you can
9 submit your views on community oriented policing, how
10 it's supposed to exist to the mission of the
11 Milwaukee Police Department, and how it actually
12 exists? Could you submit that to the Chair?

13 MR. WESLEY: You mean in written form?

14 MR. EASTMAN: Whenever you can get it to the
15 Chair.

16 MS. MC FADDEN: Before the 28th.

17 MR. WESLEY: That's it?

18 MR. EASTMAN: That's it.

19 CHAIRPERSON SHANKMAN: Mr. Wesley, what we
20 can do is ask you to wait a little longer and at the
21 end perhaps we might have some questions.

22 Evelyn Friedman.

23 EVELYN FRIEDMAN

1 My name is Evelyn Friedman. I'm
2 president of the Walker, Incorporated, which is a
3 management consulting firm specializing in equal
4 opportunity and affirmative action issues.

5 Just last week I completed an
6 assignment for the Milwaukee Police Department to
7 assist them in looking at and analyzing their
8 employment, their affirmative action efforts. And I
9 was asked to make myself available in case there may
10 be questions since we just completed the study of
11 what they have achieved and what they're currently
12 trying to do.

13 CHAIRPERSON SHANKMAN: Your statement is
14 then that you're willing to take questions?

15 MS. FRIEDMAN: Yes, and I would say in
16 summary, we did analyze all areas of their employment
17 regarding their current policies, their current
18 practices. We observed significant gains that had
19 been made over the prior year in a wide range of
20 employment areas. For example, a period of analysis
21 went from 10/1 of '91 to 10/1 of '92. In that period
22 the gain, African American as a deputy chief of
23 police, made significant gains in many of the sworn

1 areas of employment from police officers on up. We
2 looked at all of the racial groups. We looked at
3 minorities as a whole and women as a whole as a part
4 of the police department's analysis of the
5 affirmative action efforts to be sent to the Justice
6 Department.

7 CHAIRPERSON SHANKMAN: Would you say then
8 that in your estimation as an employment consultant,

9 I don't know if you can answer this or not? The
10 Milwaukee Police Department is currently, would be in
11 compliance with the justice department guidelines for
12 equal opportunity, both in terms of hiring and
13 promotions?

14 MS. FRIEDMAN: Compliance - to the extent that
15 they are in the process of attempting to improve and
16 have instituted the policies and procedures and
17 studies. For example, one of the areas I heard
18 mentioned dealt with the assignment of people to
19 various areas based on their race and sex. We
20 uncovered that there wasn't a reporting system
21 currently now to monitor that part of the program
22 commits to starting that reporting so that there can
23 be an in-depth analysis of that.

1 CHAIRPERSON SHANKMAN: I have one other
 2 question. Is it possible, and I don't know what your
 3 relationship with the Milwaukee Police Department is,
 4 but is it possible for you to release a copy of your
 5 report to the Committee or would you have to get
 6 permission?

7 MS. FRIEDMAN: It would not be possible for
 8 me. It would be an inquiry that you would have to
 9 make to the police department.

10 CHAIRPERSON SHANKMAN: Okay, thank you.

11 MS. KIRAN: In this study that you made, is
 12 there any provisions for an internal process for
 13 which if they had any complaints would go anywhere
 14 within the system?

15 MS. FRIEDMAN: Yes, they have a very in-depth
 16 complaint process with particular focus on diversity
 17 in the panels that are involved in the complaint, and
 18 the resolution of the complaint with the other areas
 19 of appeal.

20 MS. KIRAN: Did you do any studies of the
 21 particular complaint and what happened to certain
 22 cases?

23 MS. FRIEDMAN: No. A part of what I did did

1 not get into an analysis of the complaint. I only
2 went to see if they had a process or procedure which
3 appeared to be fair and appropriate, and they
4 themselves are looking at that issue; the resolution
5 of the complaint, and whether they desired to have a
6 balanced board of review to ensure that people are
7 being treated fairly, who complains?

8 MS. MC FADDEN: With your data, did you talk
9 with any of the people who filed those complaints and
10 gotten input from them?

11 MS. FRIEDMAN: No.

12 CHAIRPERSON SHANKMAN: Thank you very much.
13 We appreciate the information.

14 MS. FRIEDMAN: Thank you.

15 CHAIRPERSON SHANKMAN: Aris Graka? Aris
16 G-r-a-k-a. Is that person here? No. Okay, well,
17 then I would ask Jean and John Gorski. You're
18 bracketed here. So, I assume that you want to appear
19 together.

20 JEAN and JOHN GORSKI

21 My name is Jean Gorski and this is my
22 husband, John, and the reason that we're here today,
23 we have a son who was brutally beaten up by the

1 Milwaukee Police Department, and once that happened,
2 we were sort of taken out of our nice little suburban
3 world and found out what's really going on at the
4 Milwaukee Police Department. And we have been
5 everywhere to get help. We've been to the FBI, we've
6 been to the Mayor, Chief Arreola. I met with every
7 member of the town council, and what we found out is
8 not a very nice story, and that's why I'm hoping that
9 we tell you how things are that you can help.

10 First of all, after my son was beaten
11 up, he was 17 years old, and they had him in
12 handcuffs in the back of their paddy wagon and he
13 ended up in the hospital, \$6,000 in medical bills, and
14 this will be a civil rights lawsuit because we feel
15 very strongly about it. The next day we started
16 calling attorneys, reporters, et cetera. We found
17 out much to our amazement that everybody knows all
18 about what's going on with the Milwaukee Police
19 Department with certain members because there are
20 good police officers, too. And, t.v. reporters have
21 told us how there was a young black boy on the
22 report. He said he ran into the night stick and
23 that's why he was all battered up. In our son's case

1 there never was a police report and the doctor at the
2 hospital was all upset about this. And I just was
3 back there the other day with a sinus infection and
4 she told me that how on the night when the verdict
5 came in about the Dahmer case how a young man that
6 was hispanic and black came in there with a broken
7 arm and the police were mad because that verdict and
8 that case is now with an attorney here in Milwaukee
9 who also have filings and I brought picture of my
10 son, our son, what he looked like after that night.
11 He's a person without any criminal record. He's a
12 college student and, you know, after this happened we
13 started really paying attention, and like the next
14 week was this article in the paper and it says,
15 complaints of brutality get nowhere and this is for
16 white and black, for everybody. And so this article
17 here says they have the feeling no matter what the
18 police department will come out on top. And that's
19 exactly what's going on in Milwaukee because these
20 police officers, they get into trouble, stick
21 together and what really jerked me, you can say, is
22 when I went down to the common counsel and I showed
23 every member there a picture of my son. I told them

1 about what happened and one lady whose boss quite
2 high up told me how her 17 year old son was beaten
3 by the police because they was afraid to do anything
4 because she was afraid she's going to lose her job.
5 When I went down to common counsel, sitting there
6 with this green sheet that were like stacks of paper,
7 one was white, one was pink, one was green. So, I
8 happened to look down and number 6 said resolution to
9 settle claims of a certain attorney for defense of
10 various police officers. So, I asked if I could find
11 out more about that, and they gave me a thick file
12 and every three weeks they pass, you know, they okay
13 the financial backing for these attorneys, okay. And
14 I've been calling these people. It's a public
15 record. It lists the names of people, the police
16 officers, and the date of the incident. And I have
17 over 50 names of people whose civil rights have been
18 violated by the Milwaukee Police Department. And
19 they have a very strong union and they hired the best
20 lawyers and white and black people. I've talked to
21 many black people. They're afraid to call the police
22 in many instances, because they don't know what will
23 happen in this neighborhood. And if they call the

1 police, they don't know if it's going to be turned
2 around and they become a victim. The two times, and
3 my husband and I would never be here if this was not
4 the truth, and we feel very strongly about this. And
5 we're upset that this situation exists in our home.

6 CHAIRPERSON SHANKMAN: Can you provide us
7 with the information? Do you have copies of the
8 information that --

9 MS. GORSKI: Yes, I do, and I have, you
10 know, I've been keeping track of what's been going on
11 and I have all different articles about how police
12 have destroyed evidence and cases where they're
13 accused of brutality, et cetera.

14 CHAIRPERSON SHANKMAN: We would appreciate
15 the information.

16 MS. GORSKI: Okay. And my husband may want
17 to comment, too.

18 MR. GORSKI: Yes. You had various
19 statements about situations that's exist inside the
20 police department and how the police department
21 relates to the community, and the programs that the
22 police department is instituting to improve
23 situations in the community and statistical reports

1 on distribution of personnel, allocation of resources
2 and all of these things are not necessarily
3 indicative of the situation. The reports generated
4 by information which may not be totally true and the
5 lack of police reports that my wife alluded to,
6 testimony, character witnesses testifying for police
7 officer's discretion when they themselves have been
8 involved in police officer indiscretion. Basically
9 that situation is that there are certain areas of the
10 city and certain amount of racism within the police
11 department, and there's a certain amount of racism in
12 local communities, too. As far as black versus
13 white, and hispanic and what have you, it's always
14 going to be there. That doesn't mean that the goal
15 should be reduced. What it means is that perhaps the
16 effort should be strengthened and increased in that
17 area to as the police sergeant said before, to strive
18 for perfection in the hopes of reaching excellence.
19 Milwaukee Police Department suffers from a legacy
20 left by a very powerful police chief. At the current
21 time administratively individuals of the police
22 department are filled with personnel left over from
23 that legacy very simply, and the up and coming

1 officer, if they wish to remain officers and wish to
2 get promoted, have to follow the system, which is an
3 unofficial system. It's an unwritten system which
4 promotes this legacy and will continue it ad
5 infinitum.

6 Unfortunately, I think it's actually
7 getting worse now than it was with the former chief.
8 What was reported in the papers is that the civil
9 police commission which were fortunate to have one.
10 In all the cases brought, all the complaints brought
11 before the Police Commission, I think the Conrad case
12 were dismissed without merit, and that's strong now.
13 You can have all the reports you want about how
14 things happen, but if you look at the rules and the
15 rules don't correspond with the report, then there
16 should be some kind of question in your mind if all
17 these citizens have filed complaints which is a
18 length and complicated procedure. It's intimidating
19 to most people, most citizens and particularly
20 minority citizens, intimidating procedure, but yet
21 they go through it to the extent they file the
22 complaint. All these complaints were filed and all of
23 them are without merit. That's not a situation which

1 is easily accepted, so I feel there are very strong
2 problems there. Then the one case where the police
3 - commission did uphold immediately after the decision
4 the chief of police of Mequon who is an ex-Milwaukee
5 police officer now in an administrative position
6 publicly announce in the papers that he wasn't going
7 to hire any of these individuals was going to, he
8 refer his individuals after they had been granted all
9 the reviews and still judged to have been
10 inappropriate psychologically for police sergeant,
11 you have an ex-Milwaukee sergeant in the position of
12 chief of another city in the state publicly state
13 that he would hire them in a minute.

14 There's a larger amount of risk living
15 in certain areas of the city than in others. That's
16 a fact of life. The people who live in those areas
17 more than likely live there because that's the best
18 they can do. They don't have a choice. The people
19 who can leave those high risk areas do. The police
20 officers who serve in those high risk areas are well
21 aware that they're under more risk and more stress
22 than officers assigned to other areas.

23 CHAIRPERSON SHANKMAN: We're going to have

1 to --

2 MR. GORSKI: I'd like to just close by
3 saying the reports aside, the facts that there are
4 complaints, there are high crime areas, there are bad
5 response time, these are the things that the
6 Commission should look at and determine why they're
7 happening and not the report themselves. It should
8 be the rules because the rules can be fine.

9 CHAIRPERSON SHANKMAN: We would appreciate
10 the information. Robert Harris.

11 ROBERT HARRIS

12 Good afternoon, as I appear before you
13 this afternoon, I appear as a citizen who has lived
14 in Milwaukee all his life, except for two years in
15 the military and one year away at college and who has
16 seen seven different chiefs in operation. The last
17 four kind of stand out because one was here for 30
18 years and at that time I was an urban educator in the
19 city public school system. And I was also a
20 basketball official with NWI, a high school program
21 here in metropolitan Milwaukee, and I had an
22 opportunity to see police officers in many different
23 roles. Very seldom do they come to the high schools

1 or middle school that I thought at unless there was
2 trouble. They never really came into school except
3 maybe to talk about bike safety and that was at the
4 elementary level. So, I come before you with a
5 perspective of one who has seen and has been an
6 activist all his life, has been a futurist all his
7 life. I was appointed to the Fire and Police
8 Commission in 1989, my sworn oath was July 26th at
9 City Hall. And one of the things that I accepted the
10 appointment for was to see if I could make some
11 significant impact as a citizen advocate on the Fire
12 and Police Commission. Because, as you've heard from
13 many speakers, there was a cloud of racism,
14 discrimination and prejudice because when I was
15 growing up in Milwaukee, we had a very small African
16 American community, and every black officer that got
17 through got on the police department, fire department
18 at that time, didn't have anybody. They were assigned
19 to our community to walk the beat. It wasn't until
20 the late '50s that we begin to see some movement
21 upwards in the ranks of the Milwaukee Police
22 Department. In the rank at that time was sergeant or
23 detective and there were five that I knew by name. I

1 knew them, I knew where they lived, and they were role
2 models for a lot of us who were growing up at that
3 time. And some of us who had already become
4 teachers, educators and other citizens in Milwaukee.

5 Milwaukee Police Department as you see
6 it today, and urban Milwaukee is like no other police
7 department in urban America. It's a microcosm of
8 America. It has its faults, it has its captains of
9 racism in department, you know, paramilitary
10 organizations are very close knit and the psychology
11 in these organizations of course are such that if
12 you're in the old buddy network years ago you were
13 recommended for promotion and all the African
14 American officers that I knew at that time did not
15 have any African American supervisors. So, we kept --
16 asking as we did in education, go back and get your
17 qualifications. We did. Firstly, as one who worked
18 in central city, I wanted to stay in those schools.
19 I was called to go out and work to get a Master's
20 Degree which I did with honors at UW-M came back and I
21 was assigned to my undergraduate minor. To let you
22 know how sincere the system was at that time sincere
23 for black male leadership, for the public school, of

1 course, I didn't accept that. I immediately took it
2 to grievance. Then I was given an assistant
3 administration position as part of a negotiation.

4 But, I say that to say this; since 1969
5 I looked at the police department and I for one am
6 still not satisfied with what I see within the ranks
7 as commissioner, and also as a citizen. I get
8 several phone calls and I kid my wife all the time.
9 I said maybe I should run for alderman because I've
10 been here a long time. People in the African
11 American community and also majority community do
12 call me when they see service that on the part of our
13 police department that's not service that they feel
14 is professional and done in a human professional
15 manner.

16 We have rules and regulations that
17 govern that kind of behavior. Since I've been on the
18 Fire and Police Commission, I've tried to look at
19 what we can do to make this department more user
20 friendly. What we can do to begin to shatter some of
21 the myths and some of the stereotypes that some of
22 the perceptions that the citizens have. So, I've
23 tried. My fellow commissioners, three have left since

1 I've been on the Commission and we now have two new
2 commissioners and I've tried to keep a consciousness
3 - level of where we have to go because I consider
4 myself a futurist, a visionary and an intelligent
5 risk taker. And I think that the police department
6 in America need officers like this who are not afraid
7 to speak up when they see their professional
8 - colleagues doing the wrong thing because we all know
9 that there's a blue code that exists in a police
10 department for years and now officers are coming
11 forward and are being able to speak out without
12 worrying about retribution because they know they can
13 come to people on the Fire and Police Commission that
14 will listen to their concerns and will take actions
15 to see that there's some things that are done.

16 Yes, sir, Milwaukee Police Department
17 still has some of the same negative elements of
18 racism that our society has. Yes, sir, there are not
19 a lot black officers at all levels or minority
20 officers and women. There are people given
21 assignments that they may not be very pleased with,
22 but I feel that anyone who has the oath of office to
23 serve the citizens of Milwaukee should take that oath

1 of office very seriously and they can rest assured
2 that the Fire and Police Commission supports their
3 efforts to do the best as public servants.

4 CHAIRPERSON SHANKMAN: Mr. Harris,
5 we're going to have to ask you to end your statement.

6 MR. HARRIS: I'm going to close and what
7 we've done since my tenure is that we've had an
8 elevation of academy based -- complaint. Based on my
9 observations out there, it's just as a commissioner,
10 I've also ridden with officers on Friday nights and
11 Saturday nights, and seen activity in the African
12 American community and there's much to be done yet in
13 our department. We have tailored our rules, complaint
14 process, try to make citizens not be afraid to go in
15 the district stations because district captains now
16 welcome them to file complaints. And so we've tried
17 to streamline that process, but I do want to just
18 close with this. I think that the leadership of the
19 Milwaukee Police Department is the best that we've
20 ever had as far as the chief of police in that he is
21 open and listens to people. Yet, he has inherited
22 some other commanding officers who are from the old
23 guard and many of them have grown some very -- not

1 crown, many have left because they see that we're not
2 turning back as far as our mission to make this not
3 only the finest police department, but also have
4 equity in all the ranks and equity as far as
5 opportunities and career opportunities. And if you
6 want other information relative to specific kinds of
7 things that the Commission has done, our staff will
8 be very glad to submit that to you.

9 CHAIRPERSON SHANKMAN: We were provided with
10 very complete information yesterday, I believe.

11 MR. EASTMAN: I just have one question. Mr.
12 Harris, you said you're still not satisfied with the
13 way things are progressing in the African American
14 community. With all of your experience, what, in
15 noting that there is 1900 police personnel, I don't
16 know how many contacts per year, what lesson, what
17 quantifiable reason or quality reasons do you see
18 that things aren't getting better? I'm trying to get
19 a perspective.

20 MR. HARRIS: Well, when I say things aren't
21 getting better, I infer, I meant to say that I
22 stopped at crime scenes when I see squad cars in the
23 African American community. I do this if I'm driving

1 by. My wife will say, why don't you stop and check
2 this out? I do that quite often, and I just stand
3 back and observe. And one of the things I do then is
4 take my observations to the district commander and
5 say I think the officers were too unprofessional in
6 the way they addressed the citizens. I think the
7 need to just say, will you please stand back instead
8 of shut up and get back. There's two different ways
9 to get people to stand back. Normally we hear, shut
10 up and get back, you know, and then -- so I see an
11 improvement there. We need a great deal of
12 improvement in the interpersonal communication and
13 dynamics. Right now we have the police foundation in
14 town working on a two month or three month program in
15 diversity training, sensitivity training. The
16 Commission has really rushed that, the common council
17 has endorsed that. We've got money from foundations
18 and that's in the process.

19 I think that we need to get officers in
20 their training and also in their field training in a
21 better mode or **process** so they can experience before
22 they leave the academy, indigenous neighborhoods and
23 various neighborhoods. Just stopping at a community

1 based organization, I don't think is enough. And
2 that's one of the things I meant.

3 MR. EASTMAN: How much time is devoted
4 during that 21 week period at the academy during that
5 kind of --

6 MR. HARRIS: Officer Wesley, I think, said
7 it used to be about five hours. If I recall reading
8 the old curriculum. I don't know if Officer Wesley
9 is still here --

10 AUDIENCE MEMBER: He stepped out.

11 MR. HARRIS: I think that's been improved
12 now. I think it's either 15 or 20 hours of
13 communication skills, sensitivity training and
14 diversity education. And they go through the
15 scenarios, they have people come into the academy
16 from various indigenous communities based on race,
17 ethnicity and sexual preference, et cetera. So, I
18 think there's been a quantum leap, speaking from a
19 historical perspective, in the short time I've been
20 on the Commission in what's happened in the last four
21 years and, of course, you know, institutions are slow
22 to change. We all know that we are an institution
23 and we have a large institution called the Milwaukee

1 Police Department.

2 CHAIRPERSON SHANKMAN: Thank you very much.
3 Raymond Lozano.

4 RAMONA LOZANO

5 My name is Ramona Lozano. I come here
6 as a , you know, private citizen. You might say that
7 I have a certain expertise because I worked for 8
8 years under the old administration with Chief
9 Sarnick, under the new with Chief Arreola. My title
10 before that was the ears, eyes and voice of the
11 community, and I worked with city hall, the police
12 department, and the recrele. I was a very good
13 observer in the end I wound up to be a great study.
14 I seen, I was very surprised to see that young men
15 here say that he was a community organizer trying to
16 do block watches. I entered into the field that I
17 did because of a personal tragedy. My cousin was a
18 police officer who committed suicide. I left because
19 of another personal tragedy, because of the work that
20 I did, my own family members were getting murdered.

21 I have a lot of knowledge. I'm opening
22 myself to you if you have anything that you would
23 like to ask me. I know there is desensitvity going

1 on within this community and within the police
2 department. The prejudice is there and many officers
3 that I used to work with now are lieutenants and when
4 they see them or their captains, they go a lot of
5 programs we started, Ramona, you know they have names
6 for them. I'm just opening myself to you right now
7 for anything you'd like to ask.

8 CHAIRPERSON SHANKMAN: Any questions? I
9 have one question. We've heard several times that
10 numbers of the minority community, specifically the
11 African American community, that were particularly
12 concerned with feeling, whether rightly or wrongly,
13 they feel unwilling to call the police when they've
14 been the victims of crime because they feel as if
15 they're going to be an additional victimization
16 because they feel the police officers will not
17 respond to the sensitivity and I was wondering from
18 your perspective; number one, if you run across that
19 phenomenon; and number two, since you did have a job
20 with the instituting programs, we've heard of the
21 need for continuing education and sensitivity
22 training and we were wondering if you had any
23 suggestions or programs that are in place that might

1 help that?

2 MS. LOZANO: But, listening I couldn't help
3 - but reflect on that. I felt that I don't understand
4 it why this is going on, but I feel like we're going
5 backwards. I see it. I understand we're a human
6 beings, police officers are human beings, but I feel
7 we're going backwards. Insensitivity of, I would say
8 is starting to get to the point where they're being
9 afraid to speak and if they do speak, they are
10 punished for it. They don't see it. There are ways
11 that you can punish without, you know, others knowing
12 about it. I fear we're going very much backwards. And
13 when I heard a young man saying that we are a boiling
14 pot. I do feel that because of the officers being
15 assigned to certain areas, if they're liked, they are
16 taken off. If they're liked by the people, they are
17 taken off.

18 Recruitment really is starting to be a
19 shambles. I'm saying that I know in 1991 I just
20 disconnected myself completely from the system and
21 everything because, as I said, because of the
22 personal tragedy. But, I'm going to come back because
23 I love people and the police department right now and

1 all areas need help from the white anglo to the
2 blacks, to the hispanics, and to the Laotians and
3 also Chief Arreola needs help.

4 One comment I'd like to make is the old
5 chief Bryer regime when Chief Arreola was hired, I
6 remember a lot of comments saying they hired a
7 wetback and right then and there I knew we were going
8 to have lots of problems. And when I heard that, it
9 just -- I was stunned. I was stunned to hear that,
10 they hired a wetback, and I know what kind of people
11 Chief Arreola was going to go against.

12 MR. EASTMAN: I would like to -- that's
13 interesting. I'd like to follow up on that as a
14 question. What is your perception and from the
15 hispanic community then, on having a hispanic police
16 chief and what do you think, how does that go through
17 all the communities in Milwaukee; anglo,
18 African-American--

19 MS. LOZANO: I hate to say I'm a speaker for
20 the anglo, but it wasn't well received. The hispanic
21 community was very proud and what I tried to do is I
22 tried to open up the arms of the community so they
23 would get to know Chief Arreola. I tried to open it

1 up with the other communities also, but there's an
2 invisible wall. They always talk about a lot of
3 people don't really understand what that invisible
4 wall is. It's strong.

5 MR. EASTMAN: Do you think that he has the
6 support from the Bryer holdovers; lieutenants,
7 captains, sergeants, that he needs it to change the
8 system?

9 MS. LCZAKO: No, he doesn't. When I hear
10 remarks saying he's a wetback, you know, he's from
11 Mexico, and you know, all these things. But, I also
12 brought up, you know, but his mother was Anglo. And
13 then I would tell them, well, you know, I was born
14 and raised in Milwaukee and that doesn't make me a
15 wetback either, you know, I knew he was going to
16 have problems. I knew deep down inside Chief Arreola
17 was going to come into problems because you can make
18 a system work, but if you have other people who
19 decide I don't know you because of what you are, your
20 race, no matter what you have, you're still brown
21 skinned, you're going to have problems because I'm
22 going to make sure, I'm going to do my damnest to
23 make them not work.

1 MS. KIRAH: You indicated that you left the
2 police department because there were deaths in your
3 family. Was that related to your job?

4 MS. LCZANO: I worked at that time for
5 Alderwoman McNulty and I was, as I said, the liason
6 between the police, city hall and the alderpeople
7 and, yes, it was related because of the work that I
8 do that it was.

9 MS. KIRAH: Was the death of your cousin,
10 you said a suicide?

11 MS. LCZANO: Yes.

12 MS. KIRAH: Was that related?

13 MS. LCZANO: Yes, it was very much job
14 related. My cousin was a very wonderful human being.
15 He did not have to go into the police department. He
16 was already a professor of psychology. He could have
17 made \$60,000 a year listening and not doing anything.
18 But because he loved the people and the community, he
19 shunned that all to become a police officer. And,
20 after he, you know, did his work and he was torn
21 between his love for his brothers in blue and his
22 brothers of the community, it just tore him apart.
23 And it was because of their -- there is, at that

1 time, there was nothing for the police officer really
2 to talk about what they felt inside as a police
3 officer because I heard comments from other police
4 officers that were in his academy and it was because
5 of his death a lot of things popped up.

6 MS. KIRAN: Are you aware of incidents of
7 suicide other than your cousin from the police force,
8 whether you know, black, white or whatever, are there
9 a lot?

10 MS. LCZAKO: Yes.

11 MS. KIRAN: Is this in your personal
12 opinion?

13 MS. LCZAKO: Yes, yes. And one thing we as
14 a community, we tend to hide things because we don't
15 like the ugliness of the community to come out. I
16 also live in Mayor Merquist's neighborhood. You
17 never see nothing printed in the newspaper, never,
18 never see anything printed in the newspapers about
19 people being shot or a rape victim, about bashing.
20 You never see nothing. I'm starting to understand
21 why, but I think it's sad.

22 CHAIRPERSON SHANKMAN: Thank you very much.
23 Shirley Warren.

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SHIRLEY WARREN

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I'll be very brief. I just want to reiterate the importance I feel that you strongly encourage that the Milwaukee Police Department support and really implement a true community policing effort. I want to strongly recommend that they do a better job of diverse training, recruitment, and that the police department really opens itself up and the policemen understand that they are servants. The taxpayers, the citizens are the people who they are employed to serve and, in fact, is their boss.

MR. EASTMAN: Could the committee get written statements on I think I asked this of you --

MS. WARREN: Right. You asked me before.

MR. EASTMAN: You'll be able to do this? It's important that we try to understand how Milwaukee, how the people who live here perceive that.

MS. WARREN: Okay, thank you.

CHAIRPERSON SHANKMAN: Juan Morales.

JUAN MORALES

My name is Juan Morales. The reason

1 why I came here today, I didn't get too much prior
2 notice about the meeting. I got a call from the
3 chief two days ago. I'm Juan Morales, I'm President
4 of the Hispanic Coalition. I'm on the Board of the
5 Latino Health Organization. I'm also a community
6 organizer with Cooperation Westside Association.

7 I think the primary concern that I have
8 about a hearing like this is to make sure that it's
9 inclusive of everybody and anybody who has concerns
10 about the police and the -- I didn't get that much
11 time to prepare for this meeting and I think this is
12 such an important issue that, you know, a lot more
13 advance notice should have went into notification of
14 the community so that there'd be adequate
15 preparation. Most of us are totally focusing our
16 careers on police community relation, but it's such
17 an important issue that we need the time to research
18 the subject adequately so the community could have
19 presentations to you -- to make adequate presentations
20 to you.

21 My concern primarily has been with the
22 recruitment process. And the major thing about the
23 recruitment process, we can get people to pass the

1 exams and do everything else, but they fail the
2 background investigation. And it says a person's
3 requirements for application are basically candidates
4 must be 21 years of age, high school graduate, must
5 have a drivers license and no felony convictions.
6 Well, most of the time the people who take that test
7 meets those criteria, but they get eliminated by the
8 background investigation because they look at their
9 work history, they might have a -- when they were
10 younger they might have gotten a misdemeanor and in
11 turn what happens is qualified candidates are
12 eliminated. And for our particular community, we're
13 not, you know, Anglo Saxon, Protestants. We do have
14 people who grow from learning experience and make
15 mistakes and I think that they shouldn't be penalized
16 by not having an opportunity to serve their community
17 in a capacity of a police officer. And, I just think
18 this whole background investigation has to be
19 adequate enough to allow for that. Also, the
20 verification of the white candidate who go through
21 the system since their background investigations are
22 such that they have no criminal record or anything
23 like that, they usually don't -- they get through the

1 system and they're not compared with the minority
2 candidates. There isn't a checking and say well, is
3 there any problem generally when appeal goes through
4 on a background investigation for someone who falls
5 in this. They might go to the Police and Fire
6 Commission. So, we really don't know what these
7 investigators are writing or whether or not there's
8 consistent practice of uniformity in evaluation with
9 these evaluator's background evaluation. So, I just
10 have a concern that this is a very systematic way of
11 getting rid of qualified minority candidates.

12 Another thing that I'm concerned about
13 is the whole thing on citizen complaints, when the
14 Mayor's City Commission on Police Community Relations
15 convened meetings, many people came, made
16 recommendations that we don't want the complaint
17 processing center being at the police department.
18 You talk about fear of retaliation for filing a
19 complaint, you know; one, you're a citizen coming
20 into a bastion of police, you know, there's going to
21 be fear, intimidation even just to file, you know.
22 Our request is that you put it in neighborhood
23 centers that way there isn't that direct

1 confrontation with the police to file, and it gives
2 an opportunity for a third party to receive the
3 complaint and there isn't that intimidating
4 environment that goes with filing any complaint.

5 You all have had bosses in your life
6 and you know what filing a complaint against
7 the boss is, think about it, with the police now
8 these people carry weapons and have a lot of
9 retaliative powers at their assistance. So, let's be
10 real about this. Let's do some thinking. How to
11 modify this system other than, you know, I just feel
12 that the latino community, one of the major, major
13 problems that we have is the fear of reporting the
14 complaint, only because of the fear of retaliation.
15 Also, the receptivity of the police taking the
16 complaint. If you look at the Mayor's Commission
17 report on Community Relations, again, I think it was
18 only two percent of the complaint were from the
19 latinos and I know for a fact, because I was
20 victimized when I was young by the police in terms of
21 police brutality. So, I know that it does occur and
22 it occurs frequently. I just don't see that the
23 people feel that they have an advocate with the Fire

1 and Police Commission to act independently and
2 impartially in investigating these matters.

3 MR. EASTMAN: You spoke to the police chief
4 and that's how you were notified of the meeting?

5 MR. MORALES: No, the police chief notified
6 our organization yesterday.

7 MR. EASTMAN: How long have you been a
8 resident of Milwaukee?

9 MR. MORALES: I've been a resident of
10 Milwaukee since '74.

11 MR. EASTMAN: I just want to follow up on
12 the request that I asked the woman preceding you in a
13 comparison to Chief Arreola and Bryer, do you see the
14 same inability of him to implement change because of
15 holdovers at the middle management position, can you
16 comment on that?

17 MR. MORALES: I think the chief is got a
18 hard road only because again the middle managers are
19 obstructionists. You're not going to go ahead and
20 create change through centralized leadership, it has
21 to be this middle management tier of obstructionists
22 that really need to be eliminated, and either early
23 retirement, pay them off, get them out anyway you

1 can. You've got to purge the department, that's
2 what's going to have to happen. It's not going to
3 happen the way he wants it to happen.

4 MR. EASTMAN: Just to follow up on that is
5 that a perception in the hispanic community, I think
6 the hispanic community has a general perception they
7 don't view the middle bureaucrats in the police
8 department. They view the general department in
9 perspective and they just feel it's an occupation
10 force rather than a force to serve and protect.

11 MR. EASTMAN: Has the police chief ever told
12 you that or made that --

13 MR. MORALES: Told me what?

14 MR. EASTMAN: That these elements were
15 obstructionists?

16 MR. MORALES: No. I can see it myself.

17 MR. EASTMAN: But, he hasn't told you or--

18 MR. MORALES: No, he hasn't shared that
19 sentiment with me.

20 CHAIRPERSON SHANKMAN: Thank you very much.
21 If you have additional information --

22 MR. MORALES: What I would like to do is get
23 a name and address for this Advisory Committee to

1 submit some sort of documents to you.

2 CHAIRPERSON SHANKMAN: Please see Mr.
3 Einarik at the door. He will give you the
4 information and we will appreciate whatever you have.
5 Thank you. Fred Joyner.

6 TINA MC CLAIN

7 Hi, I'm speaking on behalf of -- my
8 name is Tina McClain and I'm the founder of the
9 initiative, Survival of African American Youth. I
10 came here to represent my son. Someone told me I can
11 come in and maybe seek some help. My son was beaten
12 up over a year ago by some police officers which
13 started next door. A lady next door to me called the
14 police for a boyfriend, it was a spat with her
15 boyfriend. The police came, it must have been 20
16 squad cars, 40 officers, which were 98 percent white
17 in the 3rd district, came in and just started beating
18 the woman up and she just had open heart surgery. I
19 watched them as they beat her. I watched them as
20 they put a cur to her children's head and said if you
21 want to see your children again you'd better keep
22 your mouth shut. Now, this is something they called
23 the police for her boyfriend. The spat with her

1 boyfriend. And how I got involved was just because I
2 called over one of my sons to help get her children
3 out the house. Her children were screaming. I
4 called him over to help get the kids out the house. As
5 my 16 year old son was going back, one of the
6 officers says since they want to, let's get him.
7 They bum rushed my son, beat him in the head with a
8 flashlight, put his face in the mud, kicked him and I
9 watched this. He had two sets of handcuffs on him
10 and so now what I'm seeking is some help for this.
11 I've tried everything. I went to court yesterday for
12 the last time they said that they were going to just
13 dismiss it.

14 MS. MC FADDEEN: Did they give you a reason
15 why they were going to dismiss it?

16 MS. MC CLAIR: No, they just called it a
17 crow. They didn't want to be bothered, and they
18 brought me, as I said, I was tired coming back and
19 forth to court. This is a DA, they're not going to
20 say anything about it, and we can't do anything more,
21 and I'm not going to arrest.

22 MS. MC FADDEEN: You already have gone to
23 court?

1 MS. MC CLAIN: We went to a hearing.

2 MS. MC FADDEEN: For the DA to file charges?

3 MS. MC CLAIN: Right.

4 MS. MC FADDEEN: And he's decided that he's
5 not going to file the charges?

6 CHAIRPERSON SHANKMAN: Have you come to the
7 Police and Fire Commission?

8 MS. MC CLAIN: No, I haven't. That will be
9 my next step.

10 CHAIRPERSON SHANKMAN: And also we
11 understand, I'm not in any respect, but you can file
12 a complaint directly through at the present level as
13 well.

14 MS. MC CLAIN: I did. The first thing that
15 happened, and they called and told me that I read it
16 in the paper, that they was found not guilty of
17 anything with their private investigation.

18 I had one thing I wanted to add. I
19 hired an attorney in a private investigator and I
20 come to find out that the police officer that beat
21 and kicked my son was transferred from another
22 district because he could not get along with his
23 fellow black officers. So, that was kept hush hush.

1 Also, now I'm not -- I don't have anything against
2 all police officers. My brother is a police officer,
3 he just made the force. I have a cousin that's on
4 the police force, been there for ten years. So, it's
5 just a matter of my, in my opinion, it's the third
6 district. They are horrible.

7 CHAIRPERSON SHANKMAN: I just want to make
8 clear, we have absolutely no power over the Milwaukee
9 Police District, and the only thing ~~that~~ we could do
10 that would address your situation is to include in
11 our report your situation. We can't, you know, I
12 don't want to make it sound like we can actually get
13 any kind of remediation for your situation, but we
14 definitely would like to have you submit the details.
15 I don't know if you know Mr. or Mrs. Gorski, but they
16 also have -- who were here speaking a bit earlier,
17 expressed a concern about police brutality to their
18 son, and so, you know, we can't do anything about it.
19 We can investigate the situation.

20 MS. MC CLAIN: Okay. That will be fine.

21 MS. MC FADDEN: Do you still have an
22 attorney involved?

23 MS. MC CLAIN: Yes, I do.

1 MS. MC FADDEN: I would suggest that you
2 stick with your attorney because it's difficult to
3 penetrate that system as an average citizen.

4 MS. MC CLAIN: Okay.

5 MS. MC FADDEN: And after you exhaust all of
6 that, after then, I think you can look at taking it
7 to a different level, okay?

8 CHAIRPERSON SHANKMAN: Thank you very much.
9 Sarah Torres. Is Sara Torres here?

10 This is the last name that we have on
11 our list of people who were interested in appearing
12 and at this point then I will declare that this fact
13 finding hearing is over. I will emphasize once
14 again, that the record of this hearing will remain
15 open until May 28th and we would appreciate any
16 citizens who are police officers, who have additional
17 information to submit that information for our
18 consideration.

19 Thank you very much.

20 (The meeting was adjourned at 3:20 p.m.)

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C E R T I F I C A T I O N

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I, VERNITA HALSELL-POWELL, a Certified
Shorthand Reporter and Notary Public within and for
the County of Cook, State of Illinois, hereby state
that I reported in shorthand the testimony given at
the above entitled cause, and state that this is a
true and accurate transcription of my shorthand notes
so taken as aforesaid.

Vernita Halsell Powell, C.S.R.
Notary Public, Cook County, Illinois