

FIRE AND POLICE COMMISSION

RESEARCH AND ANALYSIS SECTION - LEGISLATIVE REFERENCE BUREAU

- 1. Fire & Police Personnel Recruiting:** The Fire & Police Commission ("F&PC") will take the next step to transition out of the DER ("Department of Employee Services") in 2011 per the PARC report by increasing its 2011 Proposed Budget by roughly \$300,000 to fund 2 personnel for fire and police personnel recruiting and to fund testing costs.
- 2. Citizen Complaints:** The City received 319 citizen complaints in 2009 – more than 2½ times the 6-year high of 120 received in 2008. F&PC maintains this is a positive sign of complainant confidence that their voice is being heard and demonstrating F&PC finally has the capacity to investigate each complaint promptly and thoroughly.
- 3. Homeland Security:** Both 2011's Proposed Budget and 2010 Adopted Budget for the Homeland Security director and a compliance analyst exceed federal Homeland Security funding by approximately \$18,000 each year, excluding fringe benefits.
- 4. Emergency Management:** The Office of Emergency Management and Homeland Security activated the City's Emergency Operations Center in response to the heavy rains and flooding of July, 2010.

Operating Budget – Changes

| 2011 Budget Changes | |
|--|--------------------|
| Prior Year Budgets | |
| 2009 Actual Budget | \$705,258 |
| 2010 Adopted Budget | \$970,473 |
| Transferred - Dept. of Employee Resources | |
| Wages - 2 Human Resource Reps. | 114,429 |
| Fringe Benefits | 54,926 |
| Professional Services | 49,267 |
| Equipment Rental | 2,500 |
| Pre-placement Exams | 77,600 |
| Total Transferred | 298,722 |
| Other Wages & Fringe Benefits | |
| Misc. Wage & Staffing Changes | 15,654 |
| Personnel Cost Adj. | (8,978) |
| Grants & Aids Deduction | 10,303 |
| Fringe Benefits | 49,626 |
| TL Other Wages & Fringes | 66,605 |
| Professional, Tech & Other Services | (55,500) |
| Other Operating Expenses | 172 |
| Total 2011 Budget Changes | 309,999 |
| 2011 Proposed Budget | \$1,280,472 |

The Fire & Police Commission's 2011 Proposed Budget for operations is up roughly \$310,000, or 32%, from the 2010 Adopted Budget as the department continues to flesh out its statutory responsibility to oversee and set general policy, standards, and rules for the Milwaukee Fire and Police Departments and hire personnel.

Fire & Police Personnel Recruiting

Virtually the entire 2011 Proposed Budget increase, \$298,722, comes from the budgetary transfer of 2 positions from DER to the Fire &

Police Commission to recruit and promote key fire and police personnel, along with the professional services and testing budgets needed for recruiting.

This is the latest step, begun in 2007, to transition the F&PC out of the DER per the PARC ("Police Assessment Resource Center") report to ensure Police Department complaints and internal investigations are thorough, fair and credible.

During this transition, the F&PC will be filling entry-level positions at the fire and police academies from lists of applicants who have already taken written tests, and will not need to do another round of testing of new applicants for 18 months to 2 years. This will allow F&PC to get up-to-speed with its new recruiting role over the next year or so before tackling the task of processing what can be pools of 4,000-6,000 applicants. Also, during 2011, DER will provide assistance as needed.

F&PC expects to hire 50 police officers to begin academy training in 2011 – the 2nd year of the 3-year federal COPS ("Community Oriented Policing Services") grant and roughly the same number of new firefighters.

Citizen Complaints

F&PC received 319 citizen complaints in 2009 – more than 2½ times the 6-year high of 120 received in 2008. Some complaints called into question the actions of more than one officer, so the total number of officers named in complaints

was 384. The F&PC maintains this sharp increase is a positive indication of increased citizen confidence that their voice is being heard and that a fully-staffed team of 2 investigators is capable of effectively addressing all complaints. At mid-year 2010, complaints were 146.

The F&PC conducted a citizen complaint satisfaction mail-in survey in 2009, but the response rate (27%) was too low to draw any meaningful conclusions. Anecdotally, some respondents – who hoped to use the complaint as a first step in suing the City or amending the police report – may have expressed dissatisfaction with the process because their hopes were not realized, suggesting complainant satisfaction may be difficult or impossible to measure with a simple, mail-in survey.

The F&PC now has the authority to order officer disciplinary action on straightforward, clearly valid complaints without a formal hearing – which can cost \$4,000. Part of the department's \$55,000 reduction in "Professional, Tech and Other Services" is the result of reduced complaint hearing costs.

Homeland Security

Roughly \$10,000 of F&PC's 2011 Proposed Budget increase is due to a reduction in the UASI ("Urban Area Security Initiative") grant to fund Homeland Security.

The 2011 Proposed Budget and the 2010 Adopted Budget for the director and a compliance analyst exceed their respective USAI federal, Homeland Security grants by roughly \$18,000 each year,

The Office of Emergency Management and Homeland Security played a pivotal role in the City's response to the heavy rains and flooding of July, 2010. The office activated the City's Emergency Operations Center and coordinated FEMA and the State Office of Emergency Management.

Issue to Consider

- The ultimate role of the Fire & Police Commission as the department continues to expand its role and its budget keeps growing.