

Milwaukee Fire Department Staffing Statistics

4/19/2011

FIRE	STAFFING			LOCATIONS				RACE					SEX	
	Allotted	Assigned	+/-	SUP	ETE	OPS	FF	ASIN	BLCK	CAUC	INDI	SPAN	MALE	FEMALE
ADMIN FIRE CAPTAIN	1	1	0	1	0	0	0	0	0	1	0	0	1	0
ADMIN FIRE LIEUTENANT	1	1	0	1	0	0	0	0	0	1	0	0	0	1
ASSSTANT FIRE CHIEF	3	3	0	1	1	1	0	0	2	1	0	0	3	0
BATTALION CHIEF (2 grant)	20	20	0	2	2	1	15	0	4	16	0	0	18	2
DEPUTY CHIEF FIRE	3	3	0	0	0	3	0	0	0	3	0	0	3	0
FIRE CAPT INCIDENT SAFETY OFF	3	3	0	0	0	3	0	0	0	3	0	0	3	0
FIRE CAPTAIN	57	55	-2	1	4	1	49	0	8	47	0	0	49	6
FIRE CHIEF	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE LIEUTENANT - SPECIAL	6	6	0	0	0	0	6	0	1	4	1	0	6	0
FIRE LIEUTENANT (2 grant)	159	159	0	1	4	2	152	2	10	140	0	7	158	1
FIRE PARAMEDIC	53	39	-14	0	1	0	38	1	3	34	0	1	32	7
FIRE PARAMEDIC FIELD LIEUT	7	7	0	0	0	0	7	0	1	5	0	1	5	2
FIREFIGHTER	454	391	-63	0	2	0	389	1	50	296	9	35	379	12
HEAVY EQUIPMENT OPERATOR	180	179	-1	0	0	0	179	0	20	141	4	14	177	2
PARAMEDIC FIELD LIEUT	1	1	0	0	0	0	1	0	0	1	0	0	0	1
VEHICLE OPERATIONS INSTRUCTOR	1	1	0	0	1	0	0	0	0	1	0	0	1	0
VEHICLE OPERATIONS TRNG COORD	1	1	0	0	1	0	0	0	0	1	0	0	1	0
<b>FIRE - TOTALS</b>	<b>951</b>	<b>871</b>	<b>-80</b>	<b>8</b>	<b>16</b>	<b>11</b>	<b>836</b>	<b>4</b>	<b>99</b>	<b>696</b>	<b>14</b>	<b>58</b>	<b>837</b>	<b>34</b>

STAFF	STAFFING			LOCATIONS				RACE					SEX	
	Allotted	Assigned	+/-	SUP	ETE	OPS	FF	ASIN	BLCK	CAUC	INDI	SPAN	MALE	FEMALE
ACCOUNTING ASSISTANT III	1	1	0	1	0	0	0	0	1	0	0	0	0	1
ADMINISTRATIVE ASSISTANT IV	1	1	0	1	0	0	0	0	0	1	0	0	0	1
AUDIOVISUAL SPEC II	1	1	0	0	1	0	0	0	0	1	0	0	1	0
BUSINESS FINANCE MANAGER	1	1	0	1	0	0	0	0	1	0	0	0	0	1
CARPENTER	2	2	0	2	0	0	0	0	0	2	0	0	2	0
CUSTODIAL WORKER II	1	1	0	1	0	0	0	0	0	1	0	0	1	0
DATA BASE SPECIALIST	1	1	0	1	0	0	0	0	0	1	0	0	0	1
FIRE BLDG & EQUIP MAINT SPEC	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE DISPATCH MANAGER	1	1	0	1	0	0	0	0	0	1	0	0	0	1
FIRE DISPATCH SUPERVISOR	4	4	0	4	0	0	0	0	0	4	0	0	2	2
FIRE EQUIP COMPRESSED AIR TEC	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE EQUIP MACHINIST	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE EQUIP MECHANIC	9	9	0	9	0	0	0	0	0	8	0	1	9	0
FIRE EQUIP REPAIRER I	1	1	0	1	0	0	0	0	0	0	0	1	1	0
FIRE EQUIP REPAIRER II	3	2	-1	2	0	0	0	0	0	2	0	0	2	0
FIRE EQUIP REPAIRS MGR	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE EQUIP REPAIRS SUPER	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE EQUIP WELDER	1	1	0	1	0	0	0	0	0	1	0	0	1	0
FIRE EQUIPMENT DISPATCHER	21	17	-4	17	0	0	0	0	3	14	0	0	7	10
FIRE EQUIPMENT DISPATCHER-PIT	2	0	-2	0	0	0	0	0	0	0	0	0	0	0
FIRE MECHANIC HELPER	1	1	0	1	0	0	0	0	1	0	0	0	1	0
FIRE PERSONNEL OFFICER	1	1	0	1	0	0	0	0	0	1	0	0	0	1
FIRE STORES CLERK	1	0	-1	0	0	0	0	0	0	0	0	0	0	0
FIRE TECHNICAL SERV MANAGER	1	1	0	1	0	0	0	0	0	1	0	0	0	1
HEALTH & SAFETY OFFICER	1	1	0	0	1	0	0	0	1	0	0	0	1	0
INVENTORY CONTROL ASST III	1	1	0	0	1	0	0	0	0	1	0	0	1	0
MANAGEMENT & ACCTG. OFFICER	1	1	0	1	0	0	0	0	1	0	0	0	0	1
MICROCOMPUTER SERVICES ASST	1	1	0	1	0	0	0	0	0	1	0	0	0	1
NETWORK COORDINATOR - ASSOC.	2	2	0	2	0	0	0	0	1	1	0	0	2	0
NETWORK COORDINATOR - SENIOR	1	1	0	1	0	0	0	0	0	1	0	0	1	0
OFFICE ASSISTANT II	2	1	-1	0	1	0	0	0	0	1	0	0	0	1
OFFICE ASSISTANT III	3	3	0	3	0	0	0	0	0	3	0	0	0	3
OFFICE ASSISTANT IV	1	1	0	0	1	0	0	0	0	1	0	0	0	1
OFFICE COORDINATOR	1	1	0	1	0	0	0	0	1	0	0	0	0	1
OFFICE COORDINATOR II	1	1	0	0	1	0	0	0	1	0	0	0	0	1
PAINTER	1	1	0	1	0	0	0	0	0	1	0	0	1	0
PERSONNEL PAYROLL ASST I	1	1	0	1	0	0	0	0	0	1	0	0	0	1
PERSONNEL PAYROLL ASST II	1	0	-1	0	0	0	0	0	0	0	0	0	0	0
<b>STAFF - TOTALS</b>	<b>77</b>	<b>67</b>	<b>-10</b>	<b>61</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>54</b>	<b>0</b>	<b>2</b>	<b>38</b>	<b>29</b>

GRAND TOTALS	STAFFING			LOCATIONS					RACE					SEX		
	Allotted	Assigned	+/-	ADM	BIT	BSO	C&M	EMS	FF	ASIN	BLCK	CAUC	INDI	SPAN	MALE	FEMALE
	1028	938	-90	69	22	11	0	47	836	4	110	750	14	60	875	63

EXHIBIT 101577



Fire Department

April 20, 2011

Mark Rohlfing  
Chief

Gerard Washington  
Assistant Chief  
Michael Payne  
Assistant Chief  
Paul Conway  
Assistant Chief

Alderman Ashanti Hamilton  
1<sup>st</sup> Aldermanic District  
Room 205  
200 E. Wells St.  
Milwaukee, WI 53202

Alderwoman Milele A. Coggs  
6<sup>th</sup> Aldermanic District  
Room 205  
200 E. Wells St.  
Milwaukee, WI 53202

Alderman Willie C. Wade  
7<sup>th</sup> Aldermanic District  
Room 205  
200 E. Wells St.  
Milwaukee, WI 53202

Dear Alderpersons:

The Milwaukee Brotherhood of Firefighters stated in its press conference with Fox6 on April 12 and in its radio broadcast with WMCS 1290 Radio on April 15, that there were 20 African American firefighters hired by the Milwaukee Fire Department in the last 20 years through regular recruitment. This information is not accurate. Over the last 20 years, there have been 65 African American firefighters who have graduated from the fire academy. Due to a lawsuit initiated by the Milwaukee Brotherhood of Firefighters in 2000, an additional 22 African American firefighters graduated from the fire academy over several recruit classes (2002, 2003, 2004, and 2005). During the same 20-year time frame, 36 African Americans started the fire academy as firefighter recruits, but did not graduate due to resignation, termination, injury (Workers' Compensation) or illness (Medical Leave of Absence).

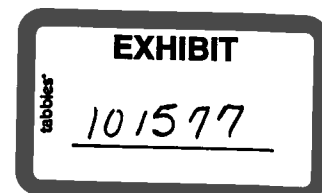
Though these numbers are higher than originally reported by the Milwaukee Brotherhood of Firefighters, the Milwaukee Fire Department understands and acknowledges the need to recruit, hire, retain, and promote qualified diverse individuals to have a department that reflects the city which it serves. Ongoing efforts from the Milwaukee Fire Department's Recruiting and Retaining Diversity Committee, formed in December 2010, under the direction of Fire Chief Mark Rohlfing, is focused on the aforementioned goals. This committee is made up of 12 diverse individuals, including two members of the Milwaukee Brotherhood of Firefighters.

If I can assist you with any additional information, please do not hesitate to contact me at 414-286-8946.

Sincerely,

GERARD WASHINGTON  
Assistant Chief

GW/cf



# Applicant Flow Analysis for 08-100 FIREFIGHTER

## Application component

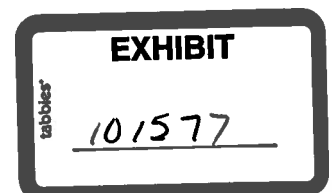
	A	B	H	I	W	Male	Female	Total	Unknown
Number Took Step	67	1891	471	62	3120	5024	587	5611	132
Number Withdrew	0	0	0	0	0	0	0	0	0
Number Passed	65	1872	470	62	3112	4998	583	5581	131
Number Failed	2	19	1	0	8	26	4	30	1
Percent Passed	97	99	100	100	100	99	99	99	99
% of Highest Grp	97	99	100	100	100	100	100		
Percent of White	97	99	100	100					
# Males Passed	61	1556	429	56	2896				
Males as % All	1	28	8	1	52				
# Females Passed	4	316	41	6	216				
Females as % All	0	6	1	0	4				

## Written test component

	A	B	H	I	W	Male	Female	Total	Unknown
Number Took Step	47	1277	347	49	2091	3486	325	3811	91
Number Withdrew	18	595	123	13	1021	1512	258	1770	40
Number Passed	34	1005	310	45	2004	3114	284	3398	83
Number Failed	13	272	37	4	87	372	41	413	8
Percent Passed	72	79	89	92	96	89	87	89	91
% of Highest Grp	75	82	93	96	100	100	98		
Percent of White	75	82	93	96					
# Males Passed	32	888	287	42	1865				
Males as % All	1	26	8	1	55				
# Females Passed	2	117	23	3	139				
Females as % All	0	3	1	0	4				

## Oral exam call-in score

	A	B	H	I	W	Male	Female	Total	Unknown
Number Took Step	34	1005	310	45	2004	3114	284	3398	83
Number Withdrew	0	0	0	0	0	0	0	0	0
Number Passed	13	329	133	24	1195	1550	144	1694	47
Number Failed	21	676	177	21	809	1564	140	1704	36
Percent Passed	38	33	43	53	60	50	51	50	57
% of Highest Grp	64	55	72	89	100	98	100		
Percent of White	64	55	72	89					
# Males Passed	12	289	125	22	1102				
Males as % All	1	17	7	1	65				
# Females Passed	1	40	8	2	93				
Females as % All	0	2	0	0	5				



**COMMITTEE ASSIGNMENTS**

**VICE CHAIR**

Licenses Committee

**MEMBER**

Finance & Personnel Committee



**MILELE A. COGGS**

6th District Alderwoman

April 18, 2011

Michael Tobin, Executive Director  
Fire and Police Commission  
City Hall, Room 706

Dear Mr. Tobin:

On April 12<sup>th</sup>, I introduced a Common Council communication file (CC File No. 101577) relating to a report from the Fire and Police Commission on the diversity of the City's Fire and Police Departments. This file has been referred to the Public Safety Committee.

My desire with respect to this communication is to have the Fire and Police Commission present the most current data, as well as historical statistics, on the diversity of the Fire and Police Departments by race, Hispanic origin and gender, with an emphasis on changes in diversity over the past year. I would also like to have discussion on the obstacles to increasing diversity in these departments and the efforts that the Fire and Police Commission and the 2 departments have made, are making or will make to overcome those obstacles and to develop police and fire workforces that are representative of Milwaukee's population.

It is my intention to have this communication file heard at 2 Public Safety Committee meetings, with the Fire Department's diversity being discussed at the first meeting and the Police Department's at the second meeting. Please come to these meeting prepared to discuss the diversity data and issues described above. It would be helpful to have human resources staff – and even the chiefs - from the Fire and Police Departments present as well. Finally, please provide a written report of the requested diversity data to the Public Safety Committee members prior to the Committee meetings.

Thank you for your cooperation in this matter.

Milele A. Coggis,  
Alderwoman, 6<sup>th</sup> District

CC: Ald. Robert G. Donovan  
Mark A. Rohlffing, Fire Chief  
Edward A. Flynn, Police Chief

