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Department of Employee Relations
2007 Proposed Budget Hearing
October 19, 2006

Fire and Police Commission

› Best Practices Review of the Fire and Police Commission: identify ways in which the Commission can become a more effective oversight body over Fire and Police Departments as provided for under 62.50.

› Best Practices Review is only one of many initiatives pursued by this administration to increase accountability and address community concerns.

Other initiatives include:

- Psychological testing for all Police Officer candidates
- Early Intervention System Software for the MPD
- Raised Awareness as to the absurdity of "Police Pay"
- Additional hearing officers for the FPC to expedite citizen complaint trials and disciplinary trials stemming from the Jude incident.

› The 2007 Proposed Budget contains recommendations that enhance the FPC's authority and ability to provide effective oversight and improve its credibility in the Community:

- (1) The re-establishment of the FPC as a separate and independent agency from DER with full autonomy and budget.
- (2) The HR functions of recruitment, selection and certification of candidates for the Fire and Police Departments will remain in DER but the FPC will retain its authority to oversee these matters as provided under 62.50.

(3) An Independent Monitor/Auditor model for the Fire and Police Commission with:

- stronger capacity to conduct research and reviews of policy matters
- strict notification protocols that ensure that the Commission is notified of all citizen complaints and communication procedures between the MPD and complainants regarding the status and/or resolution of complaints
- responsibility for tracking all complaints, monitoring their status and resolution and creating public reports documenting trends and patterns regarding the nature and frequency of complaints, sustained rates and other performance indicators.
- the opportunity for an independent review of a citizen complaint investigation when a citizen is not satisfied with the investigation or disposition of the complaint. This review will ensure that the investigation was completed in a timely, fair and objective manner. As a result of this review, the FPC may recommend that the investigation be re-opened, that the complaint be referred to a hearing, or that the file be closed.
- Responsibility for auditing a sampling of closed internal investigations including an analysis of the timeliness and thoroughness of the investigations. This information is to be used to:
 - ◊ identify systemic problems with investigations,
 - ◊ recommend training opportunities,
 - ◊ identify need for procedural or policy changes.

This information is to be shared by the FPC with the Chief during performance review discussions and should be used to increase accountability department wide.

- Increased transparency into the effectiveness of the Commission's work via the creation of user friendly, substantive and timely public reports that include analysis of policy reviews and audit findings.

(4) To support the new structure the Proposed Budget recommends expanding the size of the Commission to 7 and four new positions are created:

Community Relations Manager

Paralegal

Assistant Monitor

Research and Policy Specialist

(5) Increased FPC Commissioners training and exposure to internal operating procedures of the Fire and Police Departments and enhancing the Commission's visibility in the community by holding meetings at community locations on a regular basis.