



Fire and Police Commission

2020 Budget Presentation



FPC Staff and Needs

FPC Staff:

- ▶ 16 FPC Staff in current positions

Vacancies:

- ▶ 1 Operations Manager
- ▶ 1 Emergency & Communications Manager
- ▶ 2 Program Assistant 2
- ▶ 1 Investigator/Auditor
- ▶ 1 HR Rep
- ▶ 1 Grad Intern
- ▶ 3 Commissioners



Responsibilities & Priorities

▶ Responsibilities:

- ▶ Business Meetings
- ▶ Policy Oversight
- ▶ Citizen Complaints
- ▶ Audits
- ▶ Research Reports/Surveys
- ▶ Recruiting/Testing/Hiring – Approval of all appointments
- ▶ Review of Disciplines and Discharges

▶ Priorities

- ▶ Oversight and reform
- ▶ Community Engagement
- ▶ Diversity in Hiring



Community Relations & Engagement

- ▶ Reckless Driving Summit – May 18, 2019
- ▶ The Fire and Police Commission in partnership with MPD, the Zeidler Center, Department of Corrections Probation and Parole, Safe and Sound, Department of Justice, Milwaukee Public Schools, Boys and Girls Club of Milwaukee, and the Center for Self-Sufficiency, U.S. Attorney's Office, Running Rebels and the City-County Car Jacking and Reckless Driving Task Force conducted a Reckless Driving Summit (focused on auto thefts, police pursuits and reckless driving) at Bradley Tech High School on May 18, 2019 for youth and young adults who have engaged in reckless driving behaviors.



Traditional & Non-Traditional Recruiting

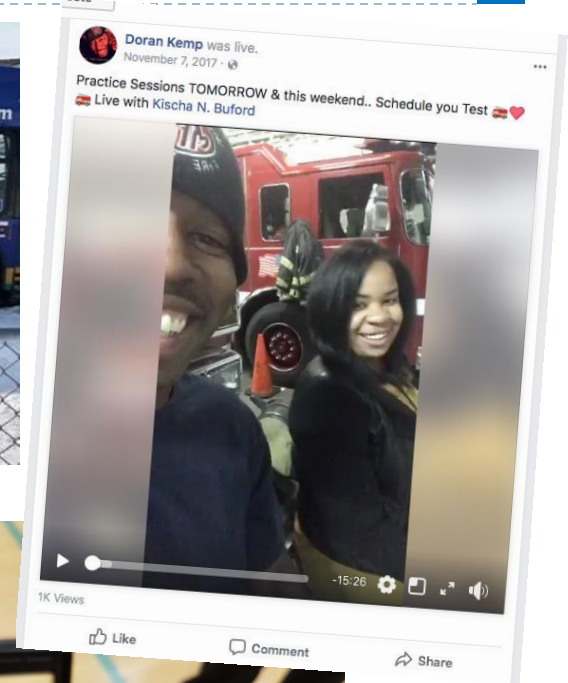
HEROES NEEDED

MKE POLICE AIDE
AGES 17-20

MKE FIRE CADET
AGES 17-19

SALARY STARTING AT
\$23,437
ANNUALLY

START A CAREER...



CAMP HERO
Police-Fire-EMS

NOW HIRING 9-1-1 OPERATORS

STARTING PAY: \$40,501+

9-1-1 Operators provide for the operation of the Milwaukee Police and Fire Departments' Computer Aided Dispatch System and Enhanced 9 1 1 system. Requests for service vary from life threatening emergency responses to fulfilling legal and administrative requirements for police or fire personnel involvement.

Minimum Requirements

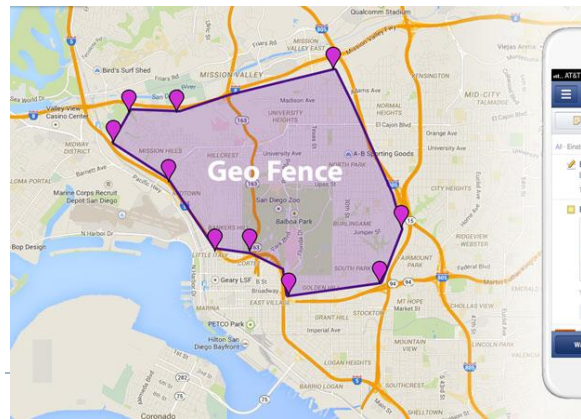
6 months experience as a fire, police, ambulance or protective service communicator or
Two years experience with multi-faceted customer contact or telephone work. (see website for more details)

Attend an Open House
July 23rd 3:00pm-7:00pm
and
August 4th 11:00am - 3:00 pm

WHERE: EMERGENCY OPERATIONS CENTER
2333 N. 49TH ST. MILWAUKEE, WI 53210



FOR MORE DETAILS AND TO APPLY, VISIT WWW.MILWAUKEE.GOV/FPC



2018 and 2019 Recruitments

9-1-1 Operators 0 Recruitment Results (Milwaukee Fire and Police joint recruitment)

7/12/18 -- 8/10/18

Final Results								
Applications Received for 9 1 1 Operator								
	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	12	801	97	7	157	33	1107	79%
Males	6	181	27	3	55	6	278	20%
Unknown	0	3	0	0	2	7	12	1%
Total	18	985	124	10	214	46	1397	
Percentage of Total	1%	71%	9%	1%	15%	3%		100%

Police Officer Recruitment Results

2/22/19 -- 3/18/19

Police Officer 2019

Row Labels	AIAN	AP	B	H	U	W	(blank)	Grand Total	
F		5	15	286	86	7	151	550	26.0%
M		17	70	467	260	16	723	1553	73.3%
U					10	5		15	0.7%
(blank)									
Grand Total		22	85	753	346	33	879	2118	
		1.0%	4.0%	35.6%	16.3%	1.6%	41.5%		

Number of 911 Operators and Vacancies

Fire Dispatch

- ▶ **Fire Dispatcher:**
- ▶ 18 authorized
- ▶ 14 filled,
- ▶ 4 vacancies
- ▶ **Fire Dispatcher-Sr.**
- ▶ 6 authorized
- ▶ 6 filled
- ▶ 0 vacancies
- ▶ **Fire Dispatcher P/T**
- ▶ 2 authorized
- ▶ 0 filled
- ▶ 2 vacancies

MPD

- ▶ **MPD Emergency Communications Operator:**
- ▶ 124 authorized
- ▶ 106 filled
- ▶ 17 vacancies,
- ▶ 1 temp. vacancy
- ▶ **MPD Emergency Communications Operator Supervisor**
- ▶ 13 authorized
- ▶ 0 filled
- ▶ 13 vacancies



9-1-1 Call Center Upgrade

- ▶ The overarching goal is to improve service to the citizen's of Milwaukee by providing more efficient 9-1-1 call-handling and dispatching.
- ▶ This is a paradigm shift in the structure and management of the call center and will require the cooperation and commitment of the Police, Fire and FPC for it to succeed.
 - ▶ 9-1-1 System Replacement
 - The 911 RFP has closed, the proposals evaluated, and vendor demonstrations are scheduled for the weeks of October 14th and 28th.
 - The plan is to begin contract negotiations in November, anticipating a signed contract by the end of the year, and implementation by early second quarter of next year.



9-1-1 Call Center Upgrade

▶ CAD System Replacement

- We are using a hybrid RFP process and working with Winbourne Consulting, a firm with experience with Public Safety consolidation, and Purchasing to get our requirements out to the top vendors.
- Configuration will take all of 2020, with implementation anticipated the 2nd quarter of 2021.



2019 Class Demographics – Race & Gender

▶ MFD (Fire Cadet + Firefighter)

	Asian/Pacific		Black		Hispanic		White		Grand Total	
Female	1	1.4%	3	4.3%	3	4.3%	8	11.4%	15	21.4%
Male	2	2.9%	12	17.1%	12	17.1%	29	41.4%	55	78.6%
Grand Total	3	4.3%	15	21.4%	15	21.4%	37	52.9%	70	

▶ MPD (Police Aide + Police Officer)

	Asian/Pacific		Black		Hispanic		White		Not Specified		Grand Total	
Female	1	1.4%	3	4.3%	3	4.3%	3	4.3%	0	0.0%	10	14.3%
Male	1	1.4%	19	27.1%	9	12.9%	30	42.9%	1	1.4%	60	85.7%
Grand Total	2	2.9%	22	31.4%	12	17.1%	33	47.1%	1	1.4%	70	



2019 Class Demographics –Residency

- ▶ **MFD (Fire Cadet & Firefighter)**
 - ▶ 45 (64%) Milwaukee residents, 25 (36%) not.

- ▶ **MPD (Police Aide + Police Officer)**
 - ▶ 37 (53%) Milwaukee residents, 33 (47%) not.



Residency of 2018 Classes

2018

- ▶ **Police Officer – class of 65**
 - ▶ 29 (44.6%) recruits resided in the City, including 6 police aides
- ▶ **Firefighter – class of 44**
 - ▶ 30 (68.1%) recruits resided in the City, including 15 fire cadets
- ▶ **Police Aide – class of 26**
 - ▶ 16 (61.5%) aides resided in the City
- ▶ **Fire Cadet – class of 33**
 - ▶ 19 (57.5%) cadets resided in the City



FPC TESTING

- ▶ October 7-11th- Fire Lt. and Captain Promotional Oral Exams are being conducted at the Safety Academy; (on Aug. 30th the candidates underwent their written exams)-- 104 candidates
- ▶ November 4th-9th - Police Officer oral exams will take place; following the Aug. 28-29 Police officer written exam.
- ▶ Planning is underway for the Police: Lt., Sergeant and Detective promotional exams to begin in December 2019.
- ▶ HEO's testing occurred- July 30th, July 31st and Aug. 1st
- ▶ 911- examinations for the oral board were April 23rd-25th
- ▶ FPC is developing an audit and appeals process for the psychological exam portion of the MPD and MFD process



ACLU Settlement Agreement

Per the terms of the agreement:

- ▶ 7 Standard Operating Procedures (SOP) were revised and approved.
- ▶ FPC posts data on citizen complaints to the City's Open Data Portal quarterly.
- ▶ Citizen complaint brochures have been translated into Spanish and Hmong.
- ▶ FPC has received year-to-date MPD stop and search data in preparation for annual posting requirements.
- ▶ Staff attended the Los Angeles Basic Law Enforcement Performance Auditor Course at the Safety Academy in preparation for new auditing requirements.



ACLU Settlement Agreement

Upcoming activities include:

- ▶ Continuing to work with Crime and Justice Institute (CJI) to monitor the settlement agreement
- ▶ Development of the FPC's auditing capacity
- ▶ Updating of our promotional testing procedures to implement effective community policing assessments
- ▶ Publication of annual MPD stop and search data
- ▶ Filling of staff and commissioner vacancies



Community Outreach

- ▶ Our investigations (handles citizens' complaints) will begin community hours this month.
 - ▶ Initial partnerships are being established with HACM and Journey House
 - ▶ Additionally, conversations are being had with the YWCA, Boys and Girls Club, South Side Organizing Committee and UMOS
 - ▶ Their plan is 1-2 days per month; 4 hours per day
 - ▶ Investigators are engaging in formal training with MPD on their complaint process, body cam footage training and personnel investigation process training

