

2020



Legislative Reference Bureau

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FIRE AND POLICE COMMISSION



2020 Proposed Plan and Executive Budget Review

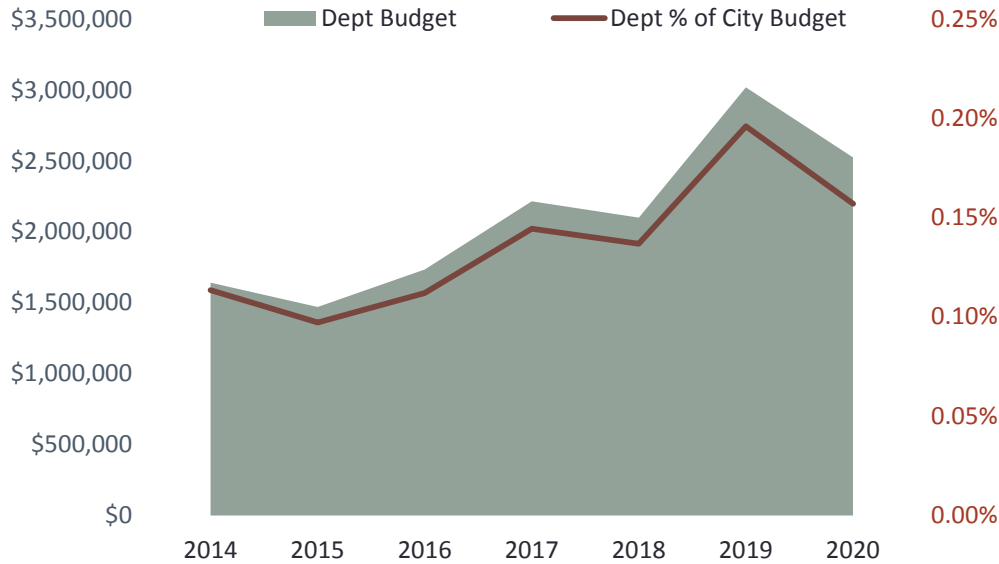
Prepared by: Christopher Hillard, Legislative Fiscal Analyst
Budget Hearing: 1:30 pm on Thursday, October 10, 2019



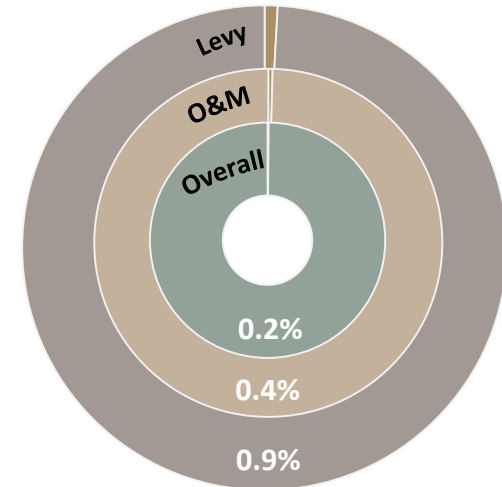
\$2,524,763
Proposed 2020 Budget

-\$493,759
Change in Proposed Budget

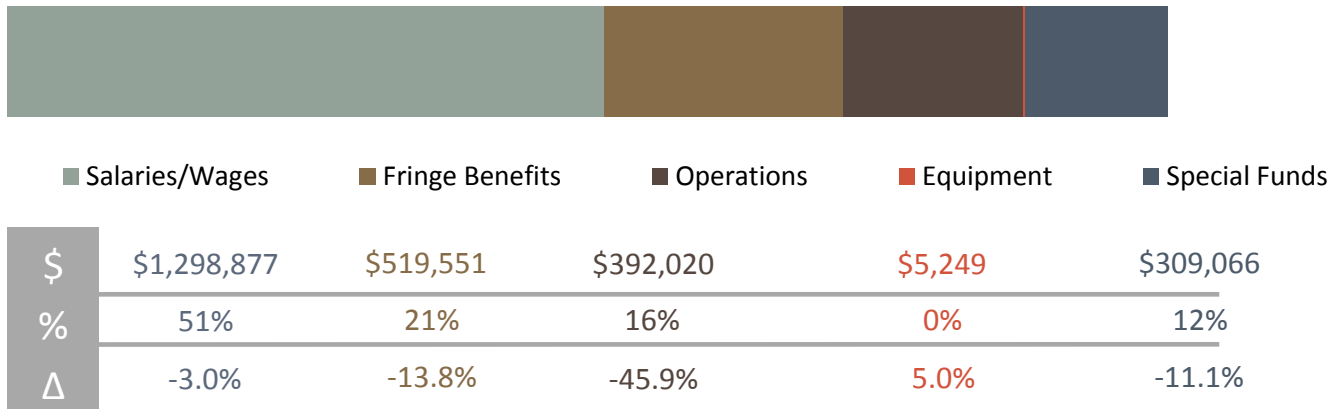
-16.4%
% Change in Proposed Budget



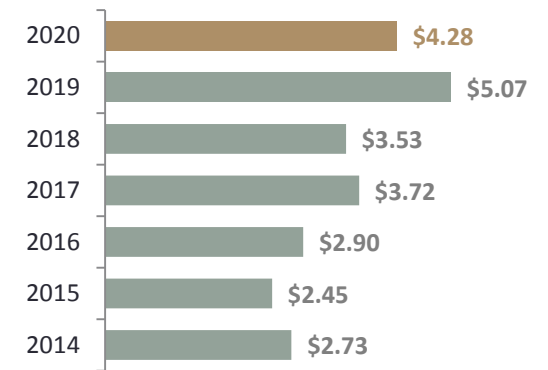
Departmental Budget Impact



Departmental Budget Appropriation Category



Budget per Capita



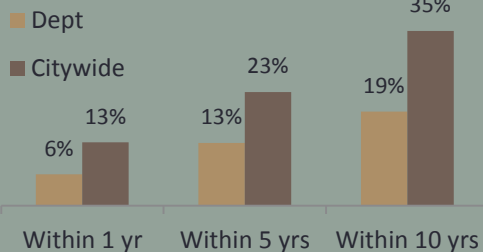
50

The average number of days to resolve a formal complaint in 2019, up from 40 days in 2018 and 37 days in 2017. This is still in-line with the goal of 50 days or less.

3

The number of FPC Commissioners serving under expired terms. There are currently 7 commissioners; legislation allows for up to 9.

Retirement Eligible



2

Change in Positions

6.7%

% Change in Positions

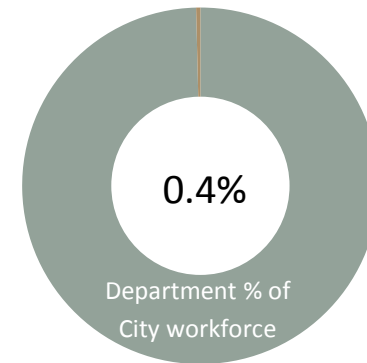
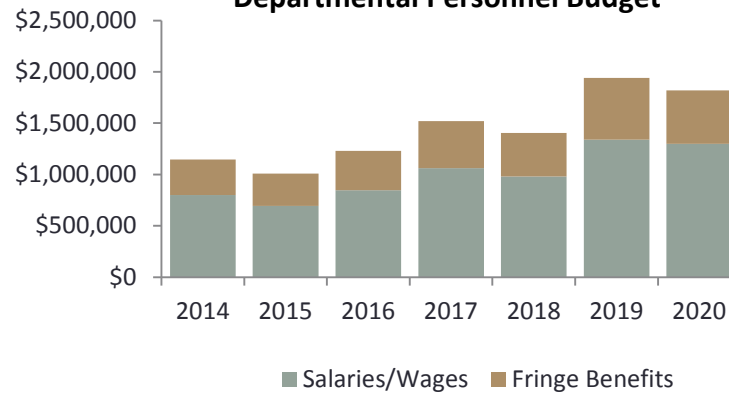
8

Current Vacancies

1

Voluntary Separations

Departmental Personnel Budget



Staffing-Vacancies

There are currently 8 vacant positions in the department:

- 1 Operations Manager
- 1 Program Assistant I
- 2 Program Assistant IIs
- 1 Investigator/Auditor
- 2 HR Representatives
- 1 Graduate Intern

Staffing-Positions Added

There are 2 new positions in the 2020 Proposed Budget:

- 1 Investigator/Auditor, who will be responsible for investigating and assisting with citizen complaints and auditing investigations conducted by Police and Fire Departments. The position will be in the Monitoring and Oversight Section.
- 1 Program Assistant II, who will provide additional administrative support. The position will be in the Testing Section.



Department Positions
2014-2020

2

The number of disciplinary appeals filed with the Commission in 2019. This is unchanged from 2018.

0

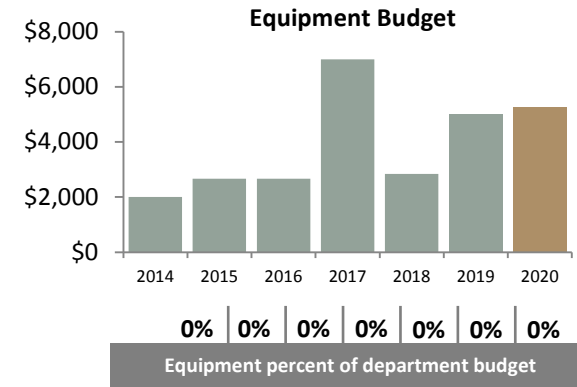
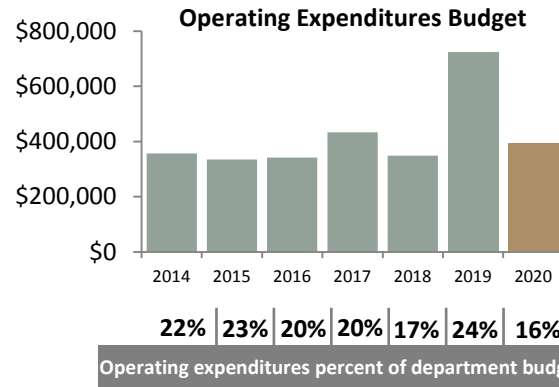
The number of Police Department investigations audited in 2019.

65

The number of policies/procedures reviewed in 2018. Of these, 62 are Police Department policies/procedures, and 3 are Fire Department policies/procedures.

3

The number of regular reports issued by the Fire and Police Commission in 2018 (2017 Annual Report, 2017 Vehicle Pursuit Report and 2017 Use of Force Report).



Revenue

This department has no revenue accounts.

Special Purpose Accounts

This department has no special purpose accounts.

Grants

This department receives no grant funding.

Capital Requests

\$5 million has been requested for a replacement Computer Aided Dispatch System (CAD). This new system will combine the two separate CAD systems currently used by the Fire and Police Departments.

This is the largest single IT project in the Proposed 2020 Budget. This follows a \$150,000 study for a unified CAD system that was appropriated for in 2018.

160

Projected average time to resolve disciplinary appeals in 2019, up from 112 days in 2018, but down from 233 days in 2017.

2

The number of different 911 computer-aided dispatch (CAD) systems currently used by the City: one for Fire, one for Police.

4

Number of Executive Directors the Fire and Police Commission has had since 2014.

18

The number of vacant community service officer positions. There are 25 authorized positions.

ACLU Stop-and-Frisk Settlement Requirements

- Compliant: 8
- Non-Compliant: 10
- In Progress or Partially Compliant: 8

According to Crime & Justice Institute (CJI), the consultants hired to oversee MPD and FPC’s compliance with the terms of the ACLU Stop-and-Frisk Settlement Agreement, FPC and MPD have demonstrated compliance with the majority of the requirements that had explicit due dates within the first year of the Agreement.

There are some areas where CJI has seen notable progress; however, some delivery dates have been missed, resulting in an “in process” classification, and there are still some areas where both FPC and MPD remain non-compliant.

Decrease in Operating Expenditures

67% of the decrease in FPC’s budget for 2020 can be attributed to a decline in Operating Expenditures. These declines are due to Detective and Lieutenant exams that were planned for 2020 being done instead in 2019, a decrease in the number of exams requiring exam consultant services and an overall decrease in promotional exams.

The remaining decrease in funding for 2020 can be attributed to positions being filled at lower salaries, reduction in fringe benefits and the completion of an operational efficiency study.

2020 Proposed Examination Budget

Entry-level: (includes drug screens, medical exams, psych evaluations & advertising)

Fire Cadet	\$ 58,508
Firefighter	\$ 80,097
Fire Equipment Dispatcher	\$ 11,802
Police Aide	\$ 72,739
Police Officer	\$159,107
Emergency Communications Operator	\$ 35,931
Community Service Officer	\$ 26,705

Promotional:

Heavy Equipment Operator	\$ 4,380
Fire Captain (job analysis update only)	\$ 18,000

Total Proposed Exam Budget \$467,269

FPC-Specific Issues Identified in CJI Report

- A lack of clear policies and standards governing the timeframe of decisions by FPC.
- Inadequate staffing and vacancies make it difficult for FPC to achieve not only its core mission, but also the additional work required by the Settlement Agreement.
- Non-compliance with the requirement to audit citizen complaints received by MPD every 6 months in addition to citizen complaints received by FPC.

Citizen Complaints

There are 225 citizen complaints in 2018, down from 231 in 2017, and the lowest number of complaints overall since 2009. The largest drop is in formal complaints, which fell from 72 in 2017 to 42 in 2018, a 33% drop. The number of informal complaints rose to 177 in 2018, up from 158 in 2017, a 12% jump and the highest number of informal complaints recorded since 2010. The average number of formal citizen complaints from 2009 to 2017 is just under 91.

Overall, complaints have remained relatively consistent over the past 6 years: from 2013-2018, the average number of complaint cases is 235, down from the 2009-2012 average of 266.

Citizen complaints, both formal and informal, rarely result in consequences for police personnel. Only 2 (less than 1%) of the citizen complaints received by FPC in 2018 resulted in employee counseling. In one other instance, a member retired before the matter could be resolved. All other complaints were categorized as Unfounded, Exonerated, Closed (meaning they were deemed inappropriate for further investigation), Withdrawn, No MPD Member Involved, Not Sustained (meaning the investigation failed to produce a preponderance of evidence to either prove or disprove the allegation) or Rapid Resolution, which was the second largest category (about 32%) after "Closed" (about 39%).

Rapid Resolution involves complaints of a general nature filed with the FPC and then forwarded to MFD or MPD for a prompt solution. These complaints usually involve questions related to the conduct of a Fire or Police Department employee that, on its face, does not appear to be a violation of a department rule. The Assistant Chief of MFD, the district or bureau captain or the appropriate supervisor will directly contact the complainant to provide a "rapid resolution." This process gives the supervisor the opportunity to resolve any questions or concerns directly with the individual.

Since 2015, Rapid Resolution and Closed have been the two most common outcomes for citizen complaints, accounting for almost three-quarters of all resolutions in 2018.

Milwaukee Community Collaborative Committee Recommendations (issued September 2019)

1. FPC must create a community-oriented policing policy.
2. FPC's community-oriented policing policy must be integrated into training and professional development opportunities as identified in the DOJ draft report and Community Collaborative Committee report. MPD officers will also be required to make a mandatory annual visit to a counselor, chaplain, or psychologist to receive voluntary access to their resources.
3. Prioritize updating the standard operating procedures (SOPs) identified under the ACLU's stop-and-frisk Settlement Agreement (085, 300, 440, 450, 730, 747 & 990). In addition to these SOPs, the language of SOPs dealing with immigration (130), personnel evaluations (500) and release of body camera footage (570) should also be updated and amended.
4. Those involved in the development and implementation of MPD's recruitment and hiring systems must be culturally competent, diverse, and demonstrate successful community relationships.