

2022



Legislative Reference Bureau

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FIRE AND POLICE COMMISSION



2022 Proposed Plan and Executive Budget Review

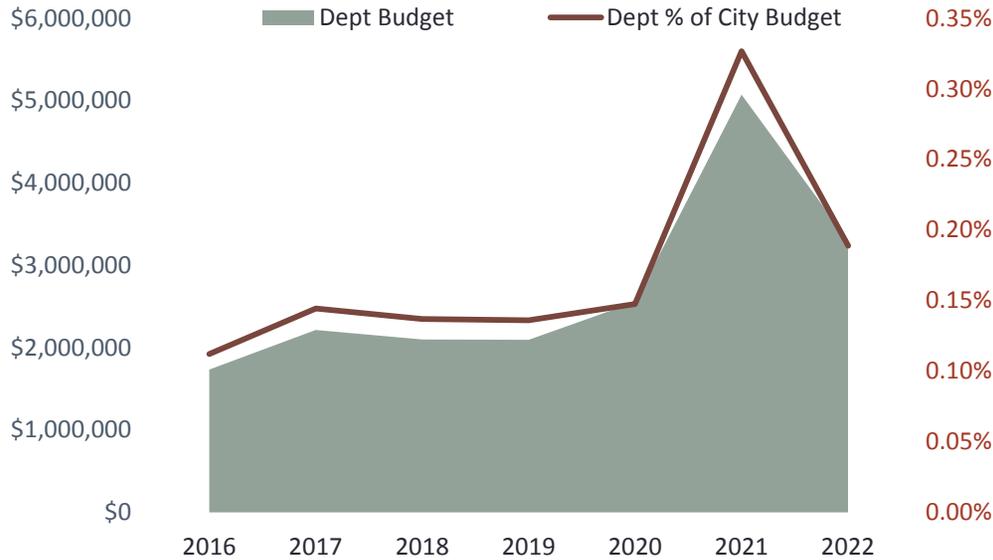
Prepared by: Christopher Hillard, Legislative Fiscal Analyst
Budget Hearing: 9:00 am on Thursday, October 14, 2021



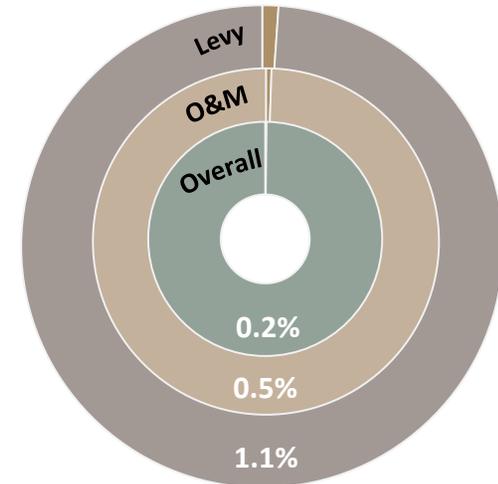
\$3,305,238
Proposed 2022 Budget

-\$1,768,156
Change in Proposed Budget

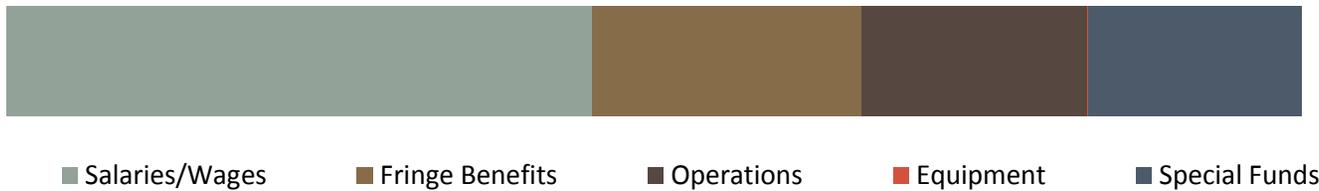
-34.9%
% Change in Proposed Budget



Departmental Budget Impact



Departmental Budget Appropriation Category



Budget per Capita



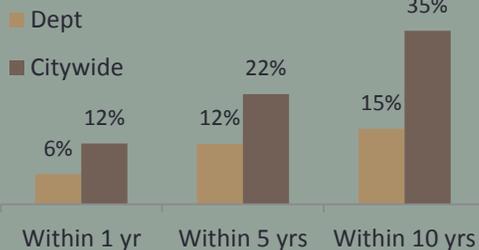
73

Average number of days to resolve a formal complaint in 2020. The projected number of days in 2021 is 60.

4

Number of new FPC Commissioners who have joined the Commission in 2021. There are currently a total of 7 commissioners.

Retirement Eligible



-4

Change in Positions

-10.8%

% Change in Positions

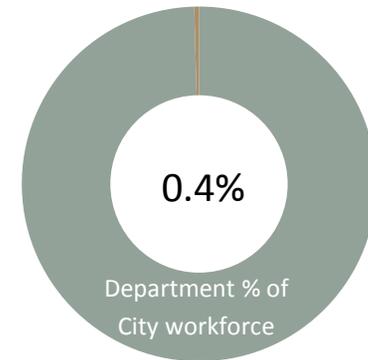
6

Current Vacancies

3

Voluntary Separations

Departmental Personnel Budget



Staffing--Vacancies

There are currently 6 vacancies:

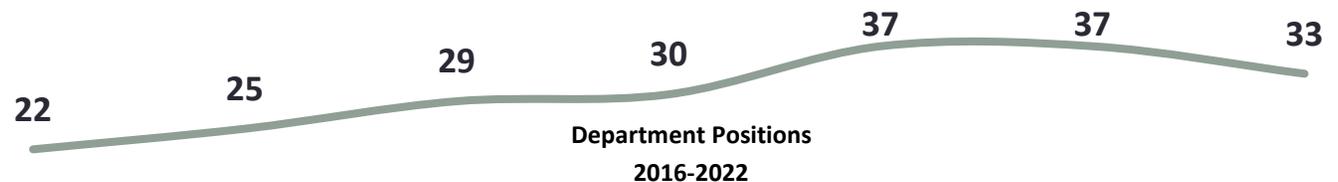
1. Director of Emergency Management and Communications. Vacant since 8/9/21.
2. Administrative Support Specialist. New position, needs to be filled.
3. Research and Policy Analyst. Vacant since 3/4/20.
4. Community Outreach Coordinator. Vacant since 3/8/21.
5. Human Resources Representative. Vacant Since on 10/8/21.
6. Compliance Auditor. Vacant since 10/13/21.

Staffing--Positions Added

One new paralegal position is proposed. The paralegal will be responsible for providing assistance and support to the Fire & Police Commission Executive Director and the Hearing Examiner in substantive legal matters related to complaints and appeals to the Fire & Police Commission. Each paralegal is focused on a different aspect of departmental functions.

This new paralegal will focus on:

- Open record requests.
- Requests for service.
- Assisting with special projects.



142

Average number of days to resolve disciplinary appeals in 2020.

70

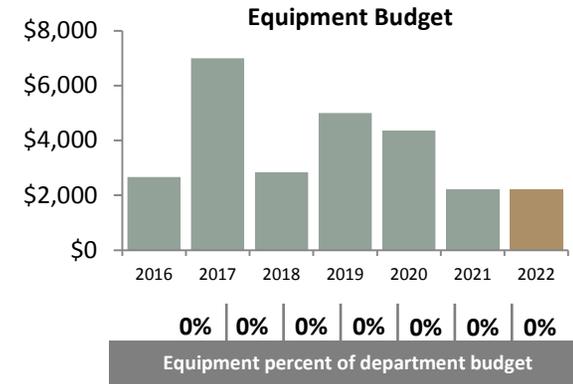
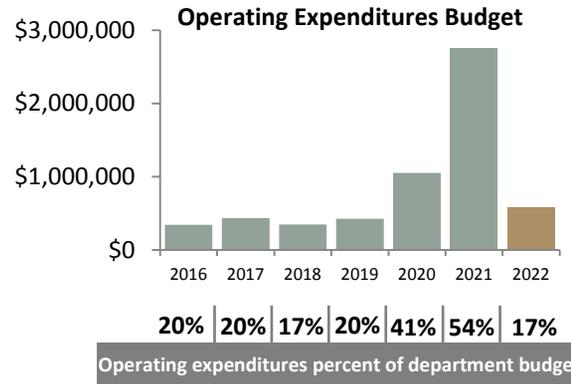
Number of MPD officers disciplined in 2020, down from 78 in 2019.

24

Number of MFD personnel officers disciplined in 2020, up from 15 in 2019.

3

Number of regular reports issued by the Commission in 2020 (2019 Police Satisfaction Survey, 2019 Use of Force Report and 2020 Year in Review 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
This department has no capital requests.

7

Number of community outreach events held in 2020. The FPC also hosted 6 community office hours in 2020 until they were suspended due to COVID-19

-\$10,098,081

Difference between 2022 Requested and Proposed Budgets. This is due to the creation of the Department of Emergency Communications.

6

Number of Executive Directors the Fire and Police Commission has had since 2014. This includes 4 directors over the past 4 years.

20

Number of vacant community service officer positions out of 25. There are 10 new CSOs in the recruit class which began on October 4, 2021.

Office of Emergency Communication (OEC):

In 2021, a new Office of Emergency Communication was created to enhance public safety. The new office began the process of consolidating the Police and Fire Dispatch centers into one unified Public Safety Answering Point (PSAP). The consolidated PSAP will provide the following benefits:

- Improve the safety of citizens and public safety personnel •
- Improve Police and Fire response times to life critical incidents •
- Enhance the effective allocation and deployment of Police and Fire personnel •
- Streamline Police and Fire workflows and business processes •
- Provide a common operating picture for Police and Fire to ensure real-time situational awareness and information sharing

To that end, in 2021, FPC has been working to will implement a new computer-aided dispatch solution, and in 2022, the Office of Emergency Communications will become its own City department under the direction of the FPC and renamed the Department of Emergency Communications.

Auditing Unit

In 2020, an outside consultant was hired and recommended the creation of an Auditing Unit within the FPC to assist with monitoring the City’s compliance with the ACLU stop-and-frisk settlement requirements. The new unit works in conjunction with the Crime and Justice Institute, the consultant firm monitoring the City’s settlement progress. The Auditing Unit also performs research on standard operating procedures as well as relevant case law and other topics. Finally, auditing staff are responsible for posting citizen complaint data, stop data and reports created by the Crime and Justice Institute.

The Auditing Unit will consist of:

- An Auditing Manager.
- 2 subordinate auditors.

FPC-Specific Issues Identified in CJJ Report

- The two-month gap in confirming a permanent Executive Director of the FPC undoubtedly slowed progress toward compliance
- Inadequate auditing staff and vacancies make it difficult for FPC to achieve not only its core mission, but also the additional work required by the Settlement Agreement.

Citizen Complaints

There are 136 citizen complaints in 2019, down from 225 in 2018, and the lowest number of complaints overall since 2009. The largest drop is in formal complaints, which fell from 42 in 2018 to 25 in 2019, a 51% drop. The number of informal complaints fell to 111 in 2019 from 177 in 2018, a 46% decrease.

Overall, this represents a steep decline from previous years, although it reflects a consistent downward trend. From 2013 to 2018, the average number of complaint cases was 235, down from the 2009-2012 average of 266.

Citizen complaints, both formal and informal, rarely result in consequences for police personnel. Only 6 (less than 5%) of the citizen complaints received by FPC in 2019 were considered “sustained”. 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 largest category (about 35%) along with “Closed” (a little under 34%).

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 70% of all resolutions in 2019.

While data is not complete, one important trend to note from 2020 is the sharp increase in member retirements as a form of complaint resolution. Overall, amongst formal complaints, 9 out of 26 resulted in members retiring, including one member listed as “retired and pending trial”.