

2002 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

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2002 BOARD OF FIRE AND POLICE COMMISSIONERS

Robert Welch
Chairman
Appointed July, 1997
Term Expires July, 2007

Carla Y. Cross
Vice Chair
Appointed May, 1998
Term Expires July, 2004

Ernesto A. Baca
Appointed August, 2001
Term Expires July, 2006

Eric Mandel Johnson
Appointed September, 1998
Term Expires July, 2003

Leonard J. Sobczak
Appointed October, 2000
Term Expires July, 2005

FIRE AND POLICE COMMISSION STAFF

Joseph J. Czarnecki, Executive Director

ADMINISTRATIVE STAFF

Sandra Zelazny, Office Supervisor II

Renee Keinert, Administrative Assistant III

COMMUNITY RELATIONS

David Heard, Public Relations Officer

Cynthia Smith, Office Assistant II

Judith Andrade-Altora, Community Relations Specialist

EXAMINATIONS

Cassandra Scherer, Examinations Supervisor

Jane French, Personnel Analyst - Senior

Cynthia Nowak, Personnel Analyst - Senior

Susan Liedtke, Office Assistant IV

RESEARCH

Steven Fronk, Hearing Examiner

Joan Dimow, Research Analyst – Senior

REPORT FROM THE EXECUTIVE DIRECTOR

MISSION STATEMENT: To ensure that the Fire and Police Departments are prepared to protect the lives and property of the citizens of the City of Milwaukee.

STRATEGIC ISSUES:

Ensure a high quality, diverse public safety workforce, with a high retention rate, through effective recruitment, selections, and promotion processes.

Ensure the quality and effectiveness of the Fire and Police Departments' policies, practices, and performances through appropriate utilization of the Board's oversight authority.

The Milwaukee Board of Fire and Police Commissioners was established in 1885. Authority and responsibilities of the Board are set forth in the City Charter and Wisconsin State Statutes. The Board sets employment standards and qualifications for various entry-level positions, carries out recruitment programs, administers competitive examinations for positions not specifically exempt, and provides for the classification of all positions in both services. Since 1885, no person has been appointed to any position in either the Police Department or Fire Department without Board approval.

The Board has rule-making authority for both the Fire and Police Departments, which it has delegated to the respective chiefs, while requiring Board review and approval prior to implementation. The Board has a statutory responsibility to conduct an annual policy review of the operations of the two departments. The Board's judicial function includes the authority to hear appeals from departmental discipline and to conduct citizen complaint hearings. All hearings are open to the public.

The Board has two standing committees, the Committee on Rules and Complaints and the Policy Review Committee. The Board forms other committees from time to time to further the conduct of its business. Members of the Board and Commission staff also serve on other City committees.

Regular meetings of the Board are generally held on the first and third Thursday of each month, at 7:00 p.m., except during the month of August when the Board is in recess. The public is welcome to attend. Prior to each regular meeting, the Board may meet in closed executive session. The Board held 82 regular, special, and committee meetings in 2002. Commission offices are located at 809 North Broadway, in the City Hall Complex.

The Board's five members are appointed by the Mayor to overlapping five year terms, subject to Common Council approval. Robert "Woody" Welch, retired Director of Intergovernmental Relations for the City, and Carla Cross, President of Cross Management Services, were re-elected Chairman and Vice Chairman this year. Other Board members are Ernesto Baca, Contract Manager at UMOS, Inc., Eric Mandel Johnson, President of South Star Trucking, and Leonard Sobczak, President of Eastmore Real Estate. The Board's day-to-day operations are managed by its Executive Director.

Judith Andrade-Altora began work in June as the Commission's Community Relations Specialist.

In July, Fire Chief Lawrence Gardner retired. Assistant Chief Dennis Michalowski, who had also announced his upcoming retirement, served as Acting Chief until the appointment of William Wentlandt, a 22-year veteran of the Department, in November. Chief Wentlandt's nomination of Battalion Chief Mark Sain as the new Assistant Chief was approved by the Board in December.

INITIATIVES FOR 2002:

Select candidates for three Police Department recruit classes and one Fire Department recruit class.

Continue to monitor the progress of newly hired sworn personnel to ensure a high level of retention and a low number of disciplinary actions and citizen complaints.

Consolidate all City human resources functions into one department by merging the Fire and Police Commission with the Department of Employee Relations.

One Firefighter class, with 52 recruits, entered the Fire Academy, and three Police Officer classes with 153 recruits entered the Police Academy. Recruits included seventeen promoted from Police Aide and eight promoted from the Fire Cadet apprenticeship program. Sixteen Police Aides were appointed in 2002; thirteen Fire Cadets were appointed in January, 2003.

Significant strides were made in the implementation of the supplemental order settling the lawsuit, United States of America and Milwaukee Brotherhood of Firefighters v. City Of Milwaukee, et al. Three groups of African-American candidates who were eligible for priority hiring under the supplemental order were tested and placed on priority hiring lists. Nineteen candidates from the first of these lists were hired.

In total, the Board approved the appointment and promotion of 432 individuals to various public safety positions: 333 in the Police Department, and 99 in the Fire Department.

The overall disciplinary action, termination, resignation, and citizen complaint rate for police and fire academy graduates in their first four years of service was 21% in 2002, higher than the previous year.

In March, the Board and staff welcomed visitors from the Akron, Ohio City Council, looking for ideas on how to establish a civilian review board in that city. Also in March, the Board hosted, along with the Fire Department, an open house at Engine 12 for community leaders and educators, which focused on the Fire Cadet Program. In April, the Board and staff hosted participants in Project Harmony's Law Enforcement Exchange Program from Ukraine, and shared ideas on police recruitment, training and civilian oversight.

In September, the City budget included a proposal that the Fire and Police Commission become a division of the Department of Employee Relations. The proposal was approved in November, and the administrative change was effective January 1, 2003. Commission offices are expected to move to the 7th floor of City Hall later in the year.

The Fire and Police Commission, Milwaukee Fire Department, and Milwaukee Police Department all have pages on the World Wide Web which can be accessed from the City of Milwaukee home page [<http://www.milwaukee.gov>].

The Commission page includes information on how to become a Firefighter or Police Officer, and on the citizen complaint process. Rules of the Fire and Police Commission are also available on the Web site, and agenda information is posted prior to Board meetings. This Report and the *City of Milwaukee Public Safety Report*, which summarizes the activities of the Fire and Police Departments in preventing and responding to fires, crimes, and other calls for assistance in 2002, are also published on the Web. The Commission's e-mail address is fpc@milwaukee.gov.

Rules of the Police Department and Fire Department are public records and available upon request from the applicable department. Police Department rules are also available at all branches of the Milwaukee Public Library system.

Policy Review

Pursuant to Section 62.50(1m) of the Wisconsin Statutes, the Board conducts an annual review of the operations of the Police and Fire Departments. The Board has worked with the Fire and Police Chiefs to develop performance objectives for their positions and for their Departments. The Board met quarterly with each Chief to review his performance and the performance of his Department.

The Board created an ad hoc Committee on Cultural Diversity in the Fire and Police Departments. The Committee began its work in early 2002 with two public hearings – one on the north side and another on the south side of the city – and by recommending the establishment of a Citizen Police Academy.

The Board continued its review of the Mutual Assistance Agreement between the Milwaukee Police Department and the University of Wisconsin-Milwaukee (UWM) Police Department. Under the leadership of Commissioner Sobczak, a UWM Neighborhood Working Group was formed and met with Board members, staff, Police Department personnel, and UWM representatives on several occasions throughout the year to address the concerns of UWM area residents.

Commissioner Baca hosted a public question-and-answer session with the Police Chief, regarding citizen complaints and Police Department procedures for executing search warrants.

After Police Chief Arthur Jones transferred a large number of officers in November 2001, the Policy Committee began a review of transfer practices, including a survey of departments in similar-size cities and a public hearing to solicit citizen input. This resulted in a new transfer policy adopted in November 2002.

On December 3, 2002, pursuant to Sec. 62.50 (23) Wis. Stats., the Board issued a written directive to the Chief of Police to prepare a comprehensive written plan to reduce homicide and other firearm-related crime in the City of Milwaukee. The Police Chief responded by establishing a Violent Crimes Task Force and plans for a Citizen Police Academy.

For the Board,
Joseph J. Czarnecki, Executive Director

CITIZEN COMPLAINTS

One of the Board's objectives is to ensure that the Fire and Police Departments have quality employees, appropriate policies and practices, and satisfactory performance, as indicated by the rate of disciplinary actions, terminations, resignations, and citizen complaints for new hires. The overall disciplinary action (see page 9), termination, resignation, and citizen complaint rate for police and fire academy graduates in their first four years of service was 21% in 2002.

The Board is empowered to hear complaints by any aggrieved person against a specific employee's alleged act of wrongdoing. Complaints may be resolved through a formal trial or through conciliation, an informal, face-to-face meeting which does not result in the imposition of discipline. Complaints are dismissed by the Board if they are not within its statutory authority, the complainant does not follow through with the process, or the alleged act was not in violation of Department rules.

In 2002, forty-six complaints were dismissed by the Board for such reasons. Six complaints were referred to the Fire Department or Police Department for resolution, and four were withdrawn by the complainants. Eight conciliations were effected. Forty-two complaints remained pending at the close of 2002 (next page). Fourteen of these had been filed in past years, including one dismissed in 1999, reinstated in 2000, and still pending. Five of the 42 were pending trial, nineteen pending conciliation, and eighteen in earlier stages of the process.

	<u>Held over from past years for resolution in 2002</u>	<u>Filed in 2002</u>
<u>NUMBER OF COMPLAINTS:</u>	30*	76
<u>RESOLVED IN 2002:</u>	<u>16</u>	<u>48</u>
Dismissed by Board:		
Discourtesy	4	7
Excessive Force	6	8
Misconduct	1	3
No rule violation or not within Board's authority	0	17
Referred to Department:		
Discourtesy	0	1
Excessive Force	0	2
Misconduct	0	2
No rule violation	0	1
Withdrawn by complainant:		
Excessive Force	2	0
Discourtesy	1	1
Conciliation effected:		
Discourtesy	1	2
Excessive Force	1	3
Misconduct	0	1

Citizen Complaints, continued

		<u>Held over from past years for resolution in 2002*</u>	<u>Filed in 2002</u>
<u>PENDING AT CLOSE OF 2002</u>		<u>14</u>	<u>28</u>
Set for trial:	Discourtesy	1	0
	Excessive Force	3	1
Set for conciliation:	Discourtesy	2	4
	Excessive Force	3	8
	Misconduct	0	2
Other status:	Discourtesy	0	2
	Excessive Force	3	9
	Misconduct	2	1
	No rule violation	0	1

*includes one case dismissed in 1999, reinstated in 2000, and still pending in 2002.

Commission staff also receive several hundred phone calls and walk-in inquiries each year from persons who do not file formal complaints. These may be resolved by staff, referred to the appropriate Department Chief, to a Police District Captain, or to other agencies. Some callers are provided materials for filing a formal complaint, but choose not to do so. More information on the complaint process is available on the Commission Web site, <http://www.milwaukee.gov/fpc>.

Many people make complaints directly to the Fire or Police Departments. Complaints may be made at any Fire Station or District Police Station, at the Police Administration Building, 749 West State Street, or at Fire Department Headquarters, 711 West Wells Street.

DISCIPLINARY APPEALS

The Board is empowered to hear Department member appeals from discipline. A defined class of non-probationary employees may appeal a dismissal, demotion, or suspension of more than five days to the Board, which may sustain, modify, or deny the action of the Chief. Twenty members of the Police Department filed appeals from disciplinary action in 2002. Eighteen appeals from past years, and two from the current year, were resolved in 2002.

The Board sustained the discipline in two cases. The Board reduced the number of days in four suspensions, reduced a dismissal to a suspension, and overturned two suspensions and one dismissal. Appellants withdrew two appeals from suspension (one after the Chief reduced the number of days), and two appeals from dismissal (one after it was reduced to a suspension by the Chief). Two suspensions were rescinded by the Chief of Police. At year end, six appeals from dismissal, one from demotion, and twenty-four from suspension were pending. Thirteen of the pending appeals were held over from prior years.

	<u>Held over from past years for resolution in 2002</u>	<u>Filed in 2002</u>
<u>NUMBER OF APPEALS:</u>	<u>31</u>	<u>20</u>
<u>Resolved in 2002</u>	<u>18</u>	<u>2</u>
Discipline sustained	2	0
Modified by Board		
Suspension time reduced	4	0
Dismissal changed to suspension	0	1
Discipline overturned by Board		
Suspension	2	0
Dismissal	0	1
Withdrew appeal		
Suspension	2	0
Dismissal	2	0
Discipline rescinded by Chief		
Suspension	2	0
Resigned before trial		
Suspension	3	0
Dismissal	1	0
<u>Pending at Close of 2002</u>	<u>13</u>	<u>18</u>
Appeals from Dismissal	1	5
Appeals from Suspension	12	12
Appeal from Demotion	0	1

APPOINTMENTS AND PROMOTIONS - 2002

One of the Board’s strategic objectives is to continue to increase diversity in the sworn ranks of the Fire and Police Departments. In 2002, 33% of Police Officer recruits were minority* and 21% were women, similar to the previous year. Fifty-four percent of Firefighter recruits were minority and 6% were women. The proportion who were minority is much larger than past years, reflecting implementation of a legal settlement. The proportion who were women is slightly higher than 2001. A demographic profile of sworn employees is included in this report.

SWORN - POLICE

- 3 Deputy Inspector of Police
- 1 Commander of Police
- 7 Captain of Police
- 10 Lieutenant of Police
- 4 Lieutenant of Detectives
- 1 Administrative Lieutenant
- 20 Detective
- 23 Police Sergeant
- 2 Identification Supervisor
- 3 Document Examiner
- 1 Identification Specialist
- 1 Latent Print Examiner
- 1 Court Liaison Officer
- 158 Police Officer (includes five re-hires and 17 promoted from Police Aide)

NON-SWORN - POLICE

16 Police Aides and 82 other appointments and promotions, to 22 other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from eligible lists, or as nominated by the Chief to exempt positions.

SWORN - FIRE

- 1 Fire Chief
- 1 Deputy Chief
- 5 Battalion Chief
- 7 Fire Captain
- 10 Fire Lieutenant
- 1 Administrative Fire Lieutenant
- 6 Heavy Equipment Operator
- 1 Vehicle Operations Instructor
- 52 Firefighter (8 from Fire Cadet)

NON-SWORN - FIRE

15 appointments and promotions, including 12 Fire Equipment Dispatchers and three other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from eligible lists, or as nominated by the Chief to exempt positions.

*African-American, American Indian, Asians and Pacific Islanders, and Hispanic heritage.

EXAMINATIONS

Police Department

Examinations were given for the entry-level positions of Police Officer and Police Aide. In addition, the Physical Ability Test, Oral Interview, and Psychological Evaluation were administered to Police Officer candidates remaining on the previous eligible list.

Police Officer (from eligible list created in 2000)

Physical Ability Test Participants	115	
Oral Interview Participants		100
Psychological Evaluation Participants		87

Police Officer (2002 recruitment)

Total Applicants	2,034	
Written Examination Participants	1,214	
Eligible List		1,073
Physical Ability Test Participants	284 (first group)	
Oral Interview Participants		255
Psychological Evaluation Participants		250

Additional candidates from the eligible list will be tested in 2003.

Police Aide

Total Applicants	243	
Written Examination Participants	113	
Eligible List		83
Physical Ability Test Participants	75	
Oral Interview Participants		61
Psychological Evaluation Participants		53

Testing staff also gave promotional examinations for the sworn position of Sergeant, with 175 applicants and an eligible list of 110, and for Lieutenant of Police, with 51 applicants and an eligible list of 47 names.

An entry examination in 2001 for the non-sworn position of Audiovisual Specialist I drew 27 applicants and resulted in an eligible list of 16, established in 2002.

An entry examination for Police Dispatcher drew 186 applicants, of whom 73 were placed on an eligible list.

An entry examination for Electronic Technician drew 56 applicants and resulted in an eligible list of 10.

Fire Department

Entry examinations were given for the non-sworn positions of Fire Cadet and Fire Equipment Dispatcher. In accordance with the settlement of a lawsuit (United States of America and Milwaukee Brotherhood of Firefighters v. City of Milwaukee), an examination was given for the sworn position of Firefighter.

Fire Cadet

Total applicants	64
Written examination participants	40
Physical Ability Test participants	34
Oral exercise participants	32
Eligible List	31

Fire Equipment Dispatcher

Total applicants	70
Job simulation participants	57
Interview participants	39
Eligible List	35

Firefighter

Total applicants	162
Written examination participants	120
Physical Ability Test participants	107
Oral exercise participants	106
Eligible list	106

Two promotional examinations were given in 2002:

Heavy Equipment Operator drew 40 applicants, resulting in an eligible list of 31.

Fire Captain drew 68 applicants, for a final eligible list of 64.

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE - DECEMBER 2002

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIAN</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Chief of Police	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Assistant Chief	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Deputy Chief	3	3	1	0	0	0	1	1	0	0	0	0	2	1
Commander of Police	2	2	2	0	0	0	0	0	0	0	0	0	2	0
Deputy Inspector	5	6	1	1	0	0	2	0	0	0	2	0	5	1
Captain	24	25*	11	4	1	0	5	3	0	0	1	0	18	7
Lieutenant	35	35*	29	2	0	0	1	0	0	0	3	0	33	2
Admin. Lieutenant	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Ad.Hlth/Safety Coord.	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Lt. of Detectives	33	32	26	1	0	0	5	0	0	0	0	0	31	1
Sergeant	196	195*	110	20	0	0	33	13	3	0	13	2	160	35
Detective	245	246*	133	31	1	1	38	6	9	1	25	1	206	40
Officer	1530	1387*	692	170	13	2	261	68	20	5	135	22	1120	267
^^Comm. Maint. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Elec. Tech. Foreman	1	0	0	0	0	0	0	0	0	0	0	0	0	0

^^Will become a civilian position when incumbent retires.

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE - DECEMBER 2002 Page 2

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIANS</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Alarm Operator	1	1*	0	0	0	0	1	0	0	0	0	0	1	0
Identif. Supervisor	3	4	3	1	0	0	0	0	0	0	0	0	3	1
Chief Document Exam.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Latent Print Examiner	2	2	1	1	0	0	0	0	0	0	0	0	1	1
Document Examiner	3	3	0	1	0	0	1	1	0	0	0	0	1	2
Identification Tech.	37	19	9	4	1	0	2	1	0	0	2	0	14	5
Ident. System Specialist	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Audio Visual Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Court Liaison Officer	2	1	0	1	0	0	0	0	0	0	0	0	0	1
TOTAL	<u>2130</u>	<u>1968*</u>	<u>1022</u>	<u>237</u>	<u>16</u>	<u>3</u>	<u>352</u>	<u>93</u>	<u>32</u>	<u>6</u>	<u>181</u>	<u>26</u>	<u>1603</u>	<u>365</u>

*Limited Duty personnel included in Actual: 1 Captain, 1 Lieutenant of Police, 11 Police Sergeants, 12 Detectives, 104 Police Officers, 1 Police Alarm Operator.

Grant and State funding supports 1 Captain, 2 Lieutenant of Police, 3 Detective, 11 Police Officer, and 2 Police Sergeant positions.

Source: MPD Quarterly Report-12/23/2002

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE - DECEMBER 2002

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIAN</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Fire Chief	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Assistant Fire Chief	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Deputy Chief	9	9	6	1	0	0	2	0	0	0	0	0	8	1
Battalion Chief	23	23	17	0	0	0	5	0	0	0	1	0	23	0
Captain	55	55	44	1	0	0	8	0	1	0	1	0	54	1
Admin. Captain	4	4	1	1	0	0	1	0	0	0	1	0	3	1
Admin. Lieutenant	4	3	1	1	0	0	0	0	1	0	0	0	2	1
Lieutenant	131	131	105	9	0	0	13	0	0	0	4	0	122	9
Heavy Equipment Op.	180	180	149	1	0	0	8	0	4	0	18	0	179	1
Fire/Paramedic Field Lt.	24	19	5	7	0	0	6	0	0	0	1	0	12	7
Firefighter*	645	589	416	231	5	0	91	2	16	0	35	1	563	26
AudioVis. Training Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
MV Oper. Instructor	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Chief Dispatcher	1	1	0	0	0	0	1	0	0	0	0	0	1	0
TOTALS	<u>1080</u>	<u>1018</u>	<u>747</u>	<u>44</u>	<u>5</u>	<u>0</u>	<u>136</u>	<u>2</u>	<u>22</u>	<u>0</u>	<u>61</u>	<u>1</u>	<u>971</u>	<u>47</u>

*Includes Firefighter-Paramedics.

Source: MFD Race & Gender Report, 12/19/02