

Fire and Police Commission

**2018 Budget Overview
Finance & Personnel Committee
October 12, 2017**

Department Objectives

- ❑ Ensure the quality and effectiveness of the Fire and Police Departments' policies, practices and outcomes
- ❑ Ensure that complaints are heard and complaints are resolved within 90 days of filing
- ❑ Improve community relations and enhance public confidence
- ❑ Improve diversity of the Fire and Police Departments
- ❑ Prevent, respond to and recover from major disruptive events

Key Performance Measures

Measure	2016 Actual	2017 Planned	2018 Planned
Average time to resolve formal complaints	48 days	50 days	50 days
Average time to resolve disciplinary appeals	182 days	160 days	160 days
Number of outreach events and community contacts	180	250	200

2018 Budget Summary

	2017 ADOPTED BUDGET	2018 PROPOSED BUDGET	DIFFERENCE (amount, %)
FTEs – O&M	14.90	16.40	1.5 (10.1%)
FTEs - Other	0.50	0	-0.50 (-100%)
Salaries & Wages	\$1,018,676	\$1,092,305	\$73,629 (7.2%)
Fringe Benefits	458,404	502,460	44,056 (9.6%)
Operating Expenditures	631,310	717,570	86,260 (13.7%)
Equipment	7,000	2,845	-4,155 (-59.4%)
Special Funds	344,000	307,963	-36,037 (-10.5%)
TOTAL	\$2,459,390	\$2,623,143	\$163,753 (6.7%)

Summary of Operating Expenditures

2018 Proposed Budget (Operating Accounts)	
Exam Costs	\$411,000
“Other” Prof. Services	\$82,000
Background Investigations	\$133,000
Recruitment and Outreach	\$41,000
IT Costs	\$28,000
“Routine” Operating Costs	<u>\$23,000</u>
Total Proposed Operating Funds:	\$718,000

2018 Major Budget Changes

Staffing/Positions

- ❑ One new Program Assistant I is added to staff the FPC Board and assist with testing activities
- ❑ Discontinuance of grant funding that previously partially supported one position

Increased recruitment and testing activity

- ❑ 17.3% increase from the 2017 adopted budget for this function
- ❑ Recruitment, testing, and hiring for multiple position titles in MPD and MFD including promotional and entry-level positions

Department Presentation



Milwaukee Fire & Police Commission

Budget Presentation – Oct. 12, 2017

FPC Authority and Goals

- Established by State Law and Ordinance.
- 7 Citizen Commissioners (ability to go up to 9).
- 14 FPC Staff and 1 Homeland Security employee
- Responsibilities:
 - Business Meetings
 - Policy Oversight
 - Citizen Complaints
 - Audits
 - Research Reports/Surveys
 - Recruiting/Testing/Hiring – Approval of all appointments
 - Community Relations
 - Review of Disciplines and Discharges
- Priorities:
 - Oversight and reform
 - Legitimacy and community engagement
 - Diversity in Hiring



Accomplishments in 2016-2017

- Annual Report and other key reports
- Meaningful review of appointments/promotions
- Residency
- Oversight of SOPs (rule changes)
- Transgender SOP; Domestic Violence SOP
- Vehicle Pursuit Policy
- 911 oversight
- Updated citizen complaint process
- Key Recruitments and Hiring
 - Ambassadors and CSOs
 - Dispatch (ECOs)
 - Police Officer and Firefighter
 - Aide and Cadet



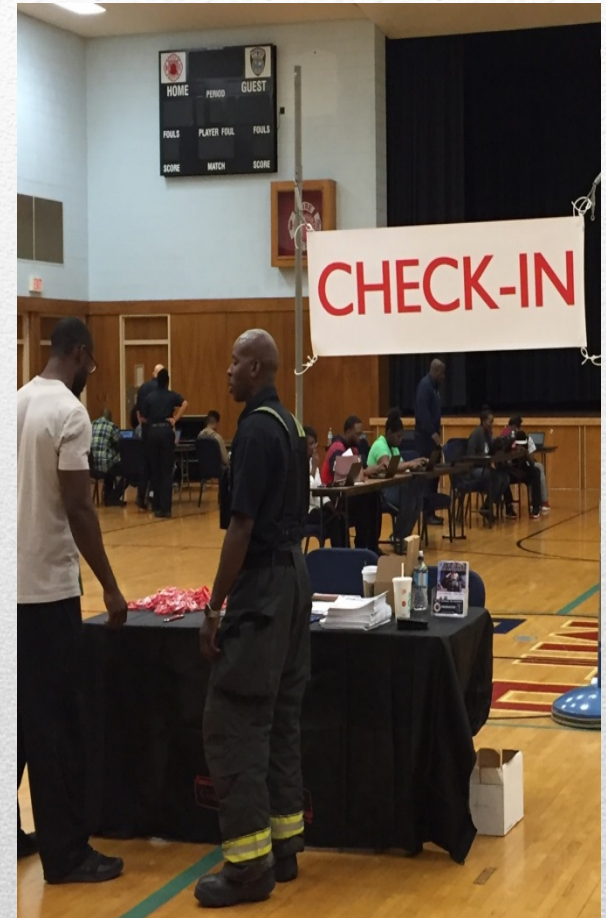
Community Relations and Legitimacy – 2016-2017

- Worked with Community partners
 - Pepp Nation
 - Lindsay Street Neighborhood Association
- Planned and Participated in Events
 - Midnight Basketball (MPS/MPD/Bucks)
 - Camp HERO
 - Bronzville Community Forum
 - Anti-Violence Youth Summits
- Increased Visibility
 - Community Radio
 - Thorough Recruitment Events
 - Community Meetings



Recruitment

- Engagement
 - Strategic marketing plan
- Education
 - Spending time with candidates to give quality real-time information
- Application
 - Provide numerous opportunities to apply
- Retention
 - Dedicated time to applicants to retain their interest



Recruitment Campaigns

Firefighter



CITY OF MILWAUKEE
FIRE DEPARTMENT

Firefighter / Paramedic
Jordan Thompson

YOUR COMMUNITY | YOUR CAREER

  **INFO ONLINE**
milwaukee.gov/joinMFD  
or text (414) 269-3660

NOW HIRING

NO EXPERIENCE NECESSARY

Online Application Deadline: Friday, October 13th 2017

More information: Contact Kisha Buford at kbufor@milwaukee.gov

Police Aide / Fire Cadet



**Now Hiring:
HEROES**

MKE POLICE AIDE

MKE FIRE CADET

AGES
17-19

SALARY
STARTING AT
\$23,437
ANNUALLY

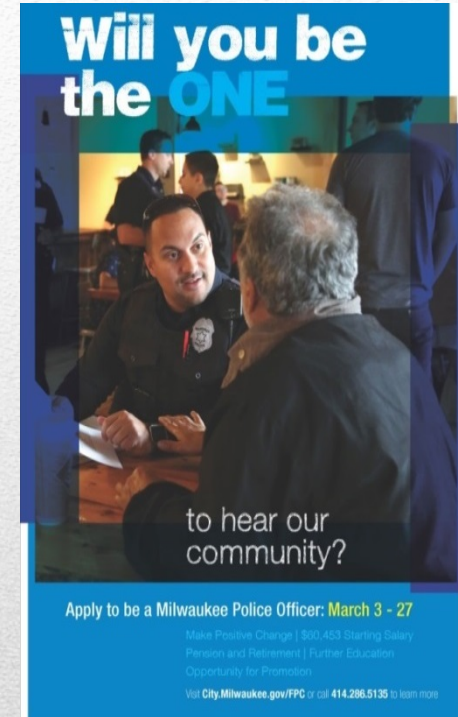
START A CAREER...

That pays while you learn
With upward mobility
Where you can help others
& make a difference!

**APPLY ONLINE:
SEPT. 8 - NOV. 27**

City.Milwaukee.gov/FPC
414.286.5000

Police Officer



**Will you be
the ONE**

to hear our
community?

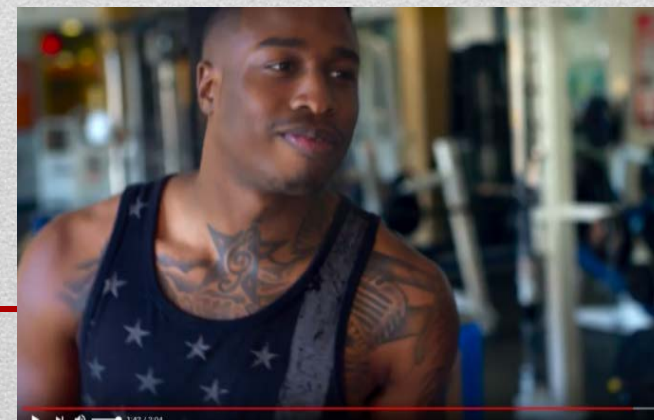
Apply to be a Milwaukee Police Officer: **March 3 - 27**

Make Positive Change | \$80,453 Starting Salary
Pension and Retirement | Further Education
Opportunity for Promotion
Visit City.Milwaukee.gov/FPC or call 414.286.5135 to learn more

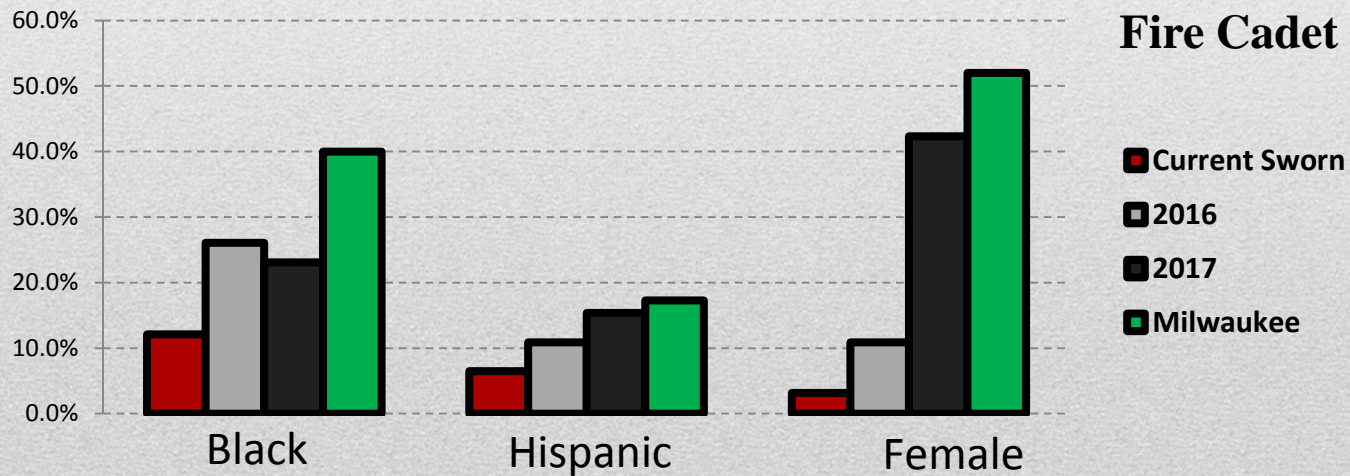
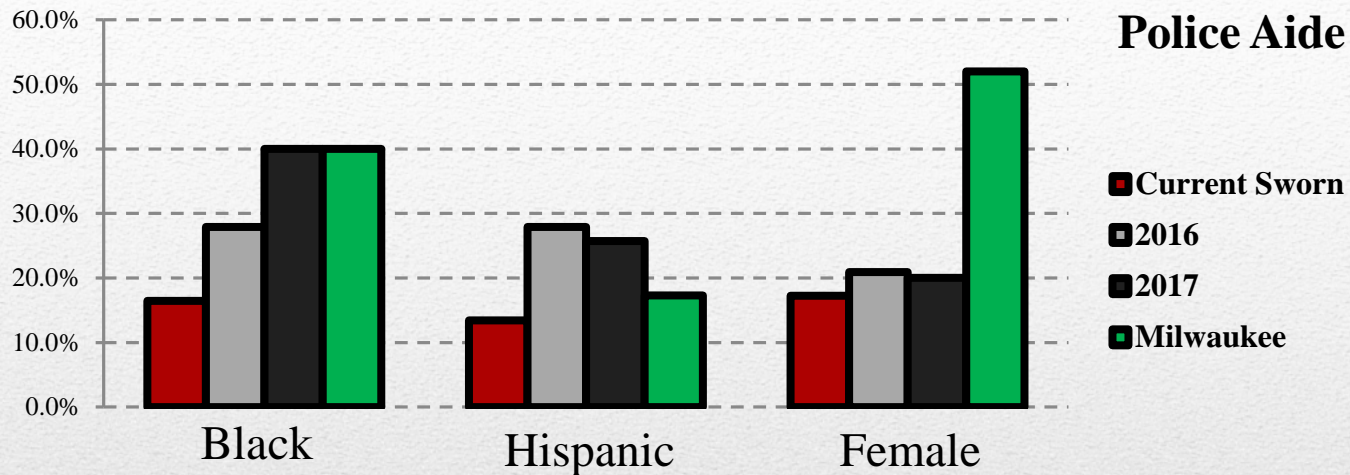
Recruitment



Recruitment Videos



Diversity– Police Aide / Fire Cadet



Police Officer Classes

Highlights from 2016-17 PO Classes:

- Each class was over 20% women.
- Each class showed an increase in diversity from past classes.
- The August 2016 class was 33% diverse by race.
- The December 2016 class was 50% diverse by race.
- The May 2017 class was 52% diverse by race.



Testing and Hiring Accomplishments in 2016-2017

- Examinations: Fire Department
 - Firefighter hiring
 - Fire Cadet testing and hiring
 - Fire Lieutenant and Captain testing
 - HEO testing
- Examinations: Police Department
 - Police Officer testing and hiring
 - Police Aide testing and hiring
 - Ambassadors
 - Community Service Officer hiring
 - ECO (Dispatcher) recruitment, testing, and hiring
 - Sergeant promotional testing



Recruitment and Testing: 2018

- Police Officer Classes: continue testing remaining applicants
- Firefighter Testing and Class
- Fire Captain and Lieutenant
- Police Lieutenant
- Police Detective
- Process ECOs from Eligible List to fill vacancies
- Fire Equipment Dispatcher
- Police Aide testing and class
- Fire Cadet testing and class



Community Relations/ Long Term Planning

- **Recruitment and Retention**

- Work with community on perception of public service
- Host and co-host events in community
- Utilize partnerships in recruitment and testing
- Legitimacy
- Roll out DOJ issues

- **Citizen Complaint Process**

- Goal is to get into the community similar to a Problem Solving Policing model

- **Public Private Partnerships**

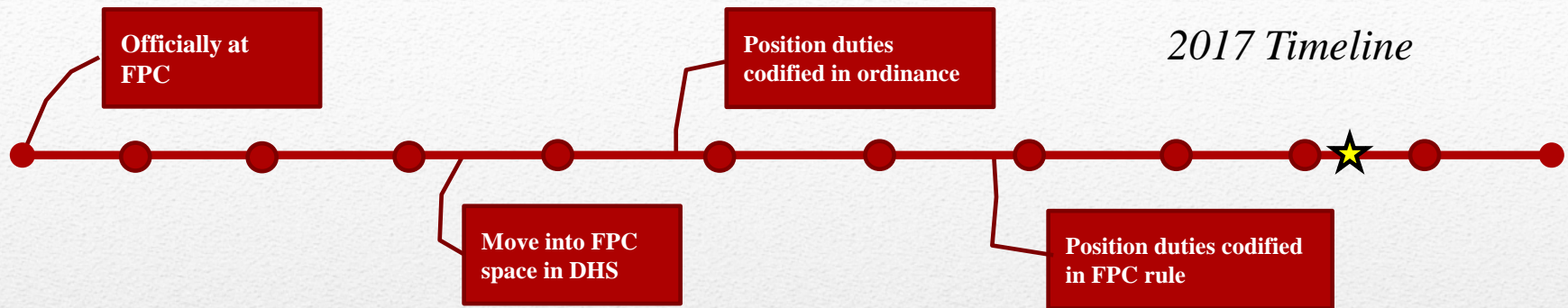
- Improve community relations with public safety

- **Education and Outreach**

- Events
- Community meetings
- Faith-based groups
- Engaging Commissioners in small group discussions



911 and Radio Oversight



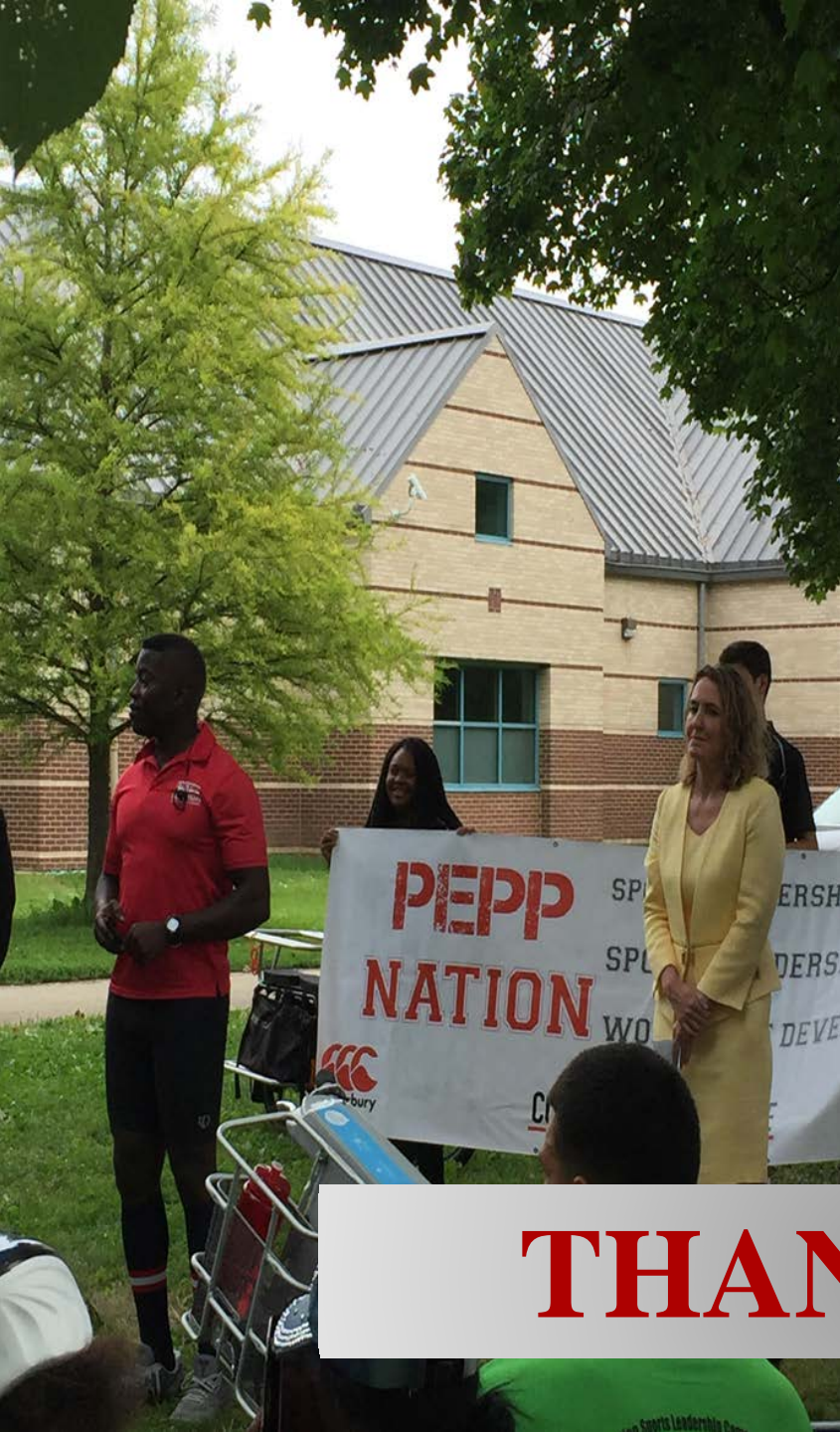
Major Project Initiatives Underway

- 911 Upgrade
 - MPD/MFD CAD Integration
 - 911 public awareness campaign
 - Review of graduated penalties for 911 abuse
 - Overhaul of complaint process for 911 related issues
 - Develop 911 policy review process
 - Preparations for State budget Motion 50 and Federal FirstNet Initiative
 - City/County relationship with emergency communications and management
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Office of Emergency Management and Homeland Security

Steven Fronk, Director

- ***Coordinate Southeast Wisconsin***
 - Emergency Planning
 - Disaster Preparedness
 - Response Training
 - ***Evaluate, Prioritize, Assess***
 - Funding needs of regional partners
 - ***Prevent, Prepare, Respond, Recover***
 - Major disruptive events
 - ***Mitigate the impact on Southeast Wisconsin***
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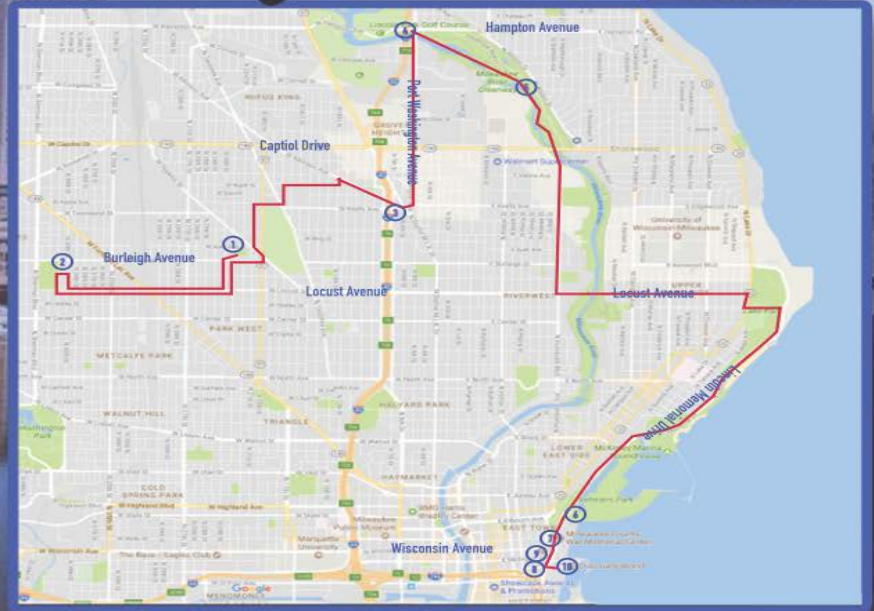


PEPP

NATION

Le TOUR de Waukees

SCAVENGER MAP



- Discovery World
- Estabrook Beer Garden
- Moody Park
- Veterans Memorial Park
- Sherman Park
- Milwaukee County War Memorial Center
- Estabrook Beer Garden
- Betty Brinn Children's Museum
- Sherman Park

THANK YOU

Fire and Police Commission



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