



# **OVERVIEW: 2010 Fire & Police Com.**

**Finance & Personnel Committee  
October 9, 2009**

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# Budget Data

	2009 ADOPTED BUDGET	2010 PROPOSED BUDGET	DIFFERENCE (amount, %)
<b>FTEs – O&amp;M</b>	9.50	8.70	-0.80 (-8.4%)
<b>FTEs - Other</b>	.00	1.80	1.80 (N/A)
<b>Salaries &amp; Wages</b>	666,740	592,514	-74,226 (-11.1%)
<b>Fringe Benefits</b>	273,363	242,931	-30,432 (-11.1%)
<b>Operating Expenditures</b>	128,324	134,028	5,704 (4.4%)
<b>Equipment</b>	2,640	1,000	-1,640 (-62.1%)
<b>Special Funds</b>	0	0	0 (0%)
<b>TOTAL</b>	1,071,067	970,473	-100,594 (-9.4%)

# 2010 Proposed Changes/Issues

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- Office of Homeland Security will be placed in the department.
  - To improve activities of the grant funded programs of the office
  - Allowed contracting for Hearing Examiner duties by transferring employee to the Director position (\$43,000)
  - Director of Homeland Security has two responsibilities:
    - Terrorism response and prevention functions tied to UASI dollars
    - City's emergency management program
- UASI grant does not fund the local portion of emergency government management

# 2010 Proposed Changes/Issues

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- Enhanced data capabilities allow monitoring and trend analysis
  - Priority response times by Police District
  - Complaints filed across districts
  - Use of force by district and individual officers
  - Types of complaints filed.
- Conduct extensive and in depth research and analysis of various public safety issues

# Other Policy & Service Issues

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- Expand the policy and standards committee role of the Fire and Police Commission citizen board members.
- Utilize IT to analyze complaint patterns and trends of random audits and specific issues
- Link results of Fire and Police Commission investigations and audits of MPD investigations with research analysis functions to identify policy revisions.



# Fire and Police Commission 2010 Budget Summary

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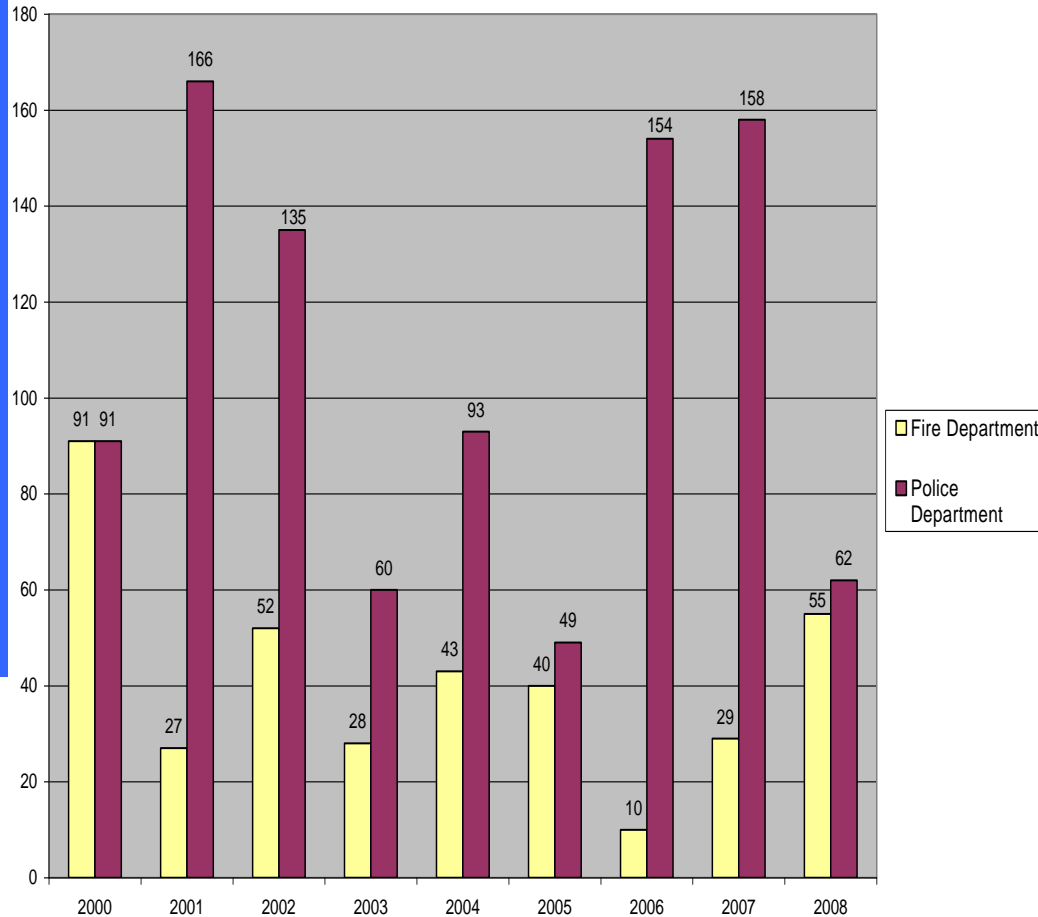
# Community Relations

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- FPC staff participated in over 120 community meetings, outside of City Hall, in 2008.
- FPC reached an agreement with 11 community organizations to act as our community partners.
  - Satellite locations that disseminate information about FPC and procedures.



# Fire and Police Appointments



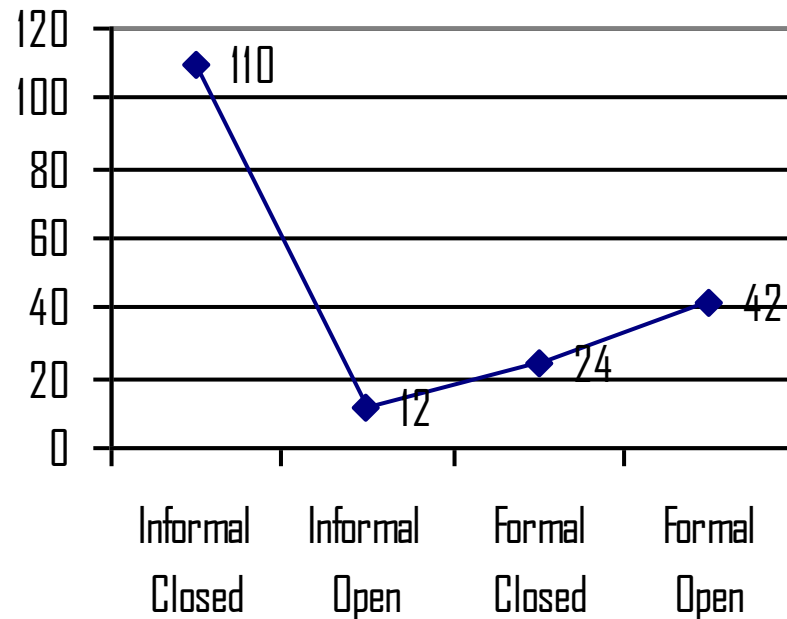
- FPC has authority of traditional civil service functions.
- 55 Fire Department employees were appointed/promoted in 2008
- 62 Police Department employees were appointed/promoted in 2008

# Citizen Complaints

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- 188 complaints were filed with the FPC between January 1, 2009 and June 30, 2009.
  - 122 informal complaints
  - 66 formal complaints, 13.8% increase from 2008
- 159 employees of the Fire or Police Departments had complaints filed against them.

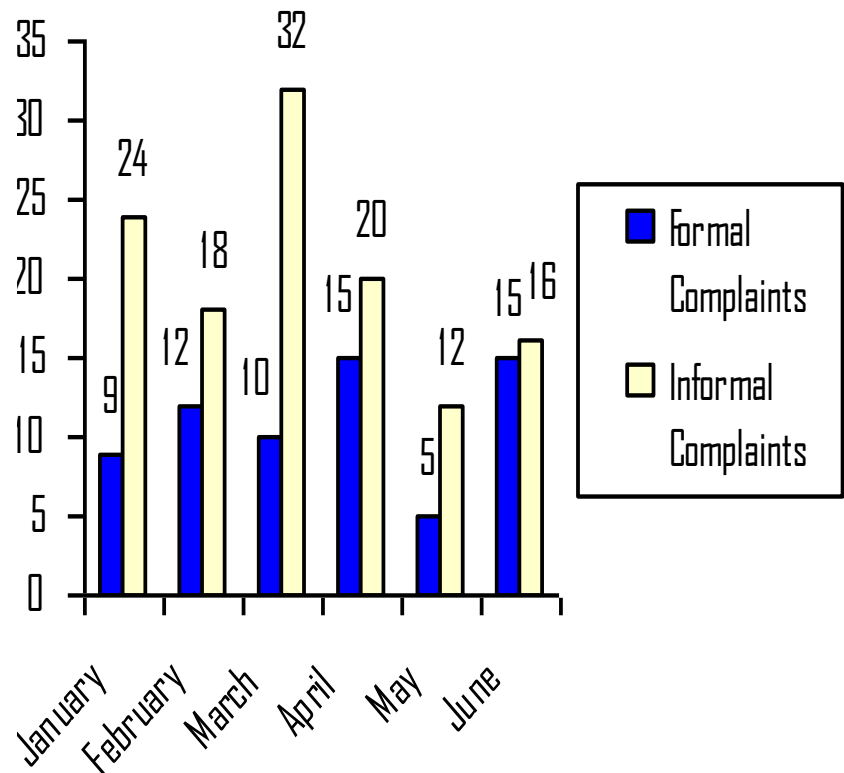
# Types of Complaints



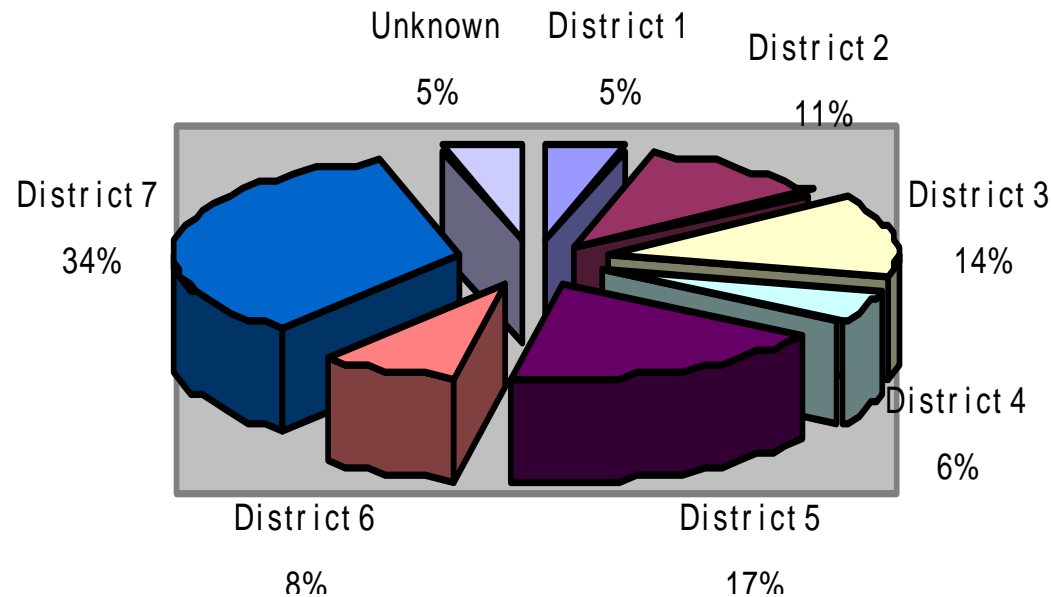
- Majority of complaints filed between January 1, 2009 and June 30, 2009 were classified as informal and closed.

# Complaints by Month

- 15 formal complaints were filed in April and June 2009.
- 32 informal complaints were filed in March 2009.



# Formal Complaints by District



- Most formal complaints originated in District 7.
- The fewest formal complaints originated in Districts 1 and 4.

# Formal Complaint Allegations

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- Formal complaints are classified into 5 categories.
- The majority of complaints filed in 2009 alleged discourtesy and excessive use of force.

<i>Allegation</i>	<i>Number of Formal Complaints</i>
Department Procedures	3
Department Services	8
Discourtesy	16
Disparate Treatment	5
Excessive Use of Force	12

# 2009 Fire and Police Department Common Policy Monitoring

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- Overtime
- Workplace Safety Plans
- Personnel Deployment

# 2009 Initiatives – A Sample

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- Firefighter Applicant Processing
- Police Aide program and hiring practices
- Citizen Complaint Procedures for Investigation and Hearing Streamlined
- Community Partnerships - complaints
- University Partnerships – UW Criminal Justice Dept, Marquette Safe Streets, Homicide Review Commission
- Expanded Reporting – Periodic and Informational
- AIM system operational
- Fire Investigation Unit
- Policy Emphasis of Board



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