



# MILWAUKEE FIRE & POLICE COMMISSION

BUDGET PRESENTATION – OCT. 10, 2016

# FPC AUTHORITY AND GOALS

**Established by State Law and Ordinance.**

**7 Citizen Commissioners (ability to go up to 9).**

**FPC staff:**

- 12 FPC Staff and 2 Homeland Security employees

**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 2015-2016

## Business Meetings

- Consent Agenda & Public Comment
- Meaningful review of appointments

## Hiring of Key FPC Staff

- Community Relations; Recruiter; Research Policy Analyst
- Residency Map and Reports
- New Commissioners

## Citizen Complaints

- Internal Procedures
- Appeals and Reporting
- Removing Barriers

## Career Ladders

- Ambassadors and CSOs
- Dispatch (ECOs)



# ACCOMPLISHMENTS CONT.

## Review of Testing and pre-employment Obstacles and Barriers

- Aides and Cadets
- Backgrounds
- Testing

## Standard Operating Procedures

- Adoption of MFD Code of Conduct and Rules
- Review of MPD SOPs

## Training

- CIT
- Scenario

## Community Relations and Legitimacy

- Community partners
- MFD Community Paramedics
- MPD Community Relations
- Youth Summits
- CampHero
- Listening groups

# TESTING AND HIRING ACCOMPLISHMENTS IN 2015-16

## Examinations for Fire Department

- Firefighter hiring
- Fire Cadet hiring
- Fire Lieutenant and Captain testing
- HEO testing

## Examinations for Police Department:

- Police Officer hiring
- Police Aide hiring
- Ambassadors
- Community Service Officer hiring
- ECO (Dispatcher) recruitment, testing, and hiring
- Sergeant promotional testing



# 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

## Citizen Complaint Process

- Provide separate avenue for airing grievances

## Restoring Public Private partnerships

- Improve community relations with public safety

## Education and Outreach

- Events

## Post Sherman Park

- Community meetings
- Faith-based groups
- South Side Rapid Response Team
- Engaging Commissioners in small group discussions

# **RECRUITMENT AND TESTING 2017**

## **Updating Methods of Testing**

- **Removing Barriers in recruitment and testing**
- **Eligible list versus continuous recruitment**
- **Combining Oral and Written scores**
- **Cultural Proficiency & implicit bias testing components**
- **Community Members on Oral Assessment Boards**
- **Backgrounds and Disqualifies**
- **Preference Points**

## **Next year's budgeted plan**

- **Recruitments for Police Officer and Firefighter**
- **Entrance Exams: Police Officer, Firefighter, Police Aide, Fire Cadet**

# OFFICE OF EMERGENCY MANAGEMENT AND HOMELAND SECURITY

Steven Frank, Director

**Responsible for coordinating emergency planning, disaster preparedness and response training for the City of Milwaukee and Ozaukee, Racine, Washington and Waukesha counties, collectively known as the Milwaukee Urban Area Security Initiative (UASI).**

**The collaboration provides a multi-jurisdictional, multi-disciplinary network of government agencies and community stakeholders in order to prevent, prepare for, respond to and recover from major disruptive events in order to mitigate the impact on southeastern Wisconsin.**

**The Milwaukee UASI works with the Office of Justice Assistance and Wisconsin Emergency Management to evaluate the needs of all regional partners and jurisdictions, prioritize those needs and access available funding for initiatives and projects throughout the region.**

**Percentage of costs covered by a federal grant.**





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