



**CITY OF MILWAUKEE**  
**Fire and Police Commission**

PS #7  
JL #35

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**TO:** The Honorable Members of the Public Safety Committee  
The Honorable Members of the Judiciary and Legislation Committee

**FROM:** Joseph J. Czarnecki *JJ*  
Executive Director

**DATE:** October 3, 2001

**RE:** Common Council File 010772

As part of your deliberations on Common Council File 010772, a resolution directing the Department of Administration – Intergovernmental Relations Division to seek introduction and passage of legislation to alter the method by which members of the board of police and fire commissioners are appointed in cities of the first class and by which police and fire chiefs in such cities are selected, committee members may wish to review the enclosed history of the Milwaukee Fire and Police Commission.

c: Patrick Curley  
✓ Kathleen Marquardt

Milwaukee Board of  
Fire and Police Commissioners

# COMMEMORATIVE BOOKLET



**1885 — 1985**

*“A Matter of Experiment”*

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# Forward

On July 6, 1885, the Milwaukee Board of Fire and Police Commissioners met for the first time. Present were Jacob Knoernschild, elected Chairman at that historic meeting; Jerome R. Brigham, elected Secretary; and Commissioners Frederick C. Winkler and Thomas Shea.

The success of this fledgling concept of civilian oversight of the public safety services would rest upon how well these four men would meet this unique public service challenge. Meet the challenge they did, and so this history is dedicated to these first four Commissioners and the 72 who followed them and have continued to meet the challenge of public service for 100 years.

## A Letter From Mayor Henry W. Maier

### Congratulations!

...On the 100th Anniversary of the Fire and Police Commission!

This is truly a remarkable event in the Commission's history, which I know has been characterized by diligence, hard work, perseverance, and dedication to the people of Milwaukee.

It may sometimes seem we tend to take the Commission's work for granted. It has quietly and without much fanfare gone about serving the people of this City for 100 years now. But, I want you to know your efforts have not gone unnoticed.

I know your roles have not always been easy ones. But, every worthy endeavor needs enthusiastic, knowledgeable leadership. And, the Commission has certainly provided this through its work on behalf of our community.

Your 100th Anniversary is truly a cause for celebration. I join with you and the community in pride at the Commission's continuing success.

And, as you gather for this celebration, I extend to the Commission my very best wishes for the next 100 years!



Sincerely,

*Henry W. Maier*  
HENRY W. MAIER  
Mayor

# Milwaukee Fire and Police Commission Commemorative Booklet

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# From the Chairman of the Commission



In 1885, 100 years ago, the citizens of Wisconsin, consistent with sound public policy in a free society, had the good sense to institutionalize the concept of civilian oversight of the police. The enabling legislation was the first Fire and Police Commission law enacted in the United States.

As a Civil Service law it was preceded only by the Pendleton Act of 1883 which created the U.S. Civil Service Commission. Over the years, this concept has evolved to the extent that among major cities nationally and internationally, the Milwaukee Fire and Police Commission is viewed as a state of the art governance structure for municipal protection systems.

Our success is due in large part to the succession of citizens who have unselfishly given of their time and talent while serving our community as commissioners — along with the hard work and dedication of highly competent staff members.

We make bold to assert that the Fire and Police Commission, born in Wisconsin, is a time tested idea that has demonstrated its validity for 100 years.

**WILLIAM I. GORE**

Chairman: 1974-1977  
1982-1985

Overseer Committee on Fire Department Hiring  
Chairman: 1982-1985  
Member: 1980-1985

## Fire and Police Commissioners 1985



**Patrice M. Hargarten**  
Vice-Chairman: 1985  
Policy Review Committee  
Chairman: 1985



**Gilbert Jewell**  
Chairman: 1979  
Vice Chairman: 1975-1977  
1982-1984  
Rules and Complaints  
Committee Member: 1985  
Mayor's Criminal Justice  
Coordinating Council  
Member: 1982-1983  
Overseer Committee on  
Fire Department Hiring  
Member: 1980-1985



**Ronald S. San Felippo**  
Rules and Complaints  
Chairman: 1985  
Mayor's Criminal Justice  
Coordinating Council  
Member: 1983-1985  
Special Committee on  
Crime Prevention  
Member: 1984-1985



**Stephen E. Kravit**  
Policy Review Committee  
Member: 1985

# A Message from the Executive Director

It is with a great deal of pleasure that I congratulate the Milwaukee Fire and Police Commission on this, the occasion of their centennial year.

From my perhaps unique perspective, Fire and Police Commission law in this State has served all of our citizens well; and performance, over time, has been beyond expectations. During my association, I have had the privilege of serving some of the finest, most dedicated citizens of Milwaukee who have given unselfishly of their abilities and time in carrying out their duties as Commissioners. The hours, on occasion, have been long and arduous. I sense that they and their fellow Commissioners have personally received great inner satisfaction for a job well done. The City of Milwaukee indeed deserves to be proud of its Commission — it has and continues to serve us well.



The future looks particularly bright and challenging. The responsibility to effectively carry out new duties and authorities recently conferred by law is accepted. The Commission has the public duty to make that law work for the benefit of all our citizens, the departments and their members. This will be done to ensure responsive and responsible government.

I should also report that existing relationships between the Commission and our public safety services are excellent and on a very sound basis. Cooperation and coordination is exceptional, and this can only bode well for the future. I would be remiss if I did not thank those who have supported the Commission and its concept over these many years. A special note of appreciation to Mayor Henry W. Maier and to the members of the Common Council for their support and understanding. The Commission has especial appreciation for the Chiefs of our services, their department members and their Associations. I and the staff of the Commission pledge our best efforts as we move into the "Second Hundred Years."

James F. Blumenberg  
Executive Director

## Milwaukee Fire and Police Commission Staff 1985

**Administration** James F. Blumenberg, *Executive Director*  
Sylvia H. Ploszaj, *Assistant to Executive Director*  
Renee Keinert, *Clerk Stenographer III*  
Lori Ann Stelter, *Clerk Typist II*  
Victoria Ostrowiecki, *Clerk Typist II*

**Community Relations** Leonce C. Rhodes, *Community Relations Specialist*  
Ronald L. Johnson, *Assistant Community Relations Specialist*

**Examination** Cassandra K. Scherer, *Research Psychologist*  
Susan K. Hirst, *Personnel Analyst II*  
Randall A. Wondergem, *Personnel Analyst II*

**Research** Timothy R. Schoewe, *Research Services Specialist*  
Catherine M. Anderson, *Research Analyst I*

# Milwaukee Board of Fire and Police Commissioners, 1885



**Jacob Knoernschild**  
Chairman



**Jerome R. Brigham**  
Secretary



**Frederick C. Winkler**



**Thomas Shea**

# Chapter 378 - Wisconsin Laws of 1885

## *“A Matter of Experiment”*

On April 11, 1885, Chapter 378 of the Wisconsin Laws of 1885 was signed into law by Governor Jeremiah Rusk, creating the City of Milwaukee Fire and Police Commission. Chapter 378 provided for the appointment of four unpaid commissioners — no two of whom were to belong to the same political party when appointed — to four-year, overlapping terms. From that date forward, no appointments to the Milwaukee Police or Fire Departments would be made without the approval of the Commission. The civilian Board would be the sole body charged with the responsibility for setting employment standards and examining candidates for positions in the two public safety services, appointment of the respective chiefs, and the final authority capable of removing from office the Chiefs of the Fire or Police Departments.

To understand why this bill was created, it is necessary to understand a little of the political history of local fire and police enforcement; for it was the political misfortunes of the two departments, particularly that of the Police Department, which led to the creation of the Milwaukee Board of Fire and Police Commissioners.

On September 10, 1855, the City of Milwaukee established a full-time municipal police force. Like other American cities of the time, both the chief and his officers were appointed by the mayor and his council. Milwaukee mayors quickly saw the possibilities of building a political machine through their power to appoint both the police chief and his staff. The Police Department became a political football as eight police chiefs were installed in a 30-year period between 1855 and 1885. One chief, William Beck, was actually named Chief of Police three times in that period. As incoming mayors would appoint a new chief, police officers hired under the previous administration would resign, knowing that otherwise they would be fired. Although not incorporated as a full-time municipal service until 1874, the Fire Department also suffered under political cronyism, with the appointment of four chiefs, one appointed twice, in the eleven years between full-time service and 1885.

By late 1884, many Milwaukee citizens could no longer tolerate this abuse, and the State Legislature was approached to enact a law designed to curb improper political influence on the public safety function. John Wolff, a contemporary reporter covering those legislative hearings, sums up the citizen viewpoint rather succinctly:

“They looked the legislators in the eye and said, ‘When we hire a policeman or a fireman, we don’t give a hoot in Wauzeka whether he voted for Hayes or Tilden, for Blaine or Cleveland. What we want is a policeman to catch crooks and a fireman to put out fires.’”

In his 1885 inaugural address to the Common Council, reform Mayor Emil Wallber, a supporter of the new law, made reference to the creation of the Board as follows:

“The primary object of the law is to provide effectually that hereafter politics shall have no voice or power in either the police or fire departments, and while the whole matter is one of experiment largely, and some of the provisions of the act, especially the one requiring the commissioners to perform a double duty, are open to criticism, we should take pride in seeing that there shall be no failure in the first formulated attempt at reform in our municipal service. The success of the measure depends, I admit, largely upon the men to be selected to compose the commission, and it will therefore be my pleasure, as it is my duty, to appoint only those citizens who possess the necessary qualifications and command the confidence of the community, and recognize, as I do, the principle that offices should be filled for the benefit of the government and of the people, and not to be dispensed as rewards for political services.”

The 1985 Board of Fire and Police Commissioners invites you to join it now for an overview of highlights from this 100-year “experiment.”



# Growing Pains: 1885 - 1910

In 1885, when the Commission was established, the Fire Department boasted a total work force of 119 men, ten steam engines (one in reserve), and two chemical engines. The Police Department employed 94 men and had three horse-drawn patrol wagons, one for each precinct station. Florian C. Ries was Chief of Police, and James Foley was Chief Engineer of the Fire Department.

As he had promised in his inaugural speech, the four men selected by Mayor Wallber to sit on that first board were men who commanded the confidence of the entire community. On May 11, 1885, Mayor Wallber appointed the following four men to the Board: Jerome R. Brigham, former City Attorney; Jacob Knoernschild, former 9th Ward Alderman, hardware merchant and Lieutenant of the Light Horse Squadron of the State Militia; Thomas Shea, president of Shea and George Dock Company, local philanthropist and Vice-President of the Milwaukee Council of Associated Charities; and General Frederick C. Winkler, a Civil War general, attorney, and guiding force behind the establishment of the Milwaukee Industrial Exposition Association, who had been mentioned as a possible presidential candidate during the Republican Convention of 1884.

The Board's first meeting was held on July 6, 1885, in the law offices of Jerome R. Brigham at 525 Cass Street. Jacob Knoernschild was elected Chairman, and Jerome R. Brigham was elected Secretary on this historic occasion.

The rules and regulations, developed by that first board to govern the selection and appointment of individuals to the fire and police service, bear a remarkable resemblance to the procedures governing appointment to these services 100 years later. That is, today the Commission still requires that all applicants be of good moral character and pass written, oral, physical and medical examinations before being placed on an "eligibility" list.

The first examination governed by the Commission was held on August 1, 1885, for the position of fireman. Thirty-two (32) men passed that first examination, including Thomas A. Clancy,

who was to become Chief Engineer of the Fire Department in 1905. Fred J. Weimar was the first person appointed under the merit system.

The first merit examination was greeted by much excitement in the community. The Milwaukee Gymnastic Association donated their Fourth Street Gym for the physical portion of the examination; and Mr. George Bosius, the Director of Physical Culture, was engaged to give this portion of the examination. Marquette College donated their grounds for the educational and oral portions of the examination. As a side note, Dr. George D. Ladd, who was selected to be the medical examiner for that first examination (and continued to serve as the Commission's Medical Examiner until the 1900's), was paid \$1 by each applicant he examined. After that first examination, Mr. R. C. Spencer, of Spencerian Business College, volunteered the use of his college for future educational examinations, and Spencerian Business College was the examination site of the Commission for ten years thereafter.

The major impetus for the creation of the Board was to stop the mayoral practice of firing police and fire chiefs at will; thus, the eyes of the community were on the Commission when newly elected Mayor Thomas H. Brown appeared before the Commission in September, 1888, announcing he wished to fire Police Chief Florian C. Ries, hired under the previous administration, and requesting that the Commission uphold the mayoral decision. The Commission promptly notified the mayor that specific written charges of misconduct would need to be brought against the Chief before the Commission would act, and that lacking specific charges, the Commission would immediately reinstate Chief Ries.

The mayor responded by filing with the Commission a list of charges, including bribery; and on October 1, 1888, the Commission met to consider the charges filed by the mayor. On October 8, 1888, the Commission announced its decision to dismiss Chief Ries "for the good of the service." The Commission's written decision indicates that the key factor in the Commission's decision was that not only had it been shown that Chief Ries accepted bribes, but it had also been established that the chief demanded a percent-

age of bribes accepted by the men who served under him. The chief's defense, that the taking of bribes was a common practice among his predecessors as well of chiefs in other jurisdictions, failed to sway the Commission; and on October 25, 1888, John T. Janssen was selected by the Board to assume the position of Chief of Police.

One of the ways in which early Commissioners exercised their oversight responsibility was to request yearly full-dress inspections of the Fire and Police Departments. On the appointed date, departments would "muster" in full-dress uniform and perform marching-type maneuvers. The minutes of the Board mention a police band concert following the 1898 inspection of the Police Department.

Although the Board was not empowered to hear appeals from disciplinary action or citizen complaints until 1911, prior to that time the Commissioners appeared at disciplinary and citizen complaint hearings held by the respective departments in an oversight capacity. In these early years, the Commission would frequently write to the Chiefs suggesting a citizen complaint be re-opened or a disciplinary action be recon-

sidered in light of "new evidence" or other extenuating circumstances.

Two instances are found in the first 25 years of Board existence where the Commission wrote to the Chief of Police regarding local law enforcement. In the first instance, on June 27, 1891, the Board wrote a letter to Chief of Police John T. Janssen directing him to enforce ordinances related to drunkenness and racing, calling to his attention late week-end night disturbances on Whitefish Bay Drive (Lake Drive). On May 26, 1896, the Board asked the Chief to assign police protection to Jones Island. It is not known if Chief Janssen complied with either request.

The Commission did not have offices of its own until April 14, 1896, when it met for the first time in its City Hall quarters. Prior to that date, it met in the offices of its members, in various public offices, and in donated halls. In 1909, the Board was removed from its first floor City Hall offices to make room for the City Gas Inspector. Until its move to the Public Safety Building in 1930, the Board continued to share office space with various city agencies.



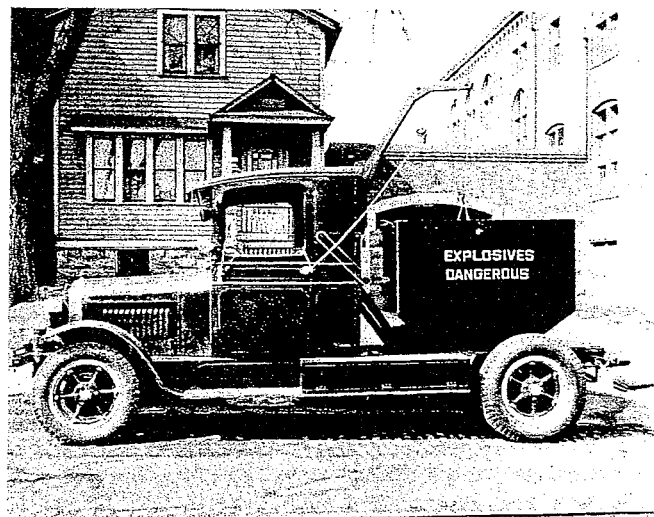
*The nation's first police band was formed by the Milwaukee Police Department in 1898.*

# A New Chapter: 1910 - 1935

As the Commission's second era of operation opened, the Police Department had grown to a complement of 492 employees, including janitors, while the Fire Department had grown to 503 members. In 1910, the Fire Department noted a total expenditure of \$22,138.00 for hay, oats and bran, and employed one full-time veterinarian. By the end of the era, both departments would be fully motorized.

The second 25 years of Commission history is highlighted by passage of Chapter 586, Laws of 1911. This law expanded the Commission to a five member Board, and added two new responsibilities — the authority to hear the complaints of property owners against any member of either department, and the authority to hear appeals from disciplinary actions from any member of either department discharged, suspended or reduced in rank by the chiefs of the departments. Chapter 586 also decreased the power of the mayor by eliminating the provision of the 1885 law which had allowed mayors to suspend chiefs of the respective departments for cause. This was to be the last major change in Commission statutory authority until 1977.

In addition to significantly expanding the scope of the Board, the Laws of 1911 also gave the chiefs more direct responsibility over their departments by naming each chief the head of his department, and making him responsible for the rules of his department, the efficiency and conduct of its members, and the custody and control of all department property and records. This provision was shortly to cause some consternation to the Board as both chiefs made free to flout the merit system in appointments and promotions. The minutes of the Commission during this period show constant memorandums were sent to the chiefs reminding them of civil service requirements. In 1921, when Jacob Laubenheimer was appointed Chief of Police, the Commission meeting minutes note an understanding that he would "make all appointments and promotions subject to merit and the rules of the Commission."



*Bomb disposal truck, circa 1920's.*

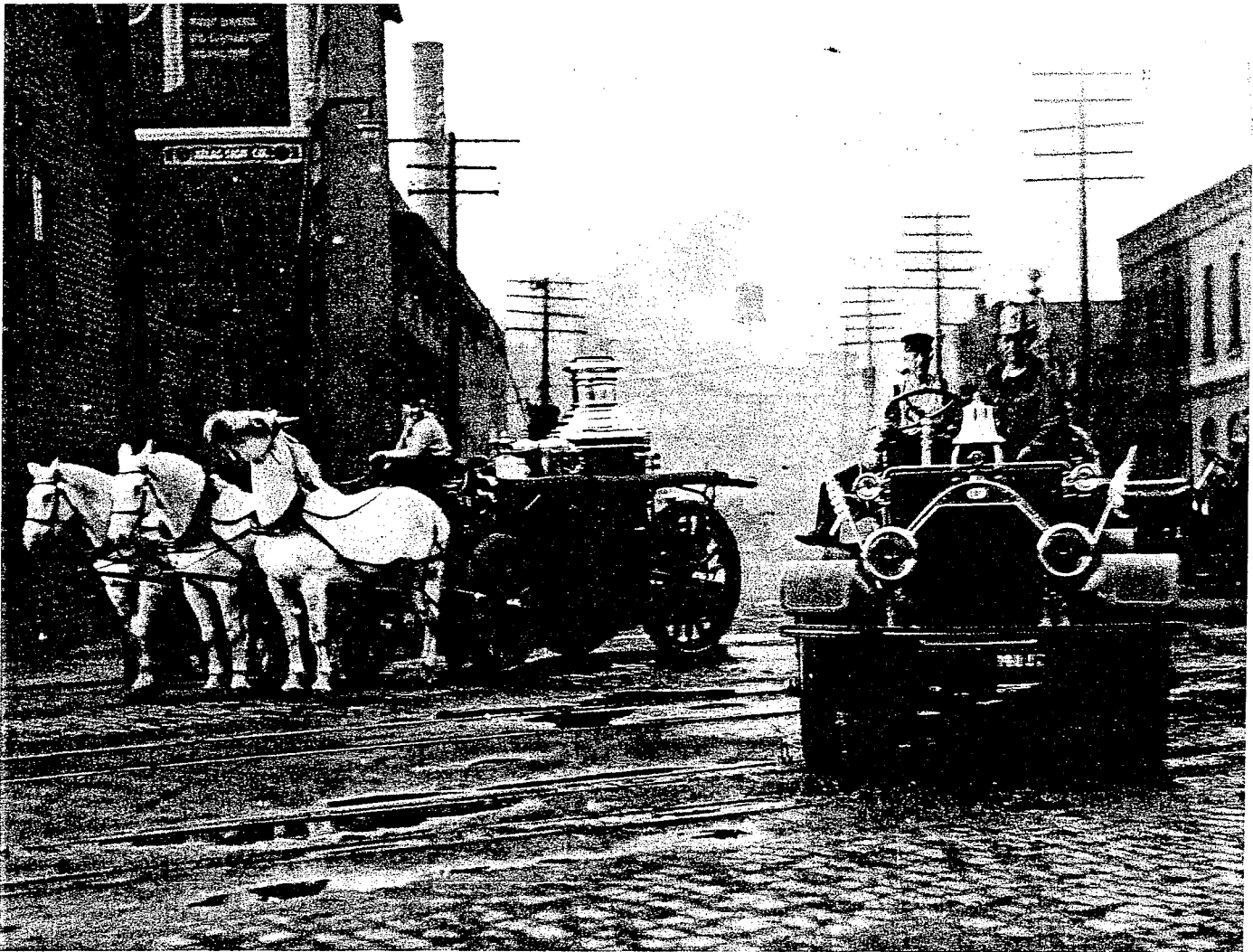
On August 5, 1911, the Board received its first citizen complaint. Filed by Attorney Adolph Kanneberg on behalf of former fireman Edward F. Wiese, the complaint included charges that Chief Clancy had been derelict in his duties, alleging that proper inspection would have prevented many fires in the downtown area. Although this particular charge was not sustained by the Commission, it did have a far-ranging, beneficial effect on the City of Milwaukee. Shortly thereafter, local ordinances enforcing the removal of fire hazards were enacted; and in 1915, a bureau of fire prevention was created within the Fire Department.

Labor strikes and ensuing violence became a local problem during this period. Although they did not involve a considerable number of workers, the number of strikes rose from 13 in 1914 to 54 in 1918. Locally, much of the violence, it was felt, stemmed from the use of strikebreakers provided by so-called detective agencies. In 1919, the Board was charged with the responsibility of approving licenses for local detective agencies and their employees. In order to be granted a license, the Board required detective agencies and agency employees to sign an affidavit that they would neither supply nor act as strikebreakers.

This era saw a number of public safety employment firsts. The first two policewomen, Mabel E. Lorch and Mary E. Smith, were hired by the Police Department on November 23, 1922. The Board's job requirements for the job of policewoman were interesting in that it allowed married women to apply for the position at a time when most employers required female employees to be single. In 1924, the first black police officer, Judson Minor, was hired.

The modernization of both departments affected entry-level and promotional positions. In 1920, the Board held its first examination for the Fire Department where "automotive experience or a willingness to learn" was a job requirement.

In 1931, a national accolade for the Police Department was an accolade for the good work of the Commission as well. The Wickersham Commission, a national commission whose task was to investigate municipal police corruption, honored the Milwaukee Police Department as the "national model of corruption-free policing." The politically independent Board of Fire and Police Commissioners and the "good moral character" of the Chief of Police, Jacob G. Laubheimer, were seen by the Wickersham Commission as the two factors influencing the fine behavior of the Police Department.



*The last horse-drawn fire engine and an early motorized engine, circa 1920.*

# World War II Years: 1935 - 1960

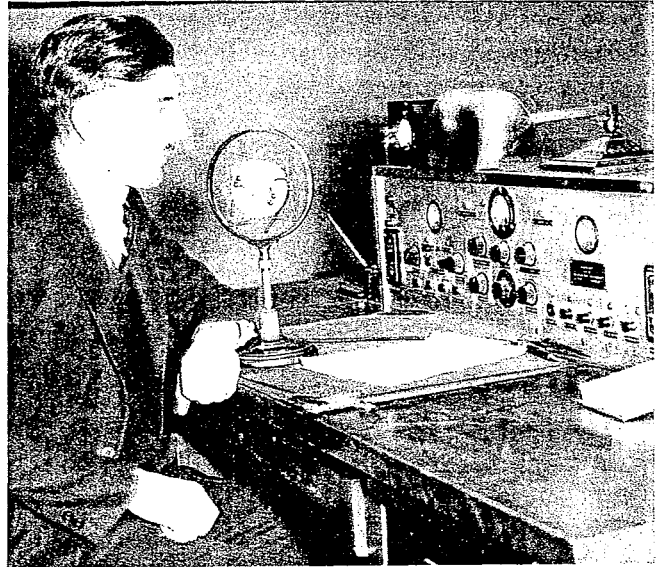
The annual reports of the Milwaukee Fire Department and the Milwaukee Police Department for 1935 show the Fire Department as employing 792 members and the Police Department as employing 1,152 members at the close of that year. The burgeoning growth of the two departments produced quite a strain on the Board, which had no full-time employees at this time; yet, by 1937, the Chief Examiner and Secretary, James D. Foley, was able to report to the Common Council:

“A change has come over the establishment of the eligibility lists. Whereas there used to be a dearth of applicants and a number of examinations in one year, they now have the situation in hand — a larger number of applicants and a smaller number of examinations.”

A few short years later, with the onset of World War II, this was no longer true.

More than any other event, World War II and its aftermath impacted upon the employment practices of the Commission. Whereas prior to 1944, those who were on an original eligible list for one safety service could transfer to the eligible list for the other safety service, maintaining their original test score, manpower shortages now forced the Commission to discontinue that practice. However, when one service had expended a list, the Commission would offer positions to those remaining on the eligible list for the other service with the understanding that after the war, these men would be offered positions in the first service should they so desire. Only five men, appointed to the police service during the war, elected to transfer to the fire service at the end of the war.

In addition to the concern for manpower shortages, the Board was also concerned that former employees, drafted into the armed services, be allowed to return to their jobs at the end of the war. Therefore, during the war years, all appointments to the police and fire services were provisional, and all recruits had to sign a statement acknowledging temporary appointment during those years. Although the Commission established the veteran point system to give returning



*Police radio dispatch began in the 1930's.*

veterans preference in hiring, it was not unmindful of the sacrifice of those who had joined the Fire and Police Departments during the war years as temporary employees; and it met frequently with the Common Council in an effort to retain these men when the war drew to a close.

The aftermath of World War II brought another public problem to the attention of the Commission. Housing shortages in the city and the growth of the suburbs caused the Commission to go to state-wide recruitment for the first time in its history. It also relaxed its requirement of city residency, and allowed new employees one year to move into the city.

The mid-1930's and 1940's brought recognition to the Milwaukee Fire Department. Several times in that period, the U.S. Chamber of Commerce Awards for outstanding achievement in fire waste management and fire safety went to the Milwaukee Fire Department. Milwaukee Fire Chief Peter Steinkellner, the nation's first and only socialist fire chief, was elected president of the International Association of Fire Chiefs in 1936; and in 1948, William E. Curry, the first black firefighter, completed his training.

# Turbulent Times: 1960 - 1985

On December 31, 1960, the Milwaukee Police Department reported 1,848 members present for duty. The Milwaukee Fire Department reported a total complement of 1,058 members. At the start of this era, the Board itself employed a two-person staff consisting of the Executive Secretary/Chief Examiner and one Clerk Typist. By 1985, and in concert with the Board's increased responsibilities, the Commission staff has grown to include eight professional and three clerical employees under the direction of the Board's first Executive Director.

The last 25 years of Commission history have been turbulent ones. Legislation and court action have affected many of its practices and extended the scope of Board responsibility significantly, while federal grant programs aided both public safety services.

The Omnibus Crime and Safe Streets Act of 1969 eventually grew to be a three-tiered law enforcement grant-in-aid program. The Milwaukee Fire and Police Commission became the local criminal justice planning body for the City of Milwaukee. The Law Enforcement Assistance Program (L.E.A.P.) provided college educational funds to police personnel and significantly raised the educational attainment level of Milwaukee Police Department members. Under the direction of the Commission, federal grants were used to enhance the training academy, to create a resource laboratory and library for the Youth Aid Bureau, to modernize the Police Department's communications system, to cover the cost of two-way radios, to experiment with beat patrol and to purchase a police-community relations bus, among other projects. Federal funds were also used to develop the Milwaukee Arson Program, a unique program of intragovernmental cooperation in crime control which involved the Milwaukee Police and Fire Departments as well as the District Attorney's Office in a task force approach to the problem of arson.

Federal Court decisions have had a significant impact on Board employment practices as well as on Commission staffing needs. Whereas the Commission entered this 25-year period with a two-person staff consisting of a Chief Examiner/Executive Secretary and one secretary, today it

employs a staff of twelve which includes a professional testing staff consisting of a Research Psychologist and two Personnel Analysts, as well as two Community Relations Specialists who, in part, are charged with the recruitment of public safety personnel. Court orders to assure the representative hiring of females and minorities are strictly adhered to by the Board, which now maintains separate employment lists for minority, majority and female applicants.

Significant legislative changes, beginning in 1969, have also altered the scope of Commission authority and changed its staffing patterns. In 1969 and again in 1977, state legislation revised the Commission's complaint law by broadening



*This fire photo won a Pulitzer Prize.*

the scope of those who could file complaints against fire and police personnel, from property owners only (Laws of 1911) to electors (1969) to any aggrieved person (in 1977).

In July, 1977, the Board experienced its first major change in authority since 1911 when state law was amended to grant the Board the responsibility of conducting an annual policy review of the Police and Fire Departments, and the authority to suspend the rules of either department. The tenure of chiefs of the public safety services also underwent change when the Wisconsin Legislature enacted law to permit cities of the first class to establish a term of office for future chiefs. Coincidentally, City Ordinance 275, passed in that same year, now limits the term of office for future chiefs to renewable terms of seven years. In 1980, the Commission was given a limited form of Police and Fire Department rule-making authority by state lawmakers when Chapter 307, Laws of 1979, was amended to allow the Board to promulgate rules to replace rules suspended by the Commission.

In April, 1984, when Senate Bill 56 was signed into law, the Board acquired the authority to prescribe general policies and standards for police and fire departments, the ability to inspect any property of the departments, including books and records, and the authority to review the efficiency and general good conduct of the departments. The Board may also issue written directives to a chief based on such reviews which are to be carried out unless overruled in writing by the Mayor. The Board also acquired original rule-maker authority for both departments with the option that this authority can be delegated to the respective chiefs, which the Commission has provided for. Under the relatively new law, the Common Council may suspend any rule prescribed by the Board. Today, the Fire and Police Commission is truly an oversight body of our public safety departments. These legislative mandates created a need for specialized staff to enable the Commission to meet its increased responsibilities, and a Research Services Specialist position, which incorporates the function of hearing examiner, and a Research Analyst position were added to the authorized staff total.

In the nine years since it was first granted rule-making authority, the Board has endeavored to use its authority sparingly, in the best interests of the departments and community. Two rules promulgated by the Board and affecting the Police Department generated a great deal of controversy. They are the rule which prohibits off-duty officers from carrying a firearm while drinking alcohol, and the so-called "Deadly Force" rule. The last rule requires officers involved in an incident involving a citizen death or serious injury to be removed from street duty for a period of time following the incident. In terms of policy review, in 1983 the Commission selected crime prevention as its area of police policy review. This review resulted in a recommendation that the department create a crime prevention bureau; and in 1985, per the Commission's recommendations, a pilot crime prevention program was launched by Police Chief Robert J. Ziarnik.

Two historic employment events occurred in the last ten years within the Fire Department. First, the Fire Department became responsible for emergency medical service in the City of Milwaukee, creating the need for a new position — Paramedic. It was through the position of Paramedic that the first female was inducted into a sworn position with the Milwaukee Fire Department. Mary Ann Polasek and Sue Bethke began work on January 12, 1981. The Board and Commission staff worked very closely with the Milwaukee Fire Department to develop a method for the selection of qualified females to the position of Firefighter. The first female firefighter, Debra Ann Pross (Drvenkar), graduated from the training academy in 1982.

As the first 100 years of what Mayor Emil Wallber referred to as "a matter of experiment largely" draw to a close, it is clear that the experiment has proved to be a successful one as these historic highlights have indicated. The Board looks forward to its second hundred years with the same zeal and sense of public responsibility as that exhibited by those first four Commissioners so many years ago.

# One For the Record Books

## *A Compendium of Fire, Police, and Commission Trivia*

- Police Chief John T. Janssen, the first Chief of either the Police or Fire Departments to be appointed by the Board, also holds the record of tenure by a chief of either department; having served as Chief of Police from October, 1888, to May, 1921 — a period of almost 33 years!
- The oldest living retiree from either the police or fire service is 97-year-old Charles Huebner who currently resides at Methodist Manor in West Allis. He joined the Milwaukee Fire Department in 1908 and retired in 1943 as a District Chief after 35 years of service.
- Emanuel L. Phillip, elected Governor of Wisconsin in 1914, served as a Commissioner from 1909 until his election in 1914.
- James D. Foley, who served as Board Secretary and Chief Examiner for a record 40 years, was the son of Milwaukee Fire Chief James Foley, who served in that capacity from 1883 to 1903. Incidentally, the deaths of Fire Chief James Foley and three other firemen in the aftermath of the Schwaab Stamp and Seal acid spill were the first hazardous materials incident deaths recorded in the city.
- When the Milwaukee Police Band was formed in 1898, it was the first police band in the nation.
- Milwaukee County Sheriff Richard Artison was the Commission's first Community Relations Specialist. Upon his resignation in 1968 to enter the FBI, a second notable Milwaukeean, Reverend Kenneth A. Bowen, was appointed. In 1975 Leonce C. Rhodes was appointed.
- In 1936, the Milwaukee Police Department purchased a bullet-proof "fort on wheels," the largest armored car of its kind in the nation. It was delivered by the manufacturer to the Chicago area by train, and then driven to Milwaukee by members of the Police Department. The weight of the vehicle was so great that all four tires gave out before the fort reached the city limits, and it was never used by the Department.



"Fort on Wheels," 1936.



## One For the Record Books, *continued*

- Attorney Arlene Kennedy was the first woman appointed to serve as Executive Secretary of the Commission, serving in that capacity from 1969 to 1975. She returned to the Commission in 1977 as a Board member, a position she filled with honor until her retirement in 1980.
- Milwaukee's first fire boat, the Cataract, was launched in 1889 from the foot of Edison Street. In 1922, the first police boat, Killjoy I, was launched. In its first year of operation, it was reported to have stopped vandalism and thievery along the river and to have discouraged night romancing on the lake.
- Louis G. Miller, Jr., the first black member of the Board, was appointed in 1968.
- In the 1890's, one function of the Police Department was to provide emergency shelter and aid to the homeless and the traveler. On November 28, 1893, the Minutes of the Board reflect that a letter of appreciation was sent to the Uihlein Brothers, thanking them for their gift of \$1,000 to provide "emergency aid for the needy."
- The attorney for the Board in the case of *Clancy vs. The Milwaukee Board of Fire and Police Commissioners* (1911) was Daniel W. Hoan, who later became mayor.
- The first Fire and Police Softball Game was played on April 9, 1942. The proceeds were donated to the Milwaukee County Council of Defense.
- The police training school, established in 1921, was the first police training facility in the United States.
- Seventy-six (76) citizens have served as Board members in its 100 year history. Their length of tenure has ranged from one meeting attended by William D. Cantillion in 1899, to 25 years — a record held by Richard Block who served from 1949 through 1974. Commissioner Block was instrumental in the creation of the Police Aide program established in 1952.
- The appointment of Inspector of Detectives Harold A. Breier to Chief of Police from a field of 63 candidates marked the first time that the Board recruited nationally for this position, and the last time a chief would be appointed for a life tenure. Chief Breier's 20-year tenure as Chief is second only to the 33-year tenure of Chief John T. Janssen. His successor, Chief Robert J. Ziarnik, is the seventh Chief of Police appointed by the Board, and the first to be appointed for a limited term of office.
- It is believed that the 57 years Richard Froemming was employed by the Milwaukee Fire Department may be a record for length of local public safety employment.
- In the late 1800's, annual police reports listed the trades and occupations of persons arrested. Among the occupations of those arrested in 1885 were listed 1,254 laborers, 45 cigarmakers, 8 horseshoers, two puddlers, 53 schoolboys and one ex-city comptroller.
- The first Captain of the Youth Aid Bureau was Michael Wolke, who later became Milwaukee County Sheriff.
- In 1969, Attorney Marjorie L. Marshall became the first woman appointed to the Board.
- The Milwaukee of the late 1800's was a contrast between its rural past and urban future. The 1885 Fire Department Annual Report showed fires occurring in such diverse structures as barns, outhouses, and theaters, in addition to one Turkish bathhouse.

## One For the Record Books, *continued*

- In commemoration of the Board's Diamond Jubilee, celebrated in 1960, the *Milwaukee Sentinel* reported: "Seventy-five years ago, in 1885, the Milwaukee fire and police chiefs got a new boss. He is still around. He is actually five men who make up the Fire and Police Commission."
- Members of the Board of Fire and Police Commissioners received no salary compensation until 1934 when the Common Council approved an honorarium of \$480 per year. Today, they receive \$3,359.83 per year.
- Turn of the century police reports illustrate how crime problems change over time. As an example, today we are faced with a growing number of computer-related crimes, while in 1890, citizens were arrested for crimes unique to that period such as horse-stealing, shooting within the city limits, incorrigibility, and leaving a horse unhitched.
- Commissioner Jobst Buening, appointed to the Board in 1893, was a Chief of the Milwaukee Fire Department during its volunteer years (1860-1867).



*Police self-defense training, 1980's.*



*Milwaukee Police Dept. first-aid training, circa 1940's.*

# Chronology of Significant Events In Fire and Police Departments and Commission History

- 1855 - Police Department formed.
- 1874 - Full-time Fire Department established.
- 1885 - Board of Fire and Police Commissioners established.
- 1887 - Milwaukee Police Department begins photographing prisoners.
- 1888 - Commission fires Chief Florian C. Ries, appoints John T. Janssen Chief of Police.
- 1889 - First fireboat, the Cataract, launched.
- 1890 - First Police Department Rule Book becomes effective.
- 1895 - Fire Department headquarters moved to City Hall. Chapter 379 enacted. Provided pensions for members of the Fire and Police Departments. Board responsible for hearing pension petitions.
- 1897 - Police Department initiates Bertillon system of identification.
- 1898 - Police Band formed.
- 1899 - Pension Law of 1895 revised to remove Board oversight.
- 1902 - First Police Surgeon hired.
- 1903 - Fire Chief Foley and three others die in Schwaab Stamp and Seal Company acid spill. Herman Meminger appointed Chief Engineer.
- 1905 - Fire Chief Meminger dies. Board appoints Thomas Clancy.
- 1907 - Police ambulance service begins. Police Department fingerprint identification begins.
- 1909 - Policemen's Protective Association formed.
- 1910 - Motorcycle patrol instituted.
- 1911 - Chapter 586 passed by State lawmakers expanding the size of the Board to five members and expanding the Board's scope of responsibility. National Fire Prevention Week inaugurated.
- 1912 - Fire Department gets its first motor driven apparatus, a combination chemical and squad wagon.



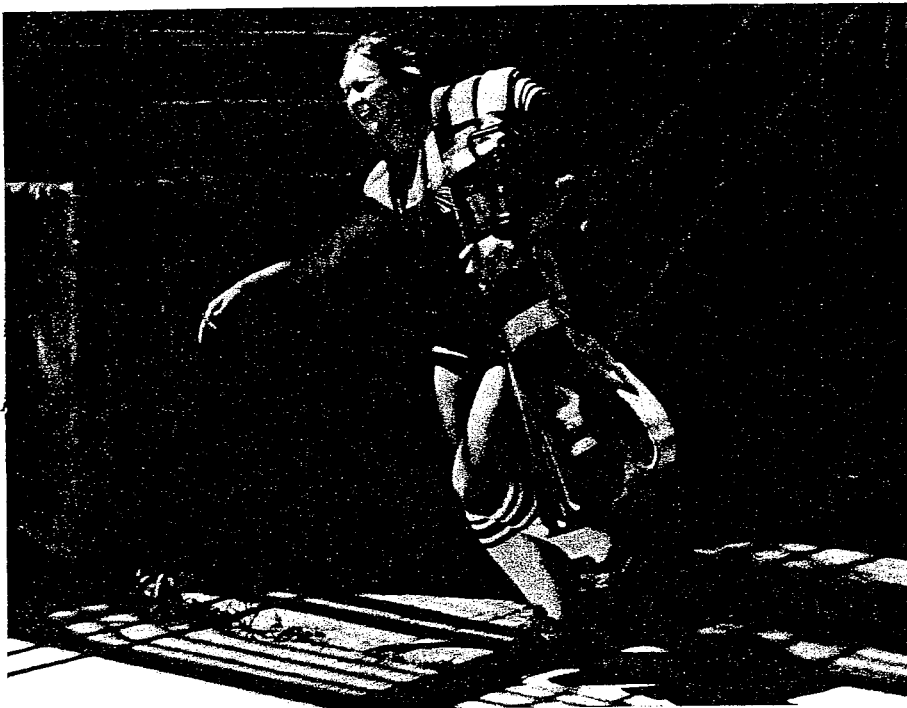
*Mounted patrol began in 1929.*



*Motor pump operators, 1930's.*

- 1914 - Fire Department gets first motor driven fire engine.
- 1915 - Fire Prevention Bureau established.
- 1919 - Board of Fire and Police Commissioners becomes responsible for approving local detective agency licenses and agents. Milwaukee Professional Fire Fighters' Association, Local 215, organized.
- 1920 - First traffic light installed in city.
- 1921 - Police training school founded. Crime record file system implemented. Chief Janssen dies; Jacob Laubheimer appointed Chief.
- 1922 - Fire Department Drill School founded. First policewoman hired. First police boat, Killjoy I, launched.
- 1924 - Fire Chief Clancy resigns, Board appoints Peter Steinkellner. First black police officer hired.
- 1926 - Traffic Bureau formed.
- 1928 - Fire Department retires last horse-drawn apparatus.
- 1929 - Mounted police begins.
- 1930 - Safety Building opens. One-way radios installed in police cars.

- 1931 - Wickershem Commission calls the Milwaukee Police Department "the national model."
- 1936 - Police Chief Jacob Laubenheimer retires; the Board appoints Joseph T. Kluchesky to the position of Chief.
- 1940 - Police initiate voluntary fingerprinting of school students.
- 1943 - Two-way radios installed in police cars.
- 1945 - Fire Chief Peter Steinkellner resigns. Edward E. Wischer appointed by Board. Police Chief Joseph T. Kluchesky resigns. John W. Polcyn appointed by the Board.
- 1946 - Youth Aid Bureau formed. Fire Bell Club organized.
- 1947 - Mounted patrol ends.
- 1948 - First black FF
- 1949 - First diesel-powered fire boat launched, the Deluge.
- 1952 - Police Aide program begins.
- 1954 - George A. Ruger, the Commission's first full-time Chief Examiner, hired.
- 1957 - Police Chief John W. Polcyn retires. The Board appoints Howard O. Johnson.
- 1959 - Fire Chief Edward E. Wischer retires. The Board appoints Edward B. McCabe.
- 1961 - Fire Chief Edward B. McCabe dies in office. Commission appoints James R. Moher. Professional Policeman's Protective Association gains union status.
- 1962 - Fire Department underwater rescue team formed.
- 1964 - Police Chief Howard O. Johnson retires. The Board appoints Harold A. Breier.
- 1967 - Police Department Tactical Enforcement Unit formed.
- 1969 - State law allows voters to file citizen complaints against members of either department. Omnibus Crime and Safe Streets Act passed.
- 1970 - Board no longer responsible for approving local detective agency licenses. Fire Chief Moher retires; present Fire Chief William Stamm appointed.
- 1971 - Police Administration Building opens.
- 1974 - Safety Academy opens.
- 1975 - Fire Department health monitoring program begins.
- 1977 - Change in state law gives the Board public safety rule-making authority.
- 1980 - Fire Department Paramedic Service initiated. Police ambulance service ends.
- 1981 - First female Paramedics hired. Arson program begins.
- 1983 - First female Firefighter graduates from the training school.
- 1984 - Senate Bill 56 is passed by the State Legislature, significantly conferring new authority and responsibility on the Board. The fire boat, Deluge, is retired. Police Chief Harold A. Breier retires, and present Chief Robert J. Ziarnik is hired by the Board.
- 1985 - Pilot Crime Prevention Program begins. Police reorganization put into effect.



Female firefighter physical agility examination, 1984.



Police recruit shooting practice, 1980's.

# Rules Regulating Appointments to the Police Force and Fire Dept. of the City of Milwaukee

*Adopted by the Board of Fire and Police Commissioners, July 7, 1885.*

**Rule 1.** Applications for the position of patrolman on the Police Force must be addressed to the Chief of Police, and applications for either of the positions of driver, stoker, truckman or pipeman in the Fire Department, must be addressed to the Chief Engineer of the Fire Department. Applications must not be made to the Board, or to any member of the Board. No such applications will be considered. All applications must be in the handwriting of the applicant, and signed by him. Every application must state the position sought, the age and place of birth of the applicant, his height, weight and chest measure, his present place of residence, his occupation and his schooling. Applications must also state how long the applicant has resided in the City of Milwaukee, what trade he has learned, if any, and where and by whom he has been employed, in the city, during the last three years. Applications will also state what language, if any besides the English, the applicant can speak understandingly.

**Rule 2.** Every application must be accompanied by the certificates of not less than three reputable citizens of Milwaukee, not holding any city or county office, each certifying that he has been personally acquainted with the applicant for at least one year last past, and believes him to be of good moral character, of correct and orderly deportment, of temperate and industrious habits, and in all respects fit for the service he wishes to enter, and that such citizen is willing that his certificate should be made public.

**Rule 3.** Every applicant must answer such questions and submit to such examination as to physical strength, capacity and activity, and also as to educational qualifications, as the Board may deem necessary to ascertain his fitness for the position sought. No applicant will be admitted to an examination who does not appear to be physically sound and of good habits and reputable character.

**Rule 4.** Examinations for an educational test of applicants will be confined to the following subjects:

1. Reading from print and manuscript.
2. Handwriting, as shown from copying manuscript.
3. Writing from memory the substance of matter communicated orally.
4. Arithmetic — addition, subtraction, multiplication and division of whole numbers and of decimals applied to United States money.
5. Applicants for positions as patrolman will be questioned about city government, location of streets, public buildings and such general matters as strangers in the

city inquire about. Applicants for positions in the Fire Department will be questioned about location of streets, location and construction of buildings with especial reference to precautions against fire. Applicants for stoker will be examined as to their qualifications as machinists.

Each applicant will also submit to a thorough medical examination by a physician or surgeon designated by the Board, who will report the result of his examination to the appointing officer. The charges for such examination must be paid by the applicant.

**Rule 5.** No person will be appointed patrolman who is less than 25 or more than 35 years of age. No person will be appointed driver, stoker, truckman or pipeman who is less than 21 or more than 33 years of age. No person will be appointed stoker who is not a practical machinist. No person will be appointed to any of the above positions on either force who is less than 5 feet and 7 inches high; who is not a citizen of the United States and a legal voter in the City of Milwaukee; who has not resided in the City of Milwaukee for at least three years immediately preceding, or who does not speak the English language understandingly. No person will be appointed who has been convicted of crime.

**Rule 6.** All appointments of patrolmen, drivers, stokers, truckmen or pipemen will be upon probation. If, during the first two months of actual service, the person appointed proves unfit for the position, he will be dropped from the force.

**Rule 7.** If the exigencies of the service should at any time so require, a person who has applied for any of the positions in the Fire Department named in Rule 1, may be appointed to any other of said positions, and any person appointed to any of said positions may be transferred at any time, to either of the other positions named, in the discretion of the Chief Engineer, provided that no person shall be appointed stoker, or transferred to that position, unless he is a practical machinist.

**Rule 8.** Appointments to positions on either force, of higher grade than those named in Rule 1, will be made by promotion of persons already in the service.

**Rule 9.** These Rules do not apply to the appointment of special policemen for a particular emergency for a limited time.

**Rule 10.** These Rules will take effect on Monday, the 13th of July, 1885, and be in force on and after that date.

*Copies of the Rules and blanks for application in either Department will be furnished by the respective Chiefs.*

# Members of the Board of Fire and Police Commissioners 1885 - 1985

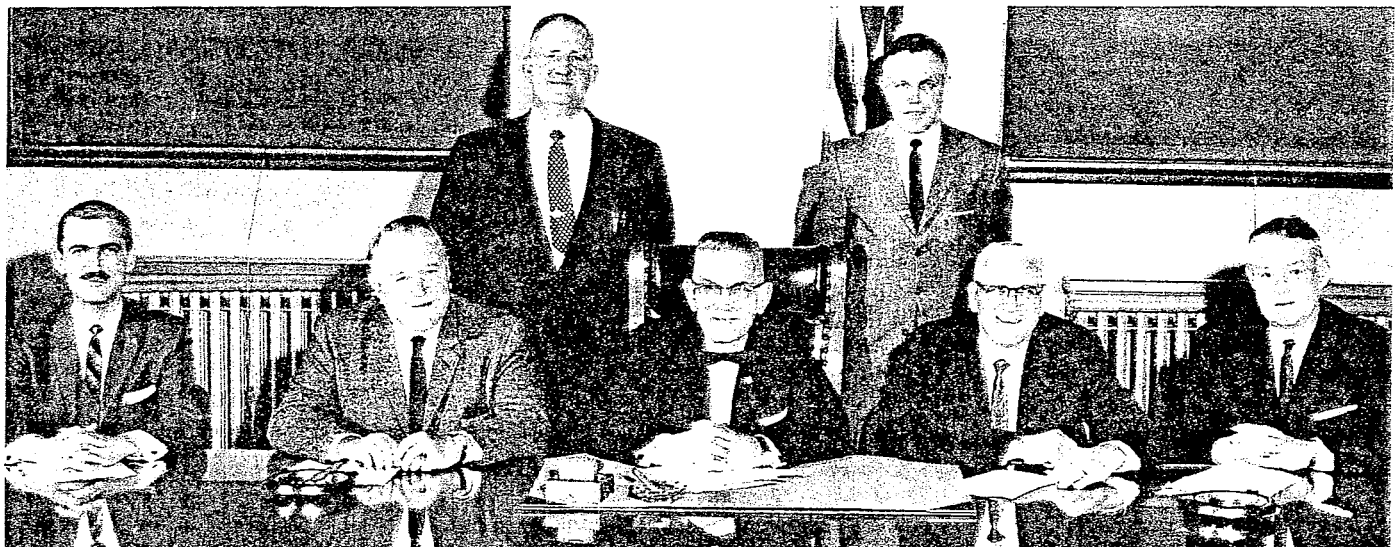


*A typical Commission Meeting night, 1984.*

Thomas Shea 1885 - 1894	George W. Porth 1892 - 1893	John F. Burnham 1899 - 1906	Dr. C. M. Kraft 1910 - 1910
Frederick C. Winkler 1885 - 1888	Jobst H. Buening 1893 - 1896	William Schoen 1900 - 1912 1916 - 1921	Chester M. Wright 1910 - 1911
Jacob Knoernschild 1885 - 1888	John P. Murphy 1894 - 1898	Jacob E. Friend 1901 - 1904	Nicholas Peterson 1911 - 1914 1918 - 1928
Jerome R. Brigham 1885 - 1888	John E. Hansen 1895 - 1899	Sherman Brown 1904 - 1909 1911 - 1916	Ben F. Scherer 1911 - 1915
Charles M. Kipp 1888 - 1895	Louis Kindling 1896 - 1900	Michael Carpenter 1906 - 1911	Walter P. Celichowski 1912 - 1915
August Von Trott 1888 - 1889	Samuel E. Tate 1897 - 1901	Joseph J. Komorowski 1906 - 1910	Henry O. Fuldner 1914 - 1919
William W. Wight 1888 - 1897	Ignatz Czerwinski 1898 - 1906	Emanuel L. Phillip 1909 - 1915	Otto H. Falk 1915 - 1918
George J. Obermann 1889 - 1892	William D. Cantillion 1899 - 1899		

## Members of the Board of Fire and Police Commissioners 1885-1985, *continued*

William G. Thwaits 1915 - 1920	Herbert G. Kuechle 1935 - 1942	Albert Pawlak 1953 - 1961	John Giacomo 1971 - 1980
Sylvester Kosczewski 1915 - 1917	Edward Millot, Jr. 1937 - 1940	Frank Hodik 1954 - 1962	William I. Gore 1973 -
Walter Rybacki 1917 - 1932	George W. Ernst 1940 - 1943	Albert M. Davis 1959 - 1961	Gilbert Jewell 1974 -
Henry Imse 1919 - 1929	August Reisweber 1941 - 1959	Theodore R. Kurtz 1960 - 1969	Arlene Kennedy 1977 - 1982
Sigmund Krawczak 1920 - 1921	A. Lambert Slocombe 1942 - 1952	Peter Pavlovich 1961 - 1968	Franklyn M. Gimbel 1977 - 1982
Edward Murray 1921 - 1935	William N. Lisch 1943 - 1948	Andrew W. Brunhart 1961 - 1962	Michael Balen 1980 - 1984
Joseph Stein 1921 - 1935	Eugene Schramka 1943 - 1950	George C. Secora 1962 - 1968	Deborah Egan 1982 - 1983
William Baumänn 1928 - 1932	Dr. G. W. Leitch 1944 - 1949	Francis X. Swietlik 1962 - 1968	Ronald S. San Felippo 1983 -
John P. Luer 1929 - 1944	Dr. Leon A. Nowak 1948 - 1953	Louis L. Miller, Jr. 1968-1973	Patrice M. Hargarten 1984 -
Max Grass 1932 - 1943	Richard Block 1949 - 1974	Charles W. Mentkowski 1968 - 1977	Stephen E. Kravit 1984 -
John Banachowicz 1932 - 1942	John A. Seramur 1950 - 1960	Julius L. Drozewski 1969 - 1971	
Chauncey Yockey 1935 - 1936	George A. Ruger 1952 - 1954	Marjorie L. Marshall 1969 - 1976	



*Milwaukee Board of Fire and Police Commissioners, 1960 (or 1956).*

# Chief Examiners of the Board 1885 - 1985

- J. R. Brigham** — Secretary and Member of the Board 1885
- William W. Wight** — Examiner in Chief and Secretary  
October 12, 1886
- Charles E. Monroe** — Examiner in Chief and Secretary  
February 13, 1889 Resigned January 11, 1898
- Frank Barry** — Examiner in Chief and Secretary  
January, 1898 Resigned August 31, 1899
- John J. Gregory** — Chief Examiner and Secretary  
August 29, 1899 Resigned June, 1910
- James D. Foley** — Chief Examiner and Secretary  
June 11, 1910 Resigned January 1, 1951
- Robert W. Hansen** — Chief Examiner and Secretary  
January 18, 1951 Resigned May 3, 1954
- George A. Ruger** — Chief Examiner and Secretary  
September 1, 1954 Resigned February 1, 1969
- Arlene Kennedy** — Chief Examiner and Executive Secretary  
July 28, 1969 Resigned August 1, 1975
- James F. Blumenberg** — Chief Examiner and Executive Secretary  
August 4, 1975 to March 1, 1982  
Chief Examiner and Executive Director  
March 1, 1982 to present



Seven-alarm fire, 1955.



One of Milwaukee's finest, circa 1900.



# Police Chiefs

**William Beck**  
1855 - 1861  
1863 - 1878  
1880 - 1882

**Colonel W. S. Johnson**  
1861 - 1862

**Herman L. Page**  
1862 - 1863

**Daniel Kennedy**  
1878 - 1880

**Robert Wasson**  
1882 - 1884

**Lemuel Ellsworth**  
1884 - 1885

**Florian J. Ries**  
1885 - 1888

**John T. Janssen**  
1888 - 1921

**Jacob G. Laubenheimer**  
1921 - 1936

**Joseph T. Kluchesky**  
1936 - 1945

**John W. Polcyn**  
1945 - 1957

**Howard O. Johnson**  
1957 - 1964

**Harold A. Breier**  
1964 - 1984

**Robert J. Ziarnik**  
1984 -



*Police Chief Robert J. Ziarnik.*

# Volunteer Fire Department Fire Chiefs

**Gideon P. Hewitt**  
1846 - 1848

**Allen W. Hatch**  
1848 - 1849

**A. J. Langworthy**  
1849 - 1850

**Anson Eldred**  
1850 - 1851

**John S. Fillmore**  
1851 - 1855

**S. S. Daggert**  
1855 - 1856

**John C. Goodrich**  
1856 - 1857

**Daniel Schultz**  
1857 - 1859

**Thomas H. Eviston**  
1859 - 1860

**Jobst H. Buening**  
1860 - 1867

**Patrick McLaughlin**  
1867 - 1871

**Henry Lippert**  
1871 - 1878



*Fire on Milwaukee's south side, 1927.*

# Full Time Department Fire Chiefs

**Henry Claymier**  
1878 - 1880

**Henry Lippert**  
1880 - 1883

**James Foley**  
1883 - 1903

**Herman Meminger**  
1903 - 1905

**Thomas Clancy**  
1905 - 1924

**Peter Steinkellner**  
1925 - 1945

**Edward E. Wischer**  
1945 - 1959

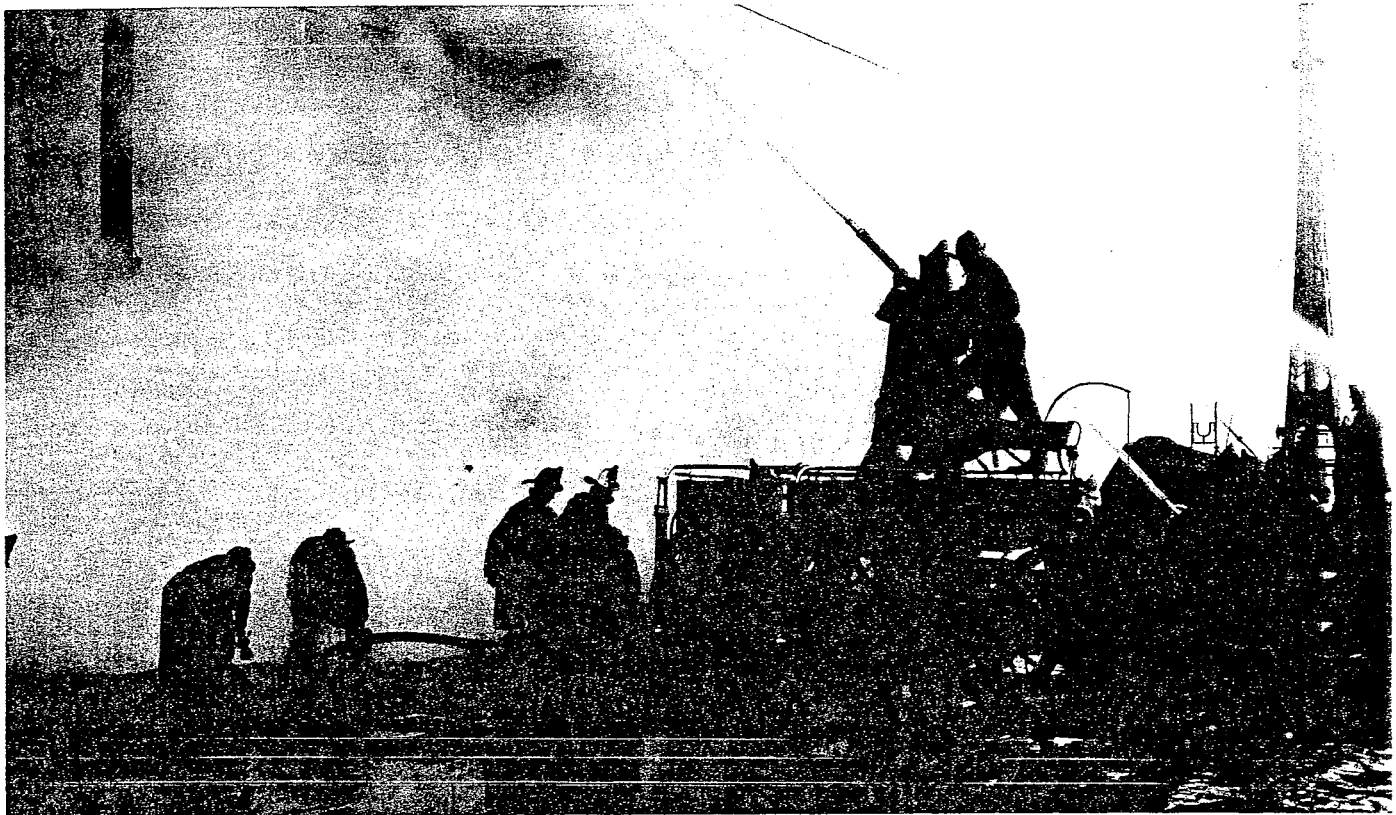
**Edward B. McCabe**  
1959 - 1961

**James R. Moher**  
1961 - 1970

**William Stamm**  
1970 -



*Fire Chief William Stamm.*



*Modern Grinder Company Fire, 1925.*

# Acknowledgments

Individuals from various City Departments assisted in the researching of facts for this document. They include:

## **The Legislative Reference Bureau**

Ralph Otto, Barry Zalben, Barbara Robinson-Green, and David Hall.

## **Milwaukee Public Library, Local History Room**

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## **Milwaukee Fire Department**

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## **Milwaukee Police Department**

Designate Louis Wiesmueller (retired), Captain Richard Wangerin, Inspector Frank J. Sepic, Inspector Leonard Ziolkowski, Captain James Ferrier, Sergeant William Sullivan, Police Officer Warren Rivette.

## **SPECIAL THANKS TO:**

**Mrs. Virginia Williams**, Consultant - Fire and Police Commission; Editor, *Echo Magazine*.  
**Mr. Ralph Knoernschild**, grandson of Commissioner Jacob Knoernschild.

## **Resources:**

The Milwaukee Legislative Reference Bureau, City Hall, 200 East Wells Street, 53202.  
Milwaukee Historical Society, 910 North 3rd Street, 53203.  
Milwaukee Public Library, 814 West Wisconsin Avenue, 53233.  
The Milwaukee Journal Reference Library, 333 West State Street, 53201.  
The Milwaukee Sentinel Reference Library, 333 West State Street, 53201.



# Photo Credits

Page	Title and Source
Cover	Unidentified Police Officer & Fire Fighter, circa 1903. <i>Courtesy Milwaukee Fire Department.</i>
2	Commissioner photographs. <i>Courtesy Milwaukee Police Department.</i>
3	Mr. Blumenberg's picture. <i>Courtesy Frank Riemer.</i>
4	Photographs of original Board members. <i>Courtesy Milwaukee Police Department.</i>
7	The nation's first Police Band, 1898. <i>Courtesy Milwaukee Police Department.</i>
8	Bomb disposal truck, circa 1920. <i>Courtesy Milwaukee Police Department.</i>
9	The last horse-drawn fire engine & early motorized engine, circa 1920. <i>Courtesy Milwaukee Fire Department.</i>
10	Police radio dispatch began in 1930's. <i>Courtesy Milwaukee Fire Department.</i>
11	This fire photo won a Pulitzer Prize. <i>Courtesy Milwaukee Fire Department.</i>
13	"Fort on Wheels," 1936. <i>Courtesy Milwaukee Police Department.</i>
15a	Police self defense training, 1980's. <i>Courtesy Milwaukee Police Department.</i>
15b	Police Dept. first-aid training, circa 1940's. <i>Courtesy Milwaukee Police Department.</i>
16a	Mounted patrol began in 1929. <i>Courtesy Milwaukee Police Department.</i>
16b	Motor pump operators, 1930's. <i>Courtesy Milwaukee Fire Department.</i>
17a	Female fire fighter physical agility exam, 1984. <i>Courtesy Milwaukee Fire and Police Commission</i>
17b	Police recruit shooting practice, 1980's. <i>Courtesy Milwaukee Police Department.</i>
19	A typical Commission meeting night, 1984. <i>Courtesy Milwaukee Police Department.</i>
20	Milwaukee Board of Fire & Police Commissioners, 1960. <i>Courtesy Milwaukee Fire Department.</i>
21a	Seven-alarm fire, 1955. <i>Courtesy Milwaukee Fire Department.</i>
21b	One of Milwaukee's finest, circa 1900. <i>Courtesy Milwaukee Police Department.</i>
22a	Police Chief Robert J. Ziarnik. <i>Courtesy Milwaukee Police Department.</i>
22b	Fire on Milwaukee's south side, 1927. <i>Courtesy Milwaukee Fire Department.</i>
23a	Fire Chief William Stamm. <i>Courtesy Milwaukee Fire Department.</i>
23b	Modern Grinder Co. fire, 1925. <i>Courtesy Milwaukee Fire Department.</i>
24	Milwaukee Fire and Police Commission Staff, 1985. <i>Courtesy Milwaukee Police Department.</i>

(Opposite page) 1985 Fire and Police Commission Staff. Left to right, front row: Timothy R. Schöewe, Sylvia Ploszaj, James F. Blumenberg, Cassandra Scherer, Leonce C. Rhodes. Second row: Virginia Williams, Susan K. Hirst, Renee Keinert, Randall S. Wondergem, Lori Ann Stelter, Catherine M. Anderson, Victoria Ostrowiecki.

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