



Fire and Police Commission

Leonard J. Sobczak
Chairman

Ernesto A. Baca
Vice-Chairman

Woody Welch
Earl A. Buford
Richard C. Cox
Commissioners

David L. Heard
Executive Director

Steven Fronk
Hearing Examiner

March 28, 2007

To: Public Safety Committee
From: Steven Fronk, Fire & Police Commission
Re: Requested Information/Activity Update

Police Officer Recruit Classes

A class of 40+ new police officers graduated in March. Another class of 40+ will graduate in May. Yet another class of 40+ will begin in June and graduate in November. The recruits in these classes are/will be from the existing (old) list. A class of 60+ will begin in August and graduate in January 2008 and another class of 60+ will begin in December and graduate in May 2008. The recruits in these two classes will be from the new testing process and a new list. **The result is that more than 250 new police officers will be added to the force and on the street within the next 14 months.**

Revised (New) Testing Process

The FPC and DER recently began a program of continuous testing for police officer. The test components include a written test, a physical ability test, an oral interview, a background investigation, a medical examination and a psychological examination. With continuous testing those who score the highest will be merged into the existing list each time the test is given. This should give us the best available candidates in each class.

Fire Chief Selection Process

An executive search firm was utilized to conduct a nationwide search. The pool of candidates has been narrowed from 33 applicants to 5 finalists. Those 5 finalists (identified in a press release – see attached) are being interviewed by the FPC this week. There will be a public interview, with an opportunity for citizens to submit questions, on Thursday March 29 at 5:30 PM in Room 301-B. It is anticipated that the person who will serve as our Fire Chief for the next 4 years will be named in April.

Police Chief Selection Process

Advertisements have been placed and the FPC is taking applications until April 27. It is anticipated that a new Police Chief will be chosen before Chief Hegerty's term expires in November. The minimum requirements for applicants for Police Chief are:

- 3 years of executive leadership experience in a law enforcement agency serving a multi-cultural population with a minimum of 150,000 residents or
- Current or former Milwaukee Police Department member who held/holds the rank of Captain or above and
- Bachelor's Degree in criminal justice, public administration, business administration or a related field (graduate degree preferred) and
- Graduation from a national or regional law enforcement course of study such as the FBI Academy, the Northwestern Police Command School, the Southern Police Institute Command School and
- U.S. citizenship and eligibility for WLESB certification

Disciplinary Appeals

Note: During 3 year period 2001-2003 60 appeals filed; 54 resolved
During 3 year period 2004-2006 92 appeals filed; 79 resolved

- 50 of the 92 appeals filed 2004-2006 were discharge cases.
- 25 appeals are now pending before the FPC
- 6 appeals have been resolved this year (3 discharges; 1 demotion; 2 suspensions)
- Oldest cases pending are Spengler and Masarik discharge cases from May 2005. Each is on hold with federal indictments pending.
- Next oldest 2 cases involving suspensions imposed/appealed in March 2006. These cases are both set for trial in April.
- There are 11 discharge cases pending. 10 remain on the payroll.
- There are 3 discharge cases and the aforementioned 2 suspension cases set for trial by the FPC between now and May 2, 2007
- There are 7 discharge cases on hold due to pending criminal charges

Citizen Complaints

Note: During 3 year period 2001-2003 224 complaints filed; 192 resolved
During 3 year period 2004-2006 204 complaints filed; 226 resolved

- 24 complaints are pending which were filed prior to January 1, 2007.
- 2 complaint trials were conducted by the Board this year. In 1 case an officer was found to have acted inappropriately and retraining was ordered. In 1 case both officers were found to have acted appropriately and the complaint was dismissed.
- In 1 other case a trial has been conducted and a recommendation made by the hearing examiner, but no decision has yet been reached/issued by the Board.
- 3 other complaints were set for trial in February and March. In each case written notice was given to the complainant(s) well in advance, but in each case the complainant(s) failed to appear for the trial.



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For Immediate Release:

March 16, 2007

Contact:

David Heard (414) 286-5000

**Fire and Police Commission Narrows Fire Chief Search
Candidates to be interviewed at Public Meeting**

The Milwaukee Board of Fire and Police Commissioners have reduced the field of candidates for the position of Fire Chief to five candidates. Thirty-three applications were received. The five candidates will be interviewed during an open meeting on Thursday, March 29, 2007, at 5:30 p.m. in Room 301-B, City Hall, 200 E. Wells Street. Residents and other interested parties are encouraged to attend.

The five candidates are listed below:

Larry Collins

Fire Chief
City of Dayton, Ohio
Since 1997
With Department since 1978

Stephen Reid

Former Deputy Fire Chief
District of Columbia Fire/EMS Department
2002 – 2003
With Department since 1977

Doug Holton

Fire Chief
City of St. Paul, Minnesota
Since 2003
With Milwaukee Fire Department 1978 – 2002

William Wentlandt

Fire Chief
Milwaukee Fire Department
Since 2002
With Department since 1976

Phillip Vorlander

Fire Chief
City of Des Moines, Iowa
Since 2002
Former Chief
City of East Lansing, Michigan
1997 – 2000

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