

**LRB-RESEARCH AND ANALYSIS SECTION**

**PUBLIC SAFETY COMMITTEE**

**ITEM 14, FILE # 060222**

**JUNE 8, 2006**

**MARK A. RAMION**

File #060222 is a resolution reserving and appropriating up to \$750,000 from the 2006 Common Council Contingent Fund for the purpose of funding additional police recruit training.

**Background**

This resolution will reserve and appropriate up to \$750,000 from the 2006 Common Council Contingent Fund for the purpose of funding additional police recruit training – 40 recruits – for the second and third recruit classes in 2006.

**Discussion**

1. On May 22, 2006, the permanent vacancies in the position of police officer in the Milwaukee Police Department numbered 172 and the temporary vacancies numbered 17.
2. The current status of police classes for 2006 are as follows:
  - The May 22<sup>nd</sup> class began with a total of 52 recruits, all remaining enrolled at this time.
  - The second class, originally planned for November 6<sup>th</sup>, has been moved to November 20<sup>th</sup> with a projected number of 40 recruits.
  - A third class, planned for September 11<sup>th</sup> and not originally scheduled for 2006, has been moved to September 25<sup>th</sup> with a projected number of 40 recruits. This class was scheduled in order to meet the budgeted number of 132 police recruits for 2006.
3. The Fire and Police Commission and the Police Department decided to add the September class to assure that the budgeted number of recruits for 2006 is attained. The process for starting a recruit class, especially the background checks as well as a higher number of candidates disqualified after the psychological testing, have contributed to a smaller-than-expected number for the May 22, 2006 class. 66 recruits is the usual number of recruits to start a police class.
4. To add 20 recruits to the September and November classes (40 total), the following assumptions are made:
  - Year 2006 salary and benefits (34%) for one police recruit total \$2,193.57 per pay period. Beginning September 25, 20 extra recruits would add an additional \$307,100 for 7 pay periods in 2006.

- An additional 20 recruits for the November 20<sup>th</sup> class would add an additional \$131,615 for 3 pay periods in 2006.
- The total for these additional recruits would be \$438,715 for salary and benefits in 2006. Please note that these salaries would then carry over to 2007 and future years.
- Equipment and uniform costs for each recruit is \$5,237.20. For 40 recruits, this cost would equal \$209,488.

5.	Salary and Benefits	\$438,715
	Uniforms and Equipment	<u>209,488</u>
	Year 2006 Total	\$648,203

### **Fiscal Effect**

1. The total amount of this resolution is \$750,000, to be reserved in the 2006 Common Council Contingent Fund.
2. The 2006 Common Council Contingent Fund, budgeted for \$5.5 million, has a current balance of \$4.8 million.

### **Further Information**

Expenses for the Fire and Police Commission (FPC) as recruitment expenses are already budgeted for 2006. However, extra FPC costs could be incurred related to the background checks, psychological exams and interviews that are now components of the recruit hiring process. Also, since the second and third class will run concurrently for approximately 6 weeks in 2006, *some additional training expenses* may be incurred by MPD due to the overlap.

Other than the budget factors for the additional police positions for 2007 and future years, consideration will need to be given as to whether, *given the additional scrutiny that new police recruits are undergoing*, the Fire and Police Commission will be able to fill the remaining recruit classes for 2006 to a level of 60 recruits per class.

Prepared by: Mark A. Ramion, X8680  
 LRB-Research and Analysis Section  
 June 6, 2006

Cc: Marianne Walsh  
 W. Martin Morics  
 Ald. T. Anthony Zielinski  
 Chief Nannette Hegerty  
 Dep. Inspector Anna Ruzinski  
 Barbara Butler  
 David Heard  
 David Schroeder