



# Fire and Police Commission

Budget Presentation



# FPC Authority and Staff

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Established by state law and ordinance

6 Citizen Commissioners (ability to have up to 9)

FPC Staff:

- ▶ 12 FPC Staff
- ▶ 1 Public Health Medical Threat Analyst
- ▶ 1 Temporary administrative assistant
- ▶ Vacancies:
  - ▶ 2 Investigators (one certified bilingual)
  - ▶ Risk Manager (approved in 2018 budget)
  - ▶ Risk Auditor (approved in 2018 budget)



# Responsibilities & Priorities

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## ▶ Responsibilities:

- ▶ Business Meetings
- ▶ Policy Oversight
- ▶ Citizen Complaints
- ▶ Audits
- ▶ Research Reports/Surveys
- ▶ Recruiting/Testing/Hiring – Approval of all appointments
- ▶ Review of Disciplines and Discharges

## ▶ Priorities

- ▶ Oversight and reform
- ▶ Community Engagement
- ▶ Diversity in Hiring



# Community Relations & Engagement

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- ▶ Lindsey Heights Community Group
  - ▶ Neighborhood Walks
  - ▶ Saturday breakfast and discussion
- ▶ PeppNation
- ▶ MATC Procedural Justice Collaboration Event
- ▶ Fleeing is a Felony PSA



# Traditional & Non-Traditional Recruiting

## HEROES NEEDED



**MKE FIRE CADET**  
AGES 17-19



**MKE POLICE AIDE**  
AGES 17-20

**SALARY STARTING AT \$23,437 ANNUALLY**

**START A CAREER...**

Sent: Wednesday, February 7, 2018 6:44:51 PM  
To: Buford, Kischa  
Subject: Milwaukee Testing Process

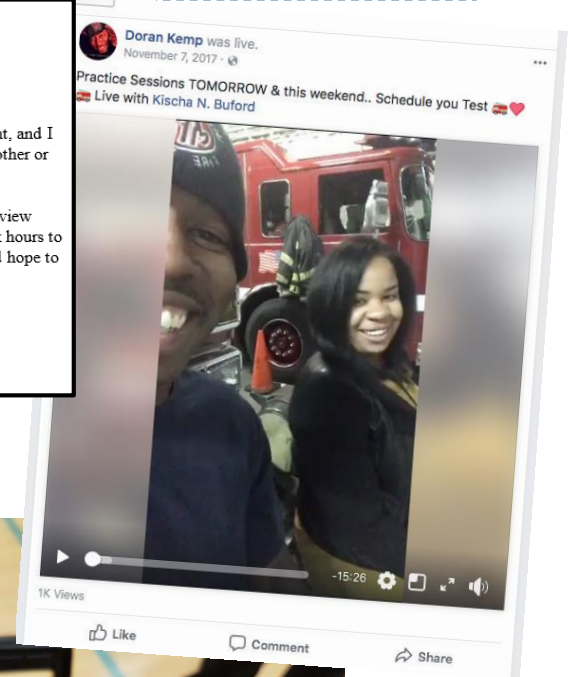
Hello Kischa,

My name is Austin Eaton, I went through the application process this year for the Milwaukee Fire Department, and I just wanted to thank you so much for guiding us through the process. No other testing process has been smoother or more clear and even motivational than MFD's.

I was astounded to find out that you went through all the troubles to provide invaluable insight into the interview procedures for us candidates. I cannot even imagine all the hard work you put in along with the off-the-clock hours to help us do the best we could. I felt like I was extremely prepared for that interview and I hope I did well and hope to see you again.

Feel free to forward to your supervisor if you see fit.

Thanks again,




**NOW HIRING 9-1-1 OPERATORS**

**STARTING PAY: \$40,501+**



9-1-1 Operators provide for the operation of the Milwaukee Police and Fire Departments' Computer Aided Dispatch System and Enhanced 9-1-1 system. Requests for service vary from life threatening emergency responses to fulfilling legal and administrative requirements for police or fire personnel involvement.

**Attend an Open House**  
**July 23rd 3:00pm-7:00pm**  
**and**  
**August 4th 11:00am - 3:00 pm**

**WHERE: EMERGENCY OPERATIONS CENTER**  
**2333 N. 49TH ST. MILWAUKEE, WI 53210**

### Minimum Requirements

- 6 months experience as a fire, police, ambulance or protective service communicator or
- Two years experience with multi-faceted customer contact or telephone work (see website for more details)



FOR MORE DETAILS AND TO APPLY, VISIT [WWW.MILWAUKEE.GOV/FPC](http://WWW.MILWAUKEE.GOV/FPC)  
APPLICATION PERIOD: JULY 12 - AUGUST 10TH

# Fire/Police/9-1-1 Operator Prep Sessions

## ▶ 2018

- ▶ Firefighter Oral Exam Prep Sessions were held at Engine 28 between January 13<sup>th</sup> – January 20<sup>th</sup>.
- ▶ Fire Cadet and Police Aide Physical Prep Sessions were held at the Academy between April 25<sup>th</sup> – May 5<sup>th</sup>.
- ▶ 9-1-1 Operator candidates received a computer practice typing test via email to prepare for typing test. Computer sessions were offered for those who did not have a computer to practice.
- ▶ Firefighter CPAT prep sessions were offered in April-June at the Job Center and has re-began October 3<sup>rd</sup> for the next class.

## 2019

- ▶ Partner with Employ Milwaukee to create multiple prep sessions for 9-1-1 Operator Typing and Dispatcher Simulation exams.
- ▶ Preparing Earn and Learn students on the front-end for Fire and Police Careers and the process.



# ECO Testing Cycle Comparison

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## ▶ 2016

813 candidates self-scheduled for the typing test

266 (26.5%) Failed

126 (15.4%) No Show

421 (51.7%) Passed

179 (22%) total number of candidates on the eligible list

## ▶ 2018 (testing currently in progress)

853 candidates self-scheduled for the typing test

319 (37.3%) Failed

308 (36.1%) Passed



# Residency of 2018 Classes

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## 2018

- ▶ **Police Officer – class of 65**
  - ▶ 29 (44.6%) recruits resided in the City, including 6 police aides
- ▶ **Firefighter – class of 44**
  - ▶ 30 (68.1%) recruits resided in the City, including 15 fire cadets
- ▶ **Police Aide – class of 26**
  - ▶ 16 (61.5%) aides resided in the City
- ▶ **Fire Cadet – class of 33**
  - ▶ 19 (57.5%) cadets resided in the City





# Residency of 2017 Classes

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- ▶ Police Aide – class of 38
  - ▶ 28 (73.6%) Aides resided in the City
- ▶ Fire Cadet – class of 26
  - ▶ 17 (65.3%) Cadets resided in the City



# Residency of Prior Police Officer Classes

Class Start	Resident at time of Hire	Class Size	Percentage of Class
July 2018	28	65	43.08%
March 2018	26	65	40.0%
December 2017	36	65	55.38%
May 2017	31	56	55.36%



# Class Demographics

## Police Aide (August 2018)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	5	4	0	2	0	11	44%
Males	1	1	4	0	8	0	14	56%
Unknown	0	0	0	0	0	0	0	0%
Total	1	6	8	0	10	0	25	
Percentage of Total	4%	24%	32%	0%	40%	0%		100%



# Class Demographics

## Police Officer (July 2018)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	2	6	0	4	0	12	18%
Males	0	13	7	1	31	0	52	80%
Unknown	0	0	0	0	0	1	1	2%
Total	0	15	13	1	35	1	65	
Percentage of Total	0%	23%	20%	2%	54%	2%		100%



# Class Demographics

## Firefighter (July 2018)

Demographics of 22 from eligible list

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	1	0	0	2	0	3	14%
Males	1	4	3	0	11	0	19	86%
Unknown	0	0	0	0	0	0	0	0%
Total	1	5	3	0	13	0	22	
Percentage of Total	5%	23%	14%	0%	59%	0%		100%



# Class Demographics

## Firefighter (July 2018)

Entire Class, including graduating fire cadets

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	1	0	0	4	0	5	11%
Males	1	11	3	0	24	0	39	89%
Unknown	0	0	0	0	0	0	0	0%
Total	1	12	3	0	28	0	44	
Percentage of Total	2%	27%	7%	0%	64%	0%		100%



# Class Demographics

## Fire Cadet (August 2018)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	3	3	0	1	0	7	21%
Males	0	7	2	0	17	0	26	76%
Unknown	0	0	0	0	1	0	1	3%
Total	0	10	5	0	19	0	34	
Percentage of Total	0%	29%	15%	0%	56%	0%		100%



# Class Demographics

## Police Aide (August 2017)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	7	0	0	0	0	7	18%
Males	1	7	9	0	11	0	28	80%
Unknown	0	0	0	0	0	0	0	0%
Total	1	14	9	0	11	0	35	
Percentage of Total	3%	40%	26%	0%	31%	0%		100%





# Class Demographics

## Fire Cadet (August 2017)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	0	3	1	0	7	0	11	42%
Males	1	3	3	0	8	0	15	58%
Unknown	0	0	0	0	0	0	0	0%
Total	1	6	4	0	15	0	26	
Percentage of Total	4%	23%	15%	0%	58%	0%		100%



# Class Demographics

## Firefighter Eligible List (2018)

	Asian	Black	Hispanic	Amer. Ind.	White	Unknown	Total	% of Total
Female	4	194	29	5	74	5	311	20%
Males	29	481	134	14	528	32	1218	79%
Unknown	0	1	0	0	1	6	8	1%
Total	33	676	163	19	603	43	1537	
Percentage of Total	2%	44%	11%	1%	39%	3%		100%

