

2017



Legislative Reference Bureau

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FIRE AND POLICE COMMISSION



2017 Proposed Plan and Executive Budget Review

Prepared by: Adam Wickersham, Legislative Fiscal Analyst
Budget Hearing: 1:30 pm on Monday, October 10, 2016
Last Updated: October 2, 2016

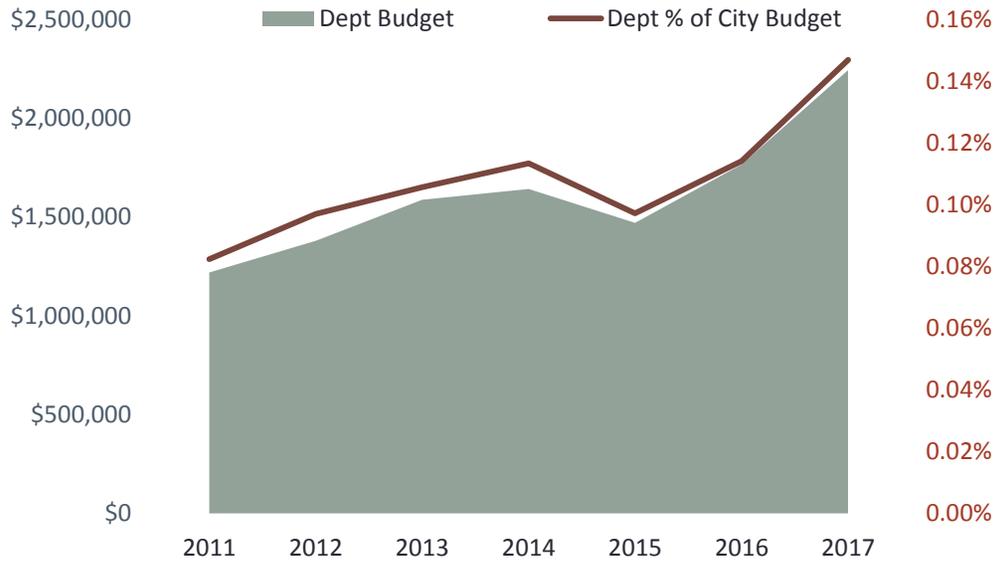
Final Version



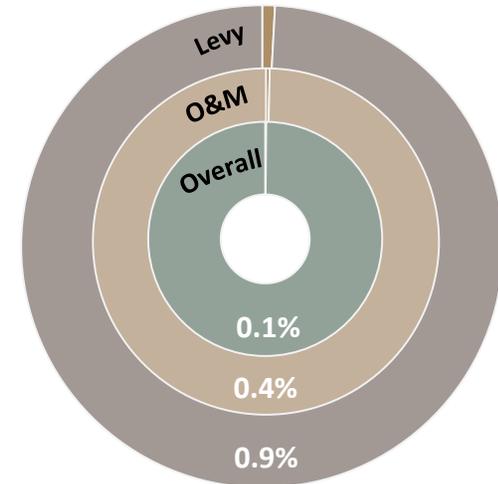
\$2,242,749
Proposed 2017 Budget

\$477,406
Change in Proposed Budget

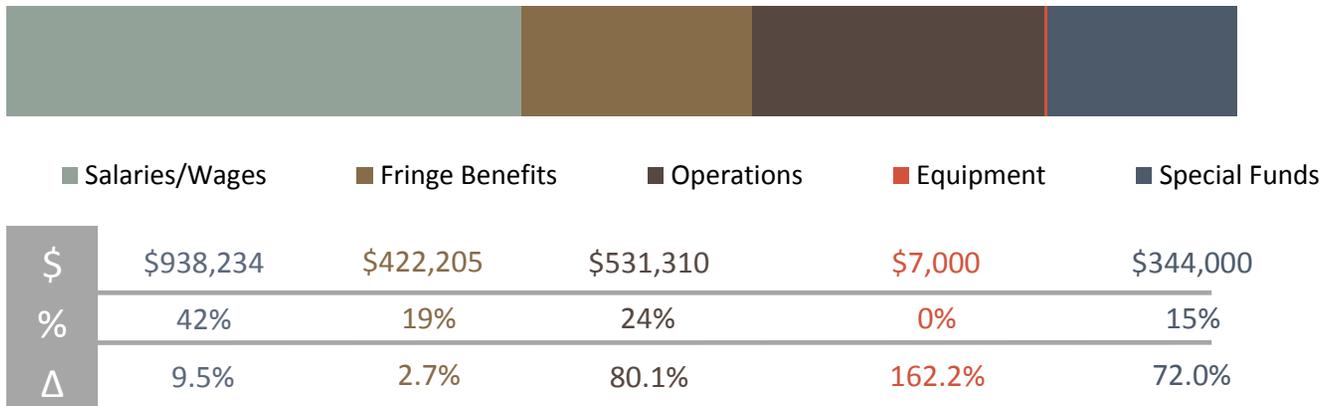
27.0%
% Change in Proposed Budget



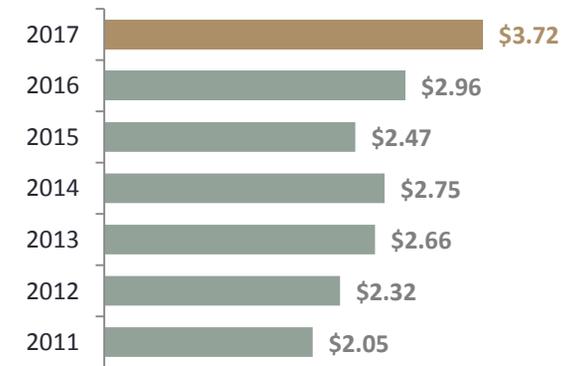
Departmental Budget Impact



Departmental Budget Appropriation Category



Budget per Capita



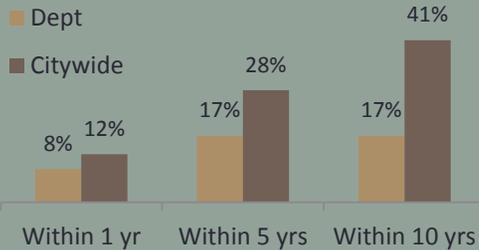
0

The number of citizen complaint hearings that were held in 2015.

41

Average number of days to resolve a formal complaint in 2015.

Retirement Eligible



2

Change in Positions

9.1%

% Change in Positions

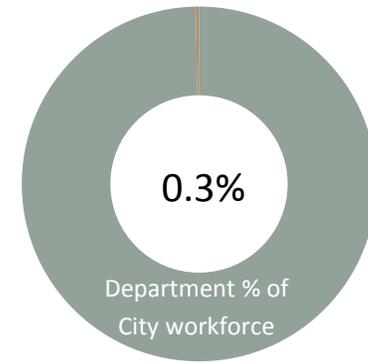
4

Current Vacancies

5

Voluntary Separations

Departmental Personnel Budget



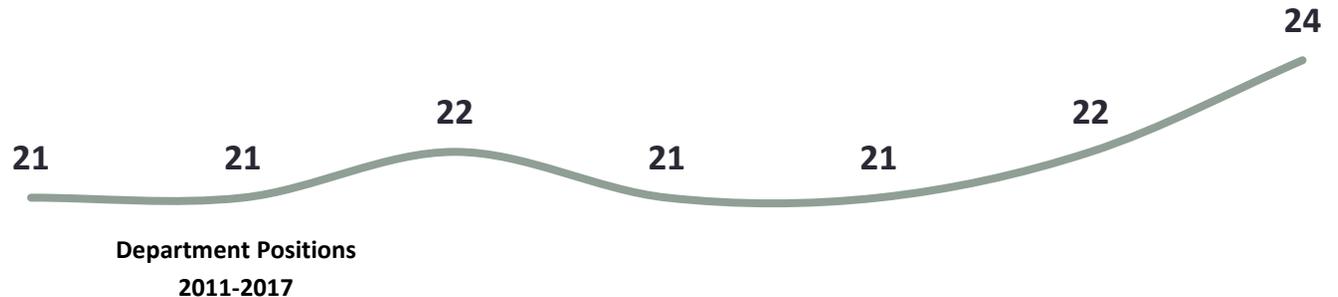
Staffing Update

2 new FPC Commissioners

Staffing Update

This budget provides for:

- 1 class of 26 Fire Cadets (no change)
- 1 class of 35 Police Aides (no change)



140

Average number of days to resolve disciplinary appeals in 2015; up from 105 in 2013 and down from 177 in 2014.

18

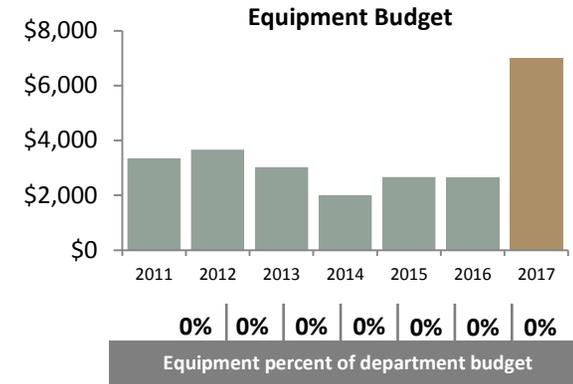
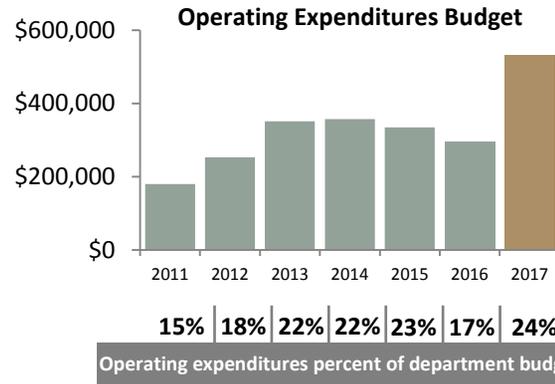
Number of new partnerships formed with community organizations.

90

Number of formal citizen complaints filed in 2015; up from 31 in 2013 and 74 in 2014.

155

Number of informal citizen complaints filed in 2015; up from 83 in 2013 and down from 158 in 2014.



Revenue

This department has no revenue accounts.

Special Purpose Accounts

This department has no special purpose accounts.

Grants

\$46,345: Wisconsin Emergency Management grant pays for part of the Homeland Security Director’s salary and is set to expire 12/31/2017. This is a reduction of \$31,272 from 2016.

Capital Requests

This department has no capital requests.

8

Number of disciplinary appeals filed with the Commission in 2015; up from 7 in 2013 and 6 in 2014.

72

Number of research reports and memoranda prepared by the Commission in 2015; up from 5 in 2013 and 20 in 2014.

14

Number of Community Services Officers graduated in 2016. The intent of the new CSOs will be to respond to non-felony, low-priority calls such as theft or vandalism.

\$124,000

Increase in Pre-Employment Screening funds to cover the costs of anticipated increase in the number of tests to be administered in 2017.

Budget Increase

84% of budget increase is attributed to:

- Professional Services (+255,375)
- Pre-Employment Screening (+124,000)
- Operational Efficiency Study (+20,000)

These increases coincide with the increased number of tests and corresponding background checks in 2017.

Fire Cadets/Police Aides/CSOs

The number of Fire Cadets remains at 52 in the 2017 Proposed Budget.

The number of Police Aides remains at 66 in the 2017 Proposed Budget.

The 14 new Community Service Officers graduated in October, 2016.

Disciplinary Appeals

The number of days to resolve disciplinary appeals dropped considerably from 177 days in 2014 to 140 in 2015 due to changes made by the Commission to streamline the entire appeals process.

Vacancies

The Commission currently has 2 vacancies:

- Staffing Services Manager
- Graduate Intern

There are also 2 proposed vacancies on the Commission Board awaiting nomination by the Mayor. State Statute allows for either 7 or 9 members on the Board, which currently has 7 members. The Mayor is proposing adding 2 new members to the Commission which would bring the FPC to the maximum allowable under State law.

Testing

In 2017, the Fire and Police Commission plans to provide testing for:

- Police Aides
- Fire Cadets
- Police Officers
- Fire Fighters

Additionally, the Emergency Communication Operator II list will be completed in January, 2017.

“Promoting Police Accountability in Milwaukee” 2012 Consultant Report- Recommendation Status (Updated for 2016)

Recommendation 3.1: FPC should reorganize staffing and structure to institute an independent monitor model of oversight.	Partial
Recommendation 3.2: The Independent Monitor should report to the Fire and Police Commission.	Partial
Recommendation 3.3: The Fire and Police Commission should conduct a nationwide search for a Director.	Yes
Recommendation 3.4: The FPC should be restored to full autonomy, with a budget and staff fully independent of DER.	Yes
Recommendation 3.5: The personnel-related functions of the FPC should be spun off to another agency.	No
Recommendation 3.6: The FPC staff should include more research and support staff.	Partial
Recommendation 3.7: The Commission should be expanded to seven members.	Yes
Recommendation 3.8: Commissioners and their immediate family members should have no association with MPD.	Yes
Recommendation 3.9: Commissioners should attend the Police Citizen Academy shortly after appointment.	Yes
Recommendation 3.10: FPC staff and Commissioners should develop an internal training program for new Commissioners.	Yes
Recommendation 3.11: Commissioners should also meet with representatives of diversity organizations.	Yes
Recommendation 4.1: The FPC complaint process should be discontinued.	No
Recommendation 4.2: The FPC and community organizations will continue to accept complaints.	Yes
Recommendation 4.3: The FPC should establish protocols for a conciliation process which will be administered by the FPC.	Yes
Recommendation 4.4: The FPC will establish a protocol on proactive communication with complainants.	Yes
Recommendation 5.1: The FPC staff should hire a paralegal to assist the hearing examiner in pre-appeals hearing procedures.	Yes
Recommendation 5.2: Change the statutory 10-day deadline for disciplinary appeal trials.	Yes
Recommendation 5.3: The statutory automatic adjournment should be changed to a right to an adjournment for cause.	Yes
Recommendation 5.4: FPC Rule XV should be changed to eliminate the language limiting the time of opening statement.	Yes
Recommendation 5.5: The FPC should continue its efforts to reduce its backlog of pending appeals.	Yes
Recommendation 5.6: Sworn personnel discharged by the Chief will be terminated without pay during their FPC appeal.	Yes
Recommendation 6.1: The Monitor should work with the Commission to compile a list policy matters to evaluate.	Yes
Recommendation 6.2: The Independent Monitor and staff should engage in research and review of police policy and patterns.	Yes
Recommendation 6.3: The recommendations from policy and performance reviews should be documented and tracked.	Yes
Recommendation 7.1: The Board should include a public comment period on agendas for meetings.	Yes
Recommendation 7.2: The FPC should hold meetings in various community locations.	Yes
Recommendation 7.3: The FPC should hire a community relations manager.	Yes
Recommendation 7.4: The FPC should improve its public reports to make them more user-friendly, substantive, and timely.	Yes
Recommendation 7.5: The FPC should undertake efforts to measure public awareness and recognition of the FPC’s work.	Yes
Recommendation 8.1: The Mayor and the Common Council should make the budgetary decisions fund an effective FPC.	Partial
Recommendation 8.2: The Common Council should provide for an evaluation of FPC	Partial