

2023



Legislative Reference Bureau

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FIRE AND POLICE COMMISSION



2023 Proposed Plan and Executive Budget Review

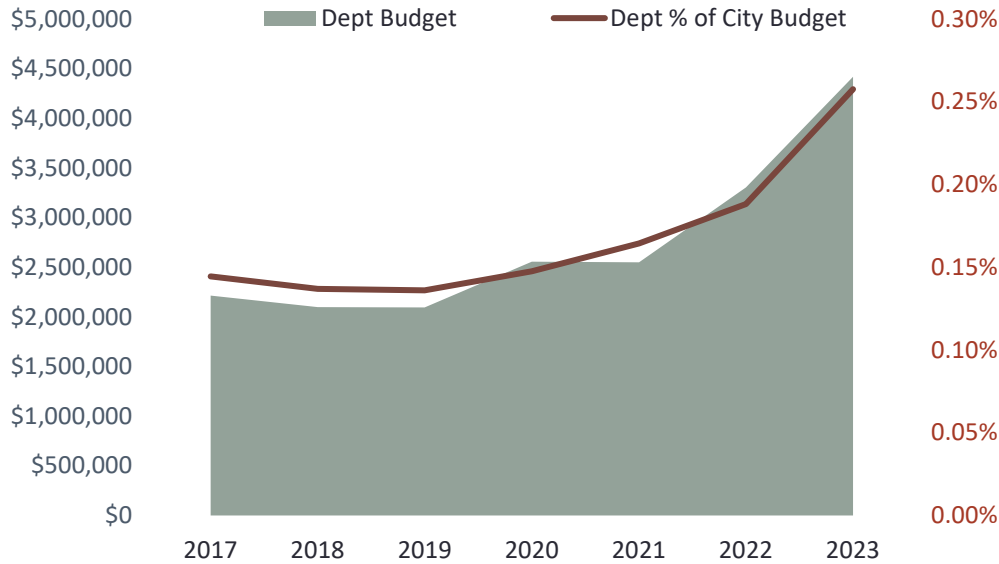
Prepared by: Christopher Hillard, Legislative Fiscal Analyst
Budget Hearing: 9:00 am on Friday, October 7, 2022



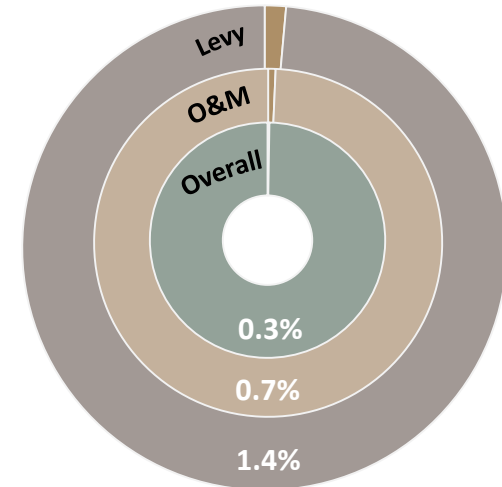
\$4,418,365
Proposed 2023 Budget

\$1,113,127
Change in Proposed Budget

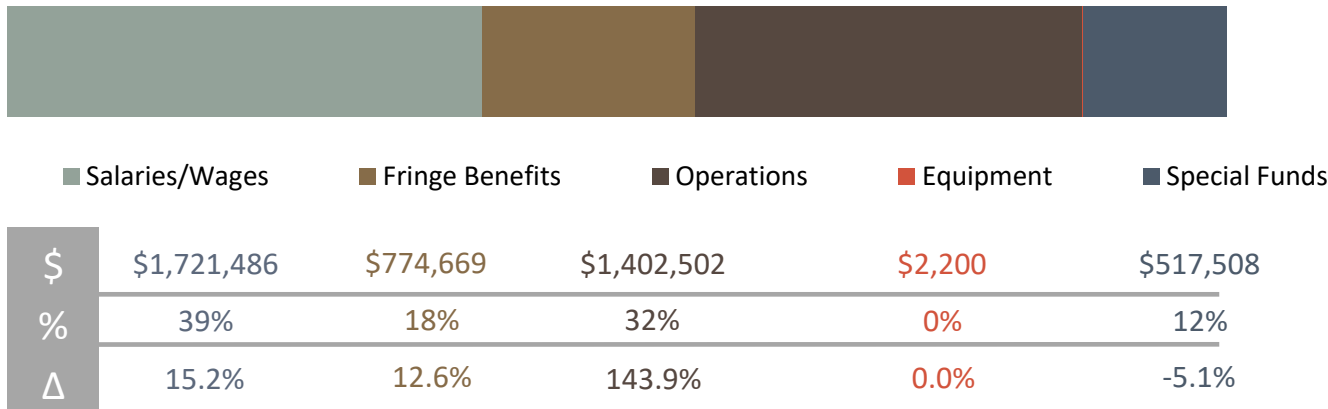
33.7%
% Change in Proposed Budget



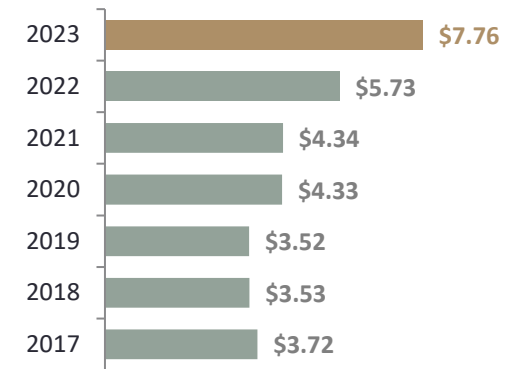
Departmental Budget Impact



Departmental Budget Appropriation Category



Budget per Capita



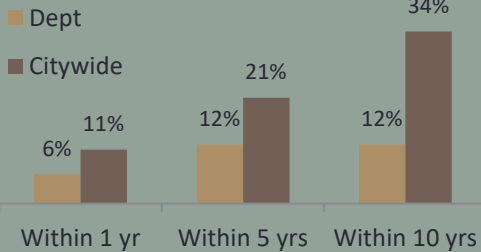
\$4,229,729

Requested Budget
-\$188,636 (-4%) less than
Proposed Budget.

2

Number of new
FPC Commissioners who have
joined the Commission in 2022.
There are currently a
total of 8 commissioners.

Retirement Eligible



-3

Change in Positions

-8.1%

% Change in Positions

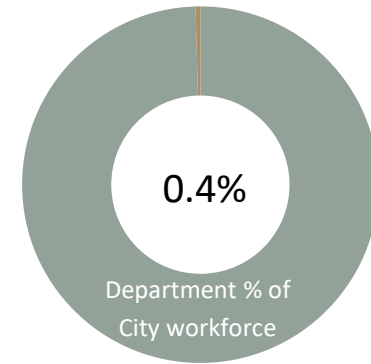
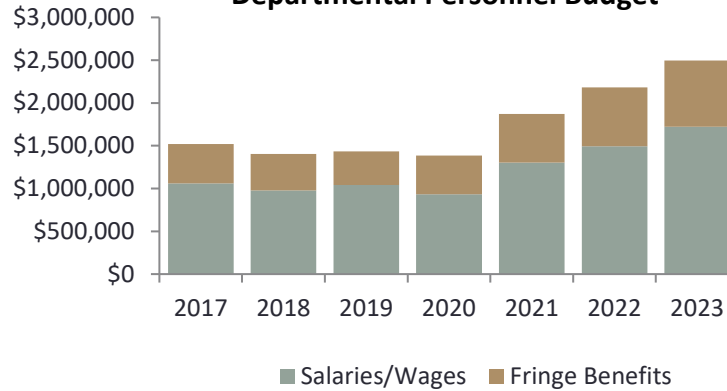
6

Current Vacancies

4

Voluntary Separations

Departmental Personnel Budget



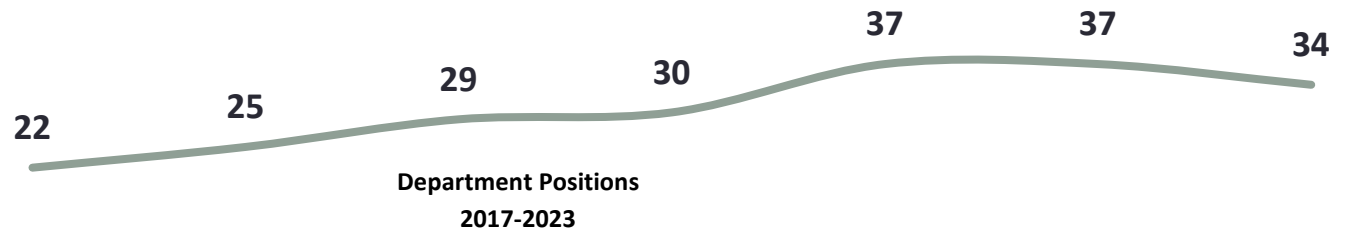
Staffing - Vacancies- There are currently 6 vacancies:

1. Program Assistant I – Vacant since 5/13/22. Department has list from DER, will interview in the next 1-2 weeks.
2. Administrative Support Specialist - Position has never been filled, likely to be eliminated in next year's budget.
3. Audit Manager – Vacant since 4/8/22. Conducted interviews in August and anticipate making an offer soon.
4. Auditor – Vacant since 3/11/22. Conducted interviews in August, have identified a candidate. Candidate is in the process of completing CJI background check.
5. Staffing Services Manager – Vacant since 5/20/22. Promoting a current employee to fill this vacancy.
6. Test Administration Coordinator – Vacant since 11/15/21. Candidate has accepted offer, will start on 10/31/22.

Staffing - Positions Added

There are 2 new, proposed positions:

- Human Resources Representative.
- Fire and Police Commission Sr. Auditor.



150

Projected, average number of days to resolve disciplinary appeals in 2022, up from 135 in 2021.

75

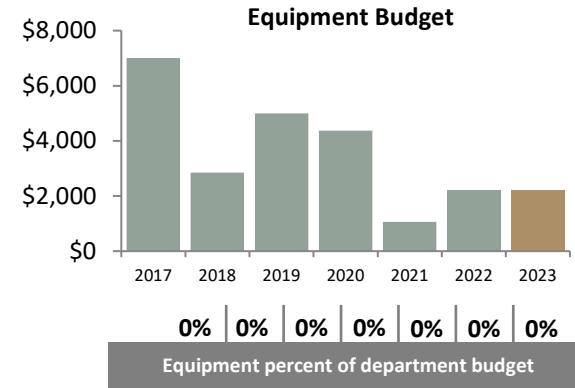
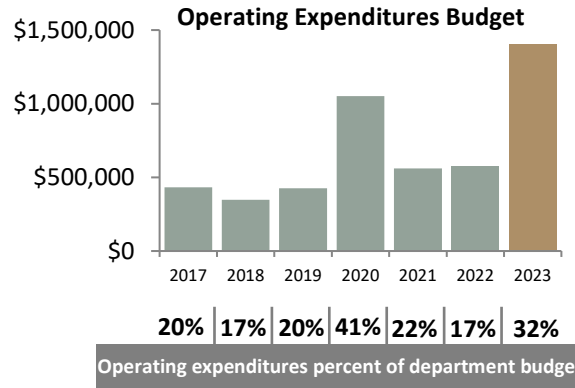
The projected number of days to resolve a formal complaint in 2022. This is up from 20 days in 2021, and closer to the response time of 73 days in 2020, which was up from 40 days in 2019 and 2018.

44

Number of MFD personnel officers disciplined in 2021, down from 70 in 2020.

3

Number of regular reports prepared by the Commission in 2021. These reports included the 2021 Year in Review Report and 2 Citizen Complaint Reports. Because of a needed update, these reports were prepared in 2021 but not released until 2022.



Revenue
This department has no revenue accounts.

Special Purpose Accounts
This department has no special purpose accounts.

Grants
This department receives no grant funding.

Capital Requests
This department has no capital requests.

169

The number of investigation audits carried out by the Commission in 2021, up from just one in 2020, zero in 2019, and 25 in 2018.

135

Average time to resolve disciplinary appeals in 2021.

This is below the 150 days projected to resolve appeals in 2022.

12

Number of community office hours offered in 2022, up from zero in 2021.

The number of community outreach events dropped slightly from 7 to 6 in 2022.

14

Number of vacant community service officer positions out of 25, down from 20 vacancies in 2021.

CJI Year 4 Annual Report:

The Crime and Justice Institute (CJI) praised the FPC for the stability the Department has seen in leadership over the past year, including the confirmation of new commissioners. However, CJI nevertheless noted a considerable level of staff turnover in non-leadership roles for positions with responsibilities directly related to the Settlement Agreement.

At the outset of the year, the FPC had become fully staffed, including a 3-person audit team; which is vital to compliance. However, the FPC compliance manager left in the fall of 2021, and the audit manager and one of 2 staff auditors left in the spring of 2022. While noting that some degree of turnover should be anticipated, CJI pointed to the 6 month timeframe of posting, recruiting, reviewing, and hiring in the City of Milwaukee as a significant hurdle. CJI noted that, although the FPC is actively working to fill positions, having key positions open for extended periods at this point in the Settlement Agreement, after experiencing excessive vacancies earlier in the Settlement Agreement process, significantly stalls progress toward compliance.

Consulting Fees

In the Proposed Budget for 2023, the operating expenditures for the FPC are \$827,462 higher than in 2022. This is due in large part to the use of consultants. In 2023, the FPC will contract with Winbourne to assist with the computer-aided dispatch system switchover necessitated by the creation of the new Department of Emergency Communications (DEC). The total amount of those contracts for 2023 is \$495,672. This amount was calculated by DEC and was originally intended to be in that Department's 2023 budget; however, because of concerns over potential conflicts of interest, the contract was moved back to FPC's 2023 budget. In 2022, FPC was only allotted \$150,000 for the Winbourne contract.

In addition to the contract with Winbourne, the FPC has also contracted with another consultant to conduct ongoing analysis of the Milwaukee Police Department's use of force incidents. This analysis will serve as a foundation for policy and training improvements.

Citizen Complaints

The 130 citizen complaints received by the FPC in 2020 (the most recent year for which the FPC has complete information) contained a total of 213 distinct allegations. Of 191 allegations that could be investigated, 184 (96.3%) were filed against MPD employees and 7 (3.7%) were filed against MFD employees.

The most common disposition of allegations in 2020 was closed file, indicating that no subsequent formal complaint was provided, and the complaint could not receive further investigation or rapid resolution without more information. 58 allegations (30.4%) fell into this category, which is an increase of 8.7 percentage points over 2019.

28 allegations (14.7%) were classified as unfounded or baseless, and 25 allegations (13.1%) were categorized as exonerated. An additional 18 allegations (9.4%) resulted in a policy review. Notably, just 7 allegations (3.7%) were resolved through the FPC's rapid resolution process in 2020, down significantly from 25.7% of allegations in 2019.

Less common dispositions included dismissal (3), sustained (2), not sustained (2), and counseling of the member (1). In 2 instances each, the member retired with charges pending or with an investigation pending.

43 allegations (22.5%) did not have a finding listed in the data despite the cases being listed as closed, nearly double the amount in 2019.

The most frequent misconduct alleged in these complaints related to department procedures (108 allegations, 56.5%). 21 allegations (11.0%) concerned department services, 17 alleged discourtesy (8.9%), 9 (4.7%) were related to use of force, 5 concerned disparate treatment (2.6%), and 3 (1.6%) were determined to have no allegation. 28 allegations (14.7%) were not categorized, or left blank, a 13 percentage point increase over 2019.