

# 2024



Legislative Reference Bureau

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# FIRE AND POLICE COMMISSION



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## 2024 Proposed Plan and Executive Budget Review

Prepared by: Christopher Hillard, Legislative Fiscal Analyst

Budget Hearing: 9:00 am on Wednesday, October 11, 2023

**\$5,138,099**

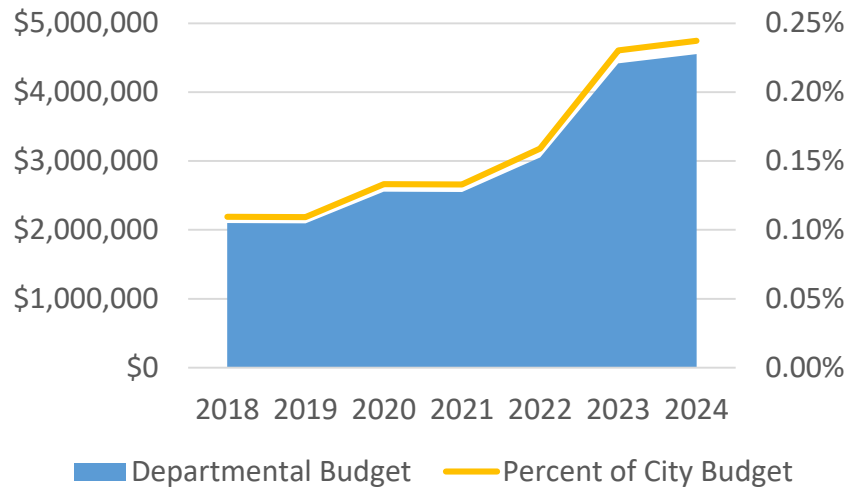
Proposed 2024 Budget + ARPA

**\$3,253,099**

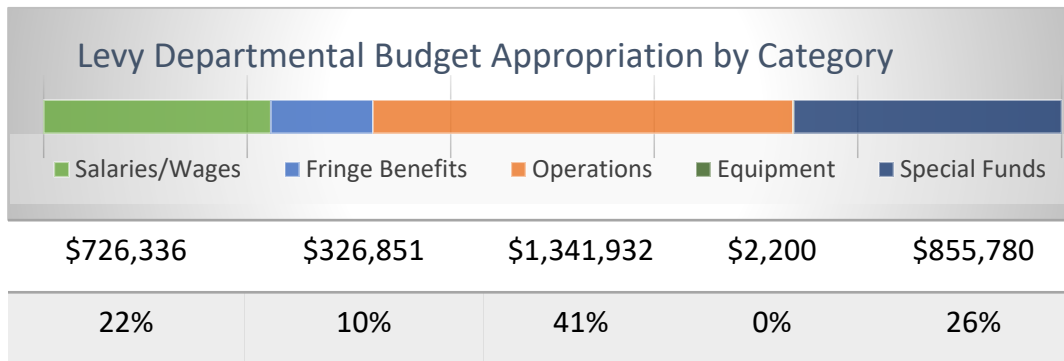
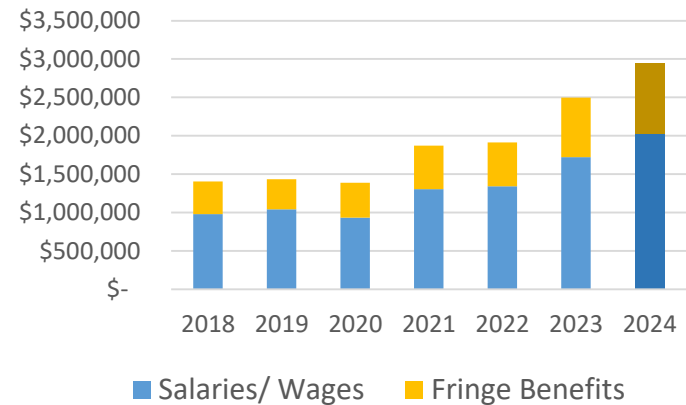
Proposed 2024 Budget (Levy)

**+ \$619,734**\$ Overall Change from 2023  
(ARPA + Levy)**\$5,103,078**

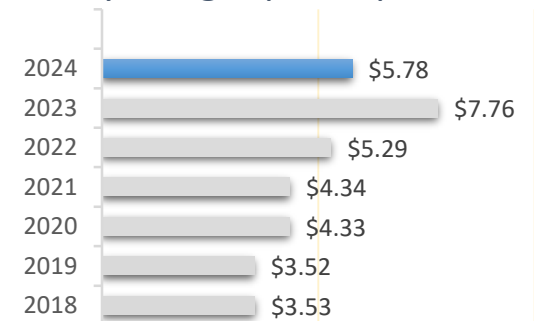
Requested 2024 Budget



### Personnel Budget



### Levy Budget per Capita



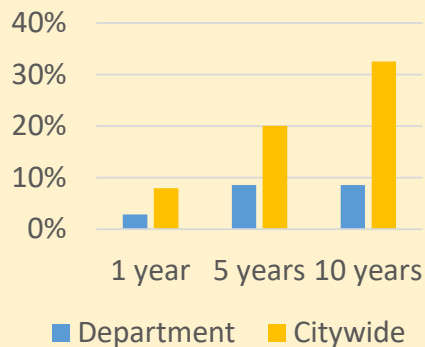
# \$1,300,000

2024 Salaries and Wages  
funded with ARPA

# \$304,850

Increase in Salaries and Wages,  
compared to 2023  
(ARPA + Levy)

## Retirement Eligible



## Staffing Vacancies

The department has 6 vacancies:

- Auditor
- Community Outreach Coordinator
- Human Resources Assistant
- Human Resources Representative
- Program Assistant I
- Test Administration Coordinator

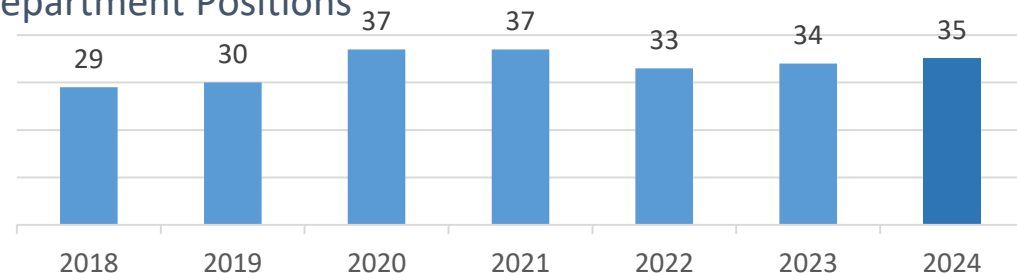
## Staffing Update

Net increase of 1 position: One Recruiter

This position is being requested to assist the department's continuous recruitment efforts for the police officer position as well as recruitment for the positions of firefighter, 911 operator, police aide, and fire cadet. The addition of this position will expand the department's recruitment and retention capabilities, particularly outreach at community events, career fairs, fit camps, and prep sessions.

<b>1</b>	<b>3%</b>
Change in Positions	% Change in Positions
<b>6</b>	<b>4</b>
Current Vacancies	Voluntary Separations

## Department Positions



# 192

Projected number of MPD and MFD department investigations audited in 2023. This is up from 140 in 2022.

# 33

Average number of days to resolve all complaints (formal and informal) against police in 2022, up from 21.7 days in 2021.

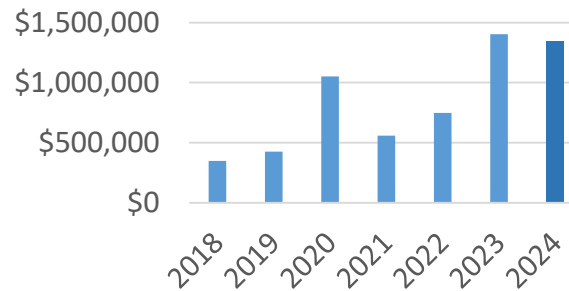
# 35

Number of MFD members disciplined in 2022, down from 44 in 2021.

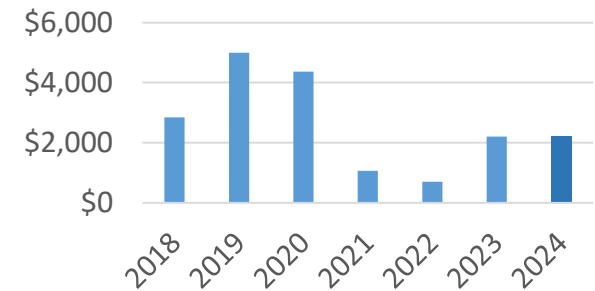
# 81

Number of MPD members disciplined in 2022. Up from 21 in 2021.

### Operating Expenditures Budget



### Equipment Budget



### 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 Programs and Projects

This department has no capital requests.

# 13

Projected number of audits carried out in 2023, including audits of traffic, field interviews, no-action encounters, frisks and searches.

# 60

Number of recruitments monitored in 2023, down slightly from 66 in 2022.

# 60

Number of examinations monitored in 2023, down slightly from 66 in 2022.

# 30

Projected number of formal investigations conducted by FPC in 2023, down from 43 in 2022.

## 2024 Planned Recruiting

Recruiting and processing candidates in 2024 for:

- 3 Police Officer classes
- One Police Aide class
- One Community Service Officer class
- 2 Firefighter classes
- One Fire Cadet class
- (2) 911 Telecommunicator classes

## CJI Year 5 Annual Report

The Crime and Justice Institute (CJI) praised the FPC for its relative stability, including a full complement of commissioners. The report also lauded the FPC's outreach to minority communities in Milwaukee, including the Diversity in Promotions survey, which sought responses from personnel who are eligible for promotion at each testing position. The FPC reports learning a great deal about ways to improve testing equity.

CJI did note the impact of Act 12 as a significant challenge. In particular, the report noted the loss of the Commission's authority to set policies for both MPD and the MFD as well as law enforcement unions' additional influence over the candidates selected for the Commission.

## Reports Issued

In 2023, the FPC released the following reports:

1. 2021 FPC Annual Report
2. 2021 Use of Force
3. 2019 Citizen Complaint Report
4. 2020 Citizen Complaint Report
5. 2021 Citizen Complaint Report
6. 2022 Police Satisfaction Survey
7. Report on 911 Call Wait Times for Q3 & Q4 2021
8. Report on 911 Call Wait Times for Q1 2022
9. Report on 911 Call Wait Times for Q2 2022
10. Report on Annual Policy Review for 2021
11. MPD Investigations Report
12. MPD/MFD Disciplinary Appeals Study for 2020-2021
13. MPD/MFD Residency Survey Report
14. Report on MPD/MFD Psychological Test and Background Investigation Failures, Appeals, and Outcomes

**Key Performance Measures**

Measure	2022 Actual	2023 Projected	2024 Planned
Number of recruitment events held.	112	150	150
Number of Collins settlement agreement-related audits conducted.	13	13	16
Number of partnerships formed with community organizations.	30	75	50
Average time (days) to resolve formal complaints.	22	27	30
Average time (days) to resolve disciplinary appeals.	97	150	150
Develop specific disaster response annexes and other emergency plans for special events and joint exercises.	10	16	22
Number of combined community preparedness planning and/or training sessions.	9	15	16

**Citizen Complaints**

The 106 citizen complaints received by the FPC in 2021 (the most recent year for which the FPC has complete information) contained a total of 279 distinct allegations. Of 270 allegations that could be investigated, 146 (54.1%) were filed against MPD employees (named or unnamed) and six (2.2%) were filed against MFD employees. In the remaining 109 allegations (40.4%), the officer field was left blank.

The largest number of cases had a disposition of “baseless or unfounded,” which applied to 77 allegations (28.5%). The finding for 71 allegations (26.3%) was “closed file,” indicating that the complaint could not receive further investigation or rapid resolution without more information. This was higher than the previous year’s 58 allegations in this category.

30 allegations (11%) were categorized as exonerated. An additional 10 allegations (4%) resulted in a policy review. Notably, no allegations were indicated to have been resolved through the FPC’s rapid resolution process in 2021, down significantly from 25.7% of allegations in 2019 and 3.7% in 2020.

The most frequent misconduct alleged in these complaints related to department procedures (91 allegations, 33.7%). 79 allegations (29.3%) concerned department services, 19 (7.0%) were related to use of force, 15 alleged discourtesy (5.6%), 4 concerned disparate treatment (1.5%), and 51 (18.9%) were determined to have no allegation. 11 allegations (4.1%) did not include a category for the type of misconduct. This is a decrease from the previous year, when 28 allegations (14.7%) were left blank.