

2016



Legislative Reference Bureau

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# FIRE AND POLICE COMMISSION

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## 2016 Proposed Plan and Executive Budget Review

Prepared by: Adam Wickersham, Legislative Fiscal Analyst

Budget Hearing: Monday, October 12, 2016

Last Updated: October 1, 2016

Version 8.1



# \$1,765,343

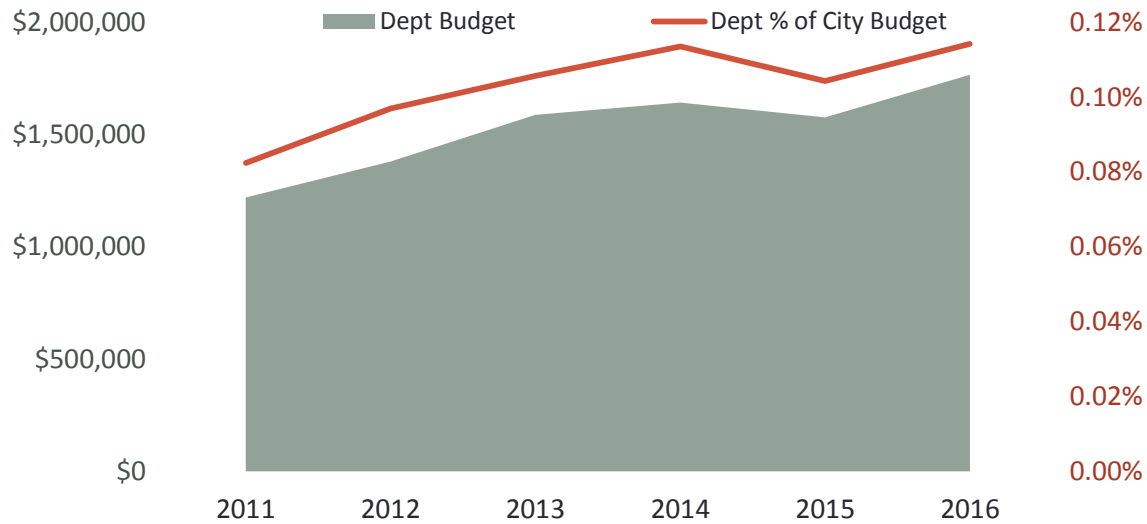
Proposed 2016 Budget

# \$189,679

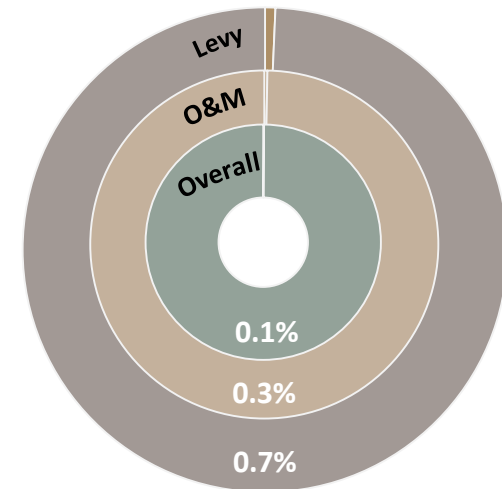
Change in Proposed Budget

# 12.0%

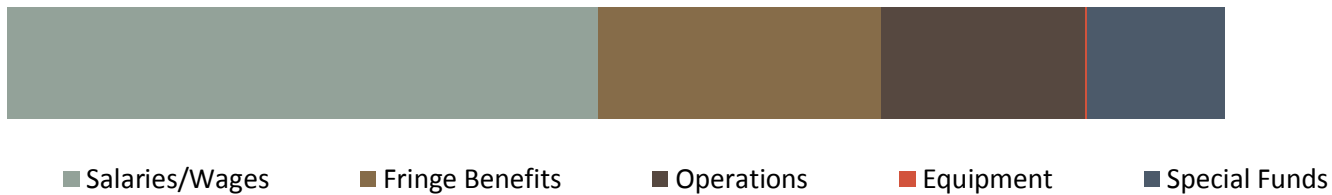
% Change in Proposed Budget



## Departmental Budget Impact

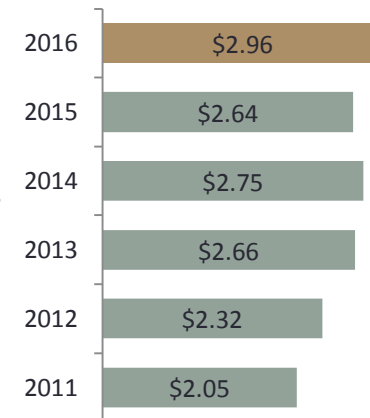


## Departmental Budget Appropriation Category



\$	\$856,536	\$411,137	\$295,000	\$2,670	\$200,000
%	49%	23%	17%	0%	11%
Δ	9.6%	16.9%	3.5%	0.0%	29.0%

## Budget per Capita



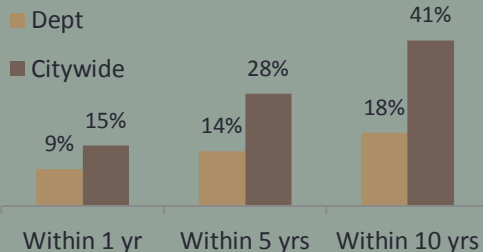
0

The number of citizen complaint hearings that were held in 2014 and 2015.

45

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

### Retirement Eligible



1

Change in Positions

4.8%

% Change in Positions

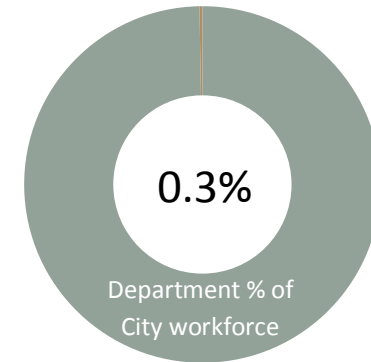
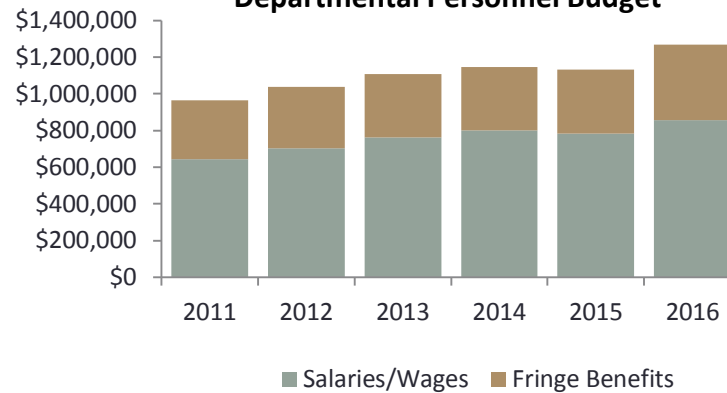
5

Current Vacancies

2

Voluntary Separations

### Departmental Personnel Budget



### Staffing Update

- New Executive Director confirmed in August 2015 after a one-year search.
- The creation of new position of Examinations Supervisor will reduce the department's reliance on outside consultants.

### Staffing Update

- 25 current Fire Cadets  
Up to 27 cadets begin August 15, 2016
- 61 current Police Aides  
Up to 25 aides begin July 18, 2016



Department Positions  
2011-2016

177

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

132

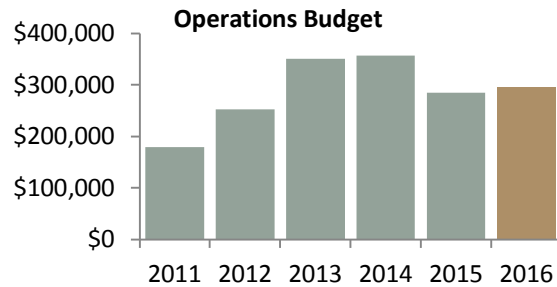
Number of outreach events and community contacts in 2014; up from 65 in 2013.

74

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

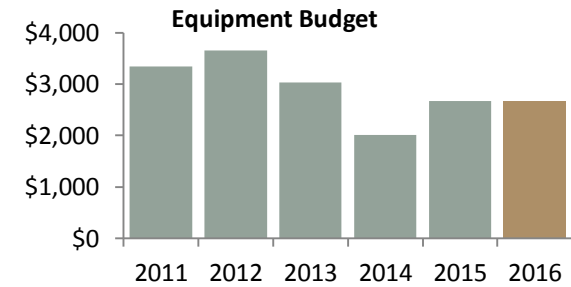
158

Number of informal citizen complaints filed in 2014; up from 83 in 2013.



15%	18%	22%	22%	18%	17%
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Operations percent of department budget



0%	0%	0%	0%	0%	0%
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Equipment percent of department budget

**Revenue**

No revenue is generated by this department.

**Special Purpose Accounts**

This department has no Special Purpose Accounts.

**Grants**

\$77,617 Wisconsin Emergency Management grant pays for 80% of the Homeland Security Director's salary and is set to expire 12/31/2016.

**Capital Requests**

This department has made no capital requests.

**6**

Number of disciplinary appeals filed with the Commission in 2014; down from 7 in 2013.

**20**

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

**3,441**

Number of actual positions under Commission authority; 3,767 authorized.

**312**

Number of days the Commission went without an Executive Director.

**Budget Increase**

Of the Commission's \$189,679 increase in the 2016 Proposed Budget, over 90% is directly attributable to a revamp of its testing and hiring procedures (\$175,723), including adding one FTE (Examinations Supervisor).

**Fire Cadets/Police Aides/CSOs**

The number of Fire Cadets increases from 39 in 2015 to 52 in the 2016 Proposed Budget.

The number of Police Aides remains at 66.

The 10 new Community Service Officers will begin training in January, 2016.

**Disciplinary Appeals**

The primary reason for the increase in the number of days to resolve disciplinary appeals (from 105 in 2013 to 177 in 2014) was the change in in State law mandating an independent review for police involved shootings. This was primarily witnessed in the Officer Manney appeal.

**Vacancies**

The Commission currently has 5 vacancies:

- Research & Policy Analyst
- Recruiter
- Program Assistant II
- Graduate Intern
- College Intern

There is also one vacancy on the Commission Board awaiting nomination from the Mayor. State Statute allows for either 7 or 9 members on the Board, which currently has 6 members.

**Disciplinary Hearings**

5 appeals were filed in 2014:

- 1 is pending due to pending criminal charges.
- 1 was dismissed due to retirement.
- 1 was dismissed due to incarceration.
- 2 discharge appeals went to hearing in 2015 and were sustained.

6 appeals filled prior but completed in 2014:

- 4 discharge hearings sustained.
- 1 discipline hearing, reduced from 10 to 9-day suspension.
- 1 discipline hearing withdrawn.

**“Promoting Police Accountability in Milwaukee” 2012 Consultant Report- Recommendation Status (Updated for 2015)**

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