



# MILWAUKEE FIRE & POLICE COMMISSION

MaryNell Regan, Executive Director

Budget Presentation – Monday, Oct. 12, 2015

## **IMMEDIATE MISSION: Improve access to the Director, increase transparency of the FPC in perception and reality, and re-write/re-structure Rules and citizen complaint process.**

- ❑ Evaluate office operations. Main goal is to increase customer service by 100%.
- ❑ Restructure agendas for meetings, and schedule public hearings on community issues.
- ❑ Update FPC Rules.
- ❑ Audit citizen complaint process; draft required protocol for investigations; focus on lawfulness and legitimacy.
- ❑ Refine mechanism for community members to provide feedback in a manner that doesn't compromise the integrity of the FPC's quasi-judicial role. Utilize Equal Rights Commission.
- ❑ Create administrative follow-up procedure for inquiries and comments (a/k/a improve customer service).
- ❑ Fill Research Analyst position for improved data and analysis's availability.



# Police Aide Recruitment and Testing

- ❑ **Police Aide – annual recruitment.**
- ❑ **Applications are due December 4, 2016.**
- ❑ **Written exams (2-3 offerings) are in January 2016.**
- ❑ **Additional exams in April 2016.**
- ❑ **Pre-employment screenings in May and June 2016.**
- ❑ **Class starts in in mid-June 2016.**
- ❑ **Class size depends on vacancies, but is anticipated to be 30-35.**



# Police Aide Recruitment To Date

## Recruitment Efforts:

- ❑ Radio and newspaper ads.
- ❑ Resource/Job Fairs:
  - High Schools
  - My Brother's Keeper
  - Fatherhood Summit
  - MPD Open Houses
- ❑ Social Media.

Total Applications Received							
	Asian	Black	Hispanic	Am. Ind.	White	Total	% of Total
Female	0	32	13	0	12	57	46%
Males	4	38	9	0	15	66	54%
Total	4	70	22	0	27	123	
Percentage of Total	3%	57%	18%	0%	22%		100%

# Fire Cadet Recruitment and Testing

Annual Recruitment. Applications due December 4, 2016.

Written exams, January 2016; interviews, February 2016.

Completion of Personal History Questionnaires, March 2016.

Physical Ability Testing, May 2016.

Backgrounds, pre-employment testing, June & July 2016.

Cadet Class begins, Late August.

Goal is to appoint 12-27 new cadets.



# Fire Cadet Recruitment to Date

	Oct. 6, 2015							
	Asian	Black	Hispanic	Ame r. Ind.	White	Unknown	Total	% of Total
Female	2	243	24	1	15	4	289	48%
Males	5	221	26	4	45	6	307	52%
Total	7	464	50	5	60	10	596	
Percentage of Total	1%	78%	8%	1%	10%	2%		100%

**Radio and Newspaper ads; MFD participating in Talk Radio Segments.**

**You tube videos and other social media.**

**Open Houses/Job Fairs/Questions & Answer sessions hosted by MFD.**

**Year-round presence in Schools.**

**Grassroots branding; strong visible presence of recruiting in the community.**

# Other Recruitment and Testing Activities

- ❑ Beginning 1/1/2016, a new State-mandated physical ability test for entry and graduation from the Police Academy (not applicable to Police Aides).
- ❑ Recruit class of 42 officers starts 12/2015. Pre-employment screening is on-going.
- ❑ Anticipated Recruit class of 65 officers in late summer 2016.
- ❑ Dispatcher/Telecommunicator – study being conducted on career ladders, anticipated to be completed with recommendations for restructuring by the Spring.
- ❑ Dispatchers – November training of hopefully 5 people will occur 11/2015.
- ❑ MPD has been authorized by EBC to utilize current Dispatcher list to fill

# MPD Promotional Examinations

- ❑ POLICE DETECTIVE – Examinations occurring, eligible list to be completed December 17, 2015.
- ❑ POLICE LIEUTENANT – Eligible list approved July 16, 2015.
- ❑ POLICE SERGEANT – Eligible list expires in December 2015. A new list is anticipated to be presented before the end of 2016.



# Recruitment and Testing Activities

**Firefighter** – current list extended and expires 10/23/2016. For a timely new list after 10/23/2016, recruitment would need to start 2/2016.

**Fire Equipment Dispatcher** – eligible list approved 6/18/2015. Examination administered every two years, so recruitment would ideally begin in 11/2016.

**Heavy Equipment Operator** – only 2 names remain on current promotional list. For a timely new list, recruitment would need to start 12/2015.

**Fire Captain (promotion)** – written examinations will occur in 12/2015; interviews 1/16; appointments may begin 3/2016.

**Fire Lieutenant (promotion)** - written examinations will occur in 12/2015; interviews 1/2016; appointments may begin 3/2016.

# Improving Community Relations



- Community Meetings
- Community Partners
- Grassroots Recruiting
- Public Hearings/Listening Sessions

# Accountability and Oversight



- Promotions
- Hiring and Disciplines
- Oversight
- Legitimacy
- Policy/Procedure Review

# Office of Emergency Management and Homeland Security

**Steven Fronk,**  
**Director**

- ❑ **Responsible for coordinating emergency planning, disaster preparedness and response training for the City of Milwaukee and Ozaukee, Racine, Washington and Waukesha counties, collectively known as the Milwaukee Urban Area Security Initiative (UASI).**
- ❑ **The collaboration provides a multi-jurisdictional, multi-disciplinary network of government agencies and community stakeholders in order to prevent, prepare for, respond to and recover from major disruptive events in order to mitigate the impact on southeastern Wisconsin.**
- ❑ **The Milwaukee UASI works with the Office of Justice Assistance and Wisconsin Emergency Management to evaluate the needs of all regional partners and jurisdictions, prioritize those needs and access available funding for initiatives and projects throughout the region.**
- ❑ **Eighty percent of all costs covered by a federal grant.**

# Fire and Police Commission



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