

# ORGANIZATION & MANAGEMENT



Under Wisconsin law and the Milwaukee City Charter, the Fire and Police Commission (FPC) oversees all aspects of Fire Department and Police Department operations. The Commission sets overall policy while the chief of each department manages daily operations and implements the Commission's policy direction and goals. Specific Commission functions include:

- establishing recruitment and testing standards for positions in the Fire and Police Departments;
  - hearing appeals by members of either department who have been disciplined by their Chief;
  - independently investigating and monitoring citizen complaints;
  - disciplining Police and Fire employees for misconduct; and
  - Compliance with the ACLU settlement agreement.
- Emergency Management for the City of Milwaukee is also located under the organizational structure of the FPC.

To more effectively accommodate our growing staff, we are reorganizing. The FPC is a small and dedicated team, and we serve a very important role to the public. Therefore as daily operations go it is expected that at times position duties may overlap, and as a result, it is necessary to be flexible and help each other get the work done. Nevertheless, it is important for all FPC staff to review and understand the new FPC organizational structure. The following slides define FPC teams, reporting structure, and chain of command.

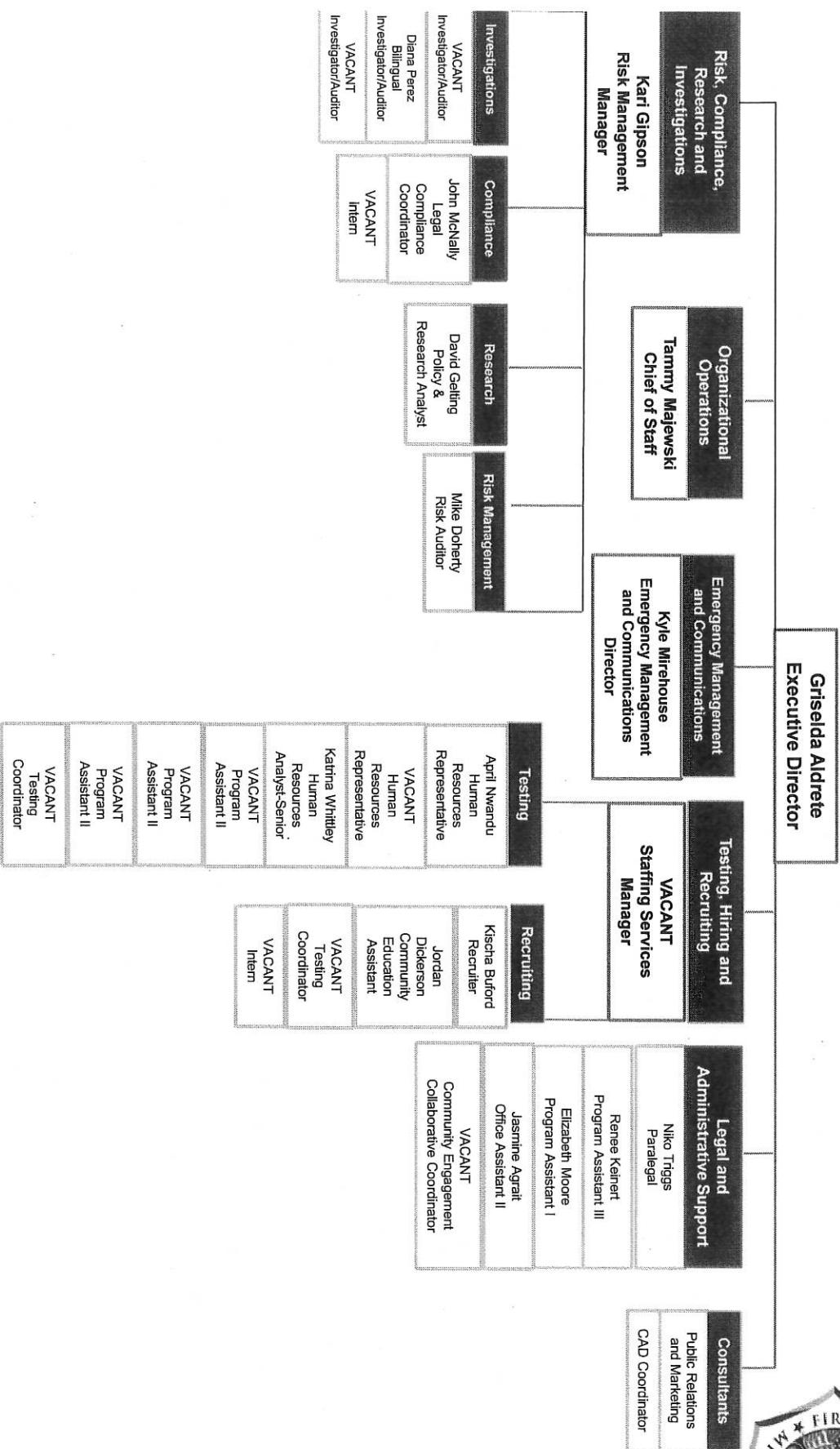
## Operational Team Organization (Slide 2)

We have organized teams under: 1) Risk, Compliance, Research and Investigations, 2) Testing, Hiring and Recruiting, 3) Emergency Management, 4) Community Relations, 5) Legal and Administrative Support, & 6) Consultants. This should not prevent staff from working with staff in other teams, however, for the purposes of communication and project management, staff should utilize this team organization as a guide.

## Management Chain of Command (Slide 3)

In terms of having to communicate, confer, request, or discuss any issue that requires a management response, FPC staff are expected first to communicate with their direct manager. When the Executive Director is unavailable, FPC staff are expected to follow the chain of command.

# OPERATIONAL TEAM ORGANIZATION



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