

2001 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

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2001 BOARD OF FIRE AND POLICE COMMISSIONERS

Robert Welch
Chairman
Appointed July, 1997
Term Expires July, 2002

Carla Y. Cross
Vice Chairman
Appointed May, 1998
Term Expires July, 2004

Ernesto A. Baca
Appointed July, 2001
Term Expires July, 2006

Eric Mandel Johnson
Appointed September, 1998
Term Expires July, 2003

Leonard J. Sobczak
Appointed October, 2000
Term Expires July, 2005

FIRE AND POLICE COMMISSION STAFF

Joseph J. Czarnezki, Executive Director

ADMINISTRATIVE STAFF

Sandra Zelazny, Office Supervisor II

Renee Keinert, Administrative Assistant III

COMMUNITY RELATIONS

David Heard, Public Relations Officer

Cynthia Smith, Office Assistant II

Angela Kreutzer, College Intern

EXAMINATIONS

Cassandra Scherer, Examinations Supervisor

Jane French, Personnel Analyst - Senior

Cynthia Nowak, Personnel Analyst - Senior

Susan Liedtke, Office Assistant IV

RESEARCH

Steven Fronk, Hearing Examiner

Joan Dimow, Research Analyst – Senior

REPORT FROM THE EXECUTIVE DIRECTOR

MISSION STATEMENT: To ensure that the Fire and Police Departments are prepared to protect the lives and property of the citizens of the City of Milwaukee.

STRATEGIC ISSUES:

Ensure a high quality, diverse public safety workforce, with a high retention rate, through effective recruitment, selections, and promotion processes.

Ensure the quality and effectiveness of the Fire and Police Departments' policies, practices, and performances through appropriate utilization of the Board's oversight authority.

The Milwaukee Board of Fire and Police Commissioners was established in 1885. Authority and responsibilities of the Board are set forth in the City Charter and Wisconsin State Statutes. The Board sets employment standards and qualifications for various entry-level positions, carries out recruitment programs, administers competitive examinations for positions not specifically exempt, and provides for the classification of all positions in both services. Since 1885, no person has been appointed to any position in either the Police Department or Fire Department without Board approval.

The Board has rule-making authority for both the Fire and Police Departments, which it has delegated to the respective chiefs, while requiring Board review and approval prior to implementation. The Board has a statutory responsibility to conduct an annual policy review of the operations of the two departments. The Board's judicial function includes the authority to hear appeals from departmental discipline and to conduct citizen complaint hearings. All hearings are open to the public.

The Board has two standing committees, the Committee on Rules and Complaints and the Policy Review Committee. The Board forms other committees from time to time to further the conduct of its business. Members of the Board and Commission staff also serve on other City committees.

Regular meetings of the Board are generally held on the first and third Thursday of each month, at 7:00 p.m., except during the month of August when the Board is in recess. The public is welcome to attend. Prior to each regular meeting, the Board may meet in closed executive session. The Board held 87 regular, special, and committee meetings in 2001. Commission offices are located at 809 North Broadway, in the City Hall Complex.

The Board's five members are appointed by the Mayor to overlapping five year terms, subject to Common Council approval. Robert A Woody≡ Welch, retired Director of Intergovernmental Relations for the City, and Carla Cross, President of Cross Management Services, were elected Chairman and Vice Chairman this year. Other continuing Board members are Eric Mandel Johnson, President of South Star Trucking and Leonard Sobczak, President of Eastmore Real Estate. Rosa Dominguez, Special Assistant to the Senior Vice-President, Opportunities Industrialization Center, completed her term on the Board this year. Mayor Norquist appointed Ernesto Baca, Contract Manager at UMOS, Inc., to fill the vacancy. The Board's day-to-day operations are managed by its Executive Director.

INITIATIVES FOR 2001:

Select candidates for three Police Department recruit classes and two Fire Department recruit classes. Continue to monitor the progress of newly hired sworn personnel to ensure a high level of retention and a low number of disciplinary actions and citizen complaints.

Work to implement the Mayor's Commission on Crime recommendations to increase community involvement in crime prevention efforts and improve the relationship between residents and the Police Department.

One Fire Fighter class, with 27 recruits, entered the Fire Academy, and three Police Officer classes with 185 recruits entered the Police Academy. Recruits included eighteen promoted from Police Aide and fifteen promoted from the Fire Cadet apprenticeship program. Ten Fire Cadets and 28 Police Aides were appointed in 2001.

In total, the Board approved the appointment and promotion of 497 individuals to various public safety positions: 417 in the Police Department, and 80 in the Fire Department.

The overall disciplinary action, termination, resignation, and citizen complaint rate for police and fire academy graduates in their first four years of service was 18% in 2001, the same as the previous year.

Review of the Police Officer testing process continued, with incumbent officers going through the Physical Ability segment to establish norms. New background investigation procedures were implemented, and for the first time, psychological tests were administered to candidates.

The Board formed a working group, led by Commissioner Sobczak, including representatives of neighborhood organizations, the University of Wisconsin-Milwaukee, and the Police Department, to address the problems of noise and vandalism resulting from alcohol consumption by University students living in the neighborhood.

Assistant Chief Roger Reinke, who began his career with the Milwaukee Police Department as a Police Aide in 1974, retired this year. Ada Wright, who in 1975 was the first woman hired as a "Patrolman" rather than as a "Policewoman", also retired this year. Policewomen had full police powers, but were assigned only to cases involving women and children, and were not eligible for promotion.

The Fire and Police Commission, Milwaukee Fire Department, and Milwaukee Police Department all have pages on the World Wide Web which can be accessed from the City of Milwaukee home page [<http://www.milwaukee.gov>]. The Commission page includes information on how to become a Firefighter or Police Officer, and on the citizen complaint process. In addition, agenda information is posted prior to Board meetings. In 2001, the Commission's Annual Report and the *City of Milwaukee Public Safety Report* were published on the web for the first time. The Commission's e-mail address is fpc@milwaukee.gov.

Policy Review

Pursuant to Section 62.50(1m) of the Wisconsin Statutes, the Board conducts an annual review of the operations of the Police and Fire Departments. This year, the Board worked with both Chiefs to develop performance objectives, and met quarterly with each Chief to review his performance and the performance of his Department.

The Board continued a review of the Fire Department's efforts to strengthen diversity within the Department. The review had previously resulted in a multi-phase diversity and anti-harassment training program; in 2001, the Fire Department added a mentoring program to help employees prepare for promotional opportunities.

The Board created an ad hoc Committee on Cultural Diversity in the Fire and Police Departments. The Committee began its work in early 2002 with two public meetings.

Review of Police Department operations included Board approval of District-level crime reduction initiatives. After Chief Jones transferred a large number of officers in November, the Policy Committee began a review of transfer practices, including a survey of departments in similar-size cities.

Judge Maxine White gave a presentation to the Board and members of the public on the findings and recommendations of the Governor's Commission on Racial Profiling. At the direction of the Common Council, Commission staff review quarterly statistics on Aquality of life citations, to examine the possibility of racial profiling. Results are thus far inconclusive.

Dr. Steven Hargarten of the Firearm Injury Center gave a presentation about firearm deaths in Wisconsin, and the Board sponsored the Mayor's Community Symposium on Gun Violence.

The Fire and Police Commission completed a comprehensive rewriting of its Rules – the first complete revision in more than a decade – bringing the Rules into conformance with current policies and practices.

Rules of the Fire and Police Commission, Police Department, and Fire Department are public records and available upon request from the applicable department. Police Department rules are also available at all branches of the Milwaukee Public Library system.

The Commission's *Public Safety Report* summarizes the activities of the Fire and Police Departments in preventing and responding to fires, crimes, and other calls for assistance in 2001.

For the Board,
Joseph J. Czarnezki, Executive Director

CITIZEN COMPLAINTS

One of the Board's objectives is to ensure that the Fire and Police Departments have quality employees, appropriate policies and practices, and satisfactory performance, as indicated by the rate of disciplinary actions, terminations, resignations, and citizen complaints for new hires. The overall disciplinary action (see page 6), termination, resignation, and citizen complaint rate for police and fire academy graduates in their first four years of service was 18% in 2001, the same as the previous year.

The Board is empowered to hear complaints by any aggrieved person against a specific employee's alleged act of wrongdoing. Complaints may be resolved through a formal trial or through conciliation, an informal, face-to-face meeting which does not result in the imposition of discipline. Complaints are dismissed by the Board if they are not within its statutory authority, the complainant does not follow through with the process, or the alleged act was not in violation of Department rules.

In 2001, forty-eight complaints were dismissed by the Board for such reasons. Fourteen complaints were referred to the Fire Department or Police Department for resolution, and five were withdrawn by the complainants. Seven conciliations were effected, and one complaint was resolved by trial. Thirty complaints remained pending at the close of 2001 (next page). Ten of these had been filed in past years, including one dismissed in 1999 but reinstated in 2000. Seven of the thirty were pending trial, fifteen pending conciliation, and eight in earlier stages of the process.

		<u>Held over from past years for resolution in 2001</u>	<u>Filed in 2001</u>
<u>NUMBER OF COMPLAINTS:</u>		27*	78
<u>RESOLVED IN 2000:</u>		<u>17</u>	<u>58</u>
Dismissed by Board:	Discourtesy	4	8
	Excessive Force	2	11
	Misconduct	0	5
	No rule violation or not within Board's authority	0	18
Referred to Department:	Discourtesy	0	2
	Excessive Force	2	3
	Misconduct	2	3
	No rule violation	1	1
Withdrawn by complainant:	Excessive Force	3	2
Conciliation effected:	Discourtesy	1	4
	Excessive Force	1	0
	Misconduct	0	1
Resolved by trial:	Excessive Force	1	0

Citizen Complaints, continued

		<u>Held over from past years for resolution in 2001*</u>	<u>Filed in 2001</u>
<u>PENDING AT CLOSE OF 2001</u>		<u>10</u>	<u>20</u>
Set for trial:	Discourtesy	2	0
	Excessive Force	4	1
Set for conciliation:	Discourtesy	1	5
	Excessive Force	0	9
Other status:	Discourtesy	0	1
	Excessive Force	1	3
	No rule violation	2	1

*includes one case dismissed in 1999, reinstated in 2000, and still pending in 2001.

Commission staff also receive several hundred phone calls and walk-in inquiries each year from persons who do not file formal complaints. These may be resolved by staff, referred to the appropriate Department Chief, to a Police District Captain, or to other agencies. Some callers are provided materials for filing a formal complaint, but choose not to do so. More information on the complaint process is available on the City of Milwaukee web site, <http://www.milwaukee.gov>.

Many people make complaints directly to the Fire or Police Departments. Complaints may be made at any Fire Station or District Police Station, at the Police Administration Building, 749 West State Street, or at Fire Department Headquarters, 711 West Wells Street.

DISCIPLINARY APPEALS

The Board is empowered to hear Department member appeals from discipline. A defined class of non-probationary employees may appeal a dismissal, demotion, or suspension of more than five days to the Board, which may sustain, modify, or deny the action of the Chief.

Nineteen members of the Police Department filed appeals from disciplinary action in 2001. One had two appealable disciplines, for a total of twenty appeals. Thirteen appeals from past years, and one from the current year, were resolved in 2001.

The Board reduced the number of days in three suspensions, and overturned two others. Six appeals from suspension were withdrawn, as were two appeals from dismissal (including one person who became duty-related disabled). One suspension was rescinded by the Chief of Police.

At year end, six appeals from dismissal and twenty-five appeals from suspension were pending. Twelve of the appeals from suspension were held over from prior years.

	<u>Held over from past years for resolution in 2001</u>	<u>Filed in 2001</u>
<u>NUMBER OF APPEALS:</u>	<u>25</u>	<u>20</u>
<u>Resolved in 2001</u>	<u>13</u>	<u>1</u>
Discipline sustained	0	0
Modified by Board		
Suspension time reduced	3	0
Discipline overturned by Board		
Suspension	2	0
Withdrew appeal		
Suspension	5	1
Dismissal	2	0
Discipline rescinded by Chief		
Suspension	1	0
<u>Pending at Close of 2001</u>	<u>12</u>	<u>19</u>
Appeals from Dismissal	0	6
Appeals from Suspension	12	13

APPOINTMENTS AND PROMOTIONS - 2001

One of the Board's strategic objectives is to continue to increase diversity in the sworn ranks of the Fire and Police Departments. This year, 34% of police officer recruits were minority* and 27% were women, increases from 29% and 17% in 2000. Twenty-six percent of firefighter recruits were minority and 4% were women, essentially unchanged from 2000. A demographic profile of sworn employees is included in this report.

SWORN - POLICE

- 1 Assistant Chief of Police
- 1 Deputy Chief of Police
- 2 Deputy Inspector of Police
- 1 Commander of Police
- 8 Captain of Police
- 10 Lieutenant of Police
- 15 Lieutenant of Detectives
- 34 Detective
- 35 Police Sergeant
- 1 Chief Document Examiner
- 1 Identification Supervisor
- 2 Court Liaison Officer
- 188 Police Officer (includes three re-hires and 18 promoted from Police Aide)

NON-SWORN - POLICE

28 Police Aides and 90 other appointments and promotions, to 22 other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from FPC or City Service eligible lists, or as nominated by the Chief to exempt positions.

SWORN - FIRE

- 6 Fire Captain
 - 1 Administrative Fire Captain
 - 10 Fire Lieutenant
 - 1 Administrative Fire Lieutenant
 - 14 Heavy Equipment Operator
 - 27 Firefighter (15 from Fire Cadet)
- (A second planned Firefighter recruit class was delayed due to pending litigation.)

NON-SWORN - FIRE

10 Fire Cadets and 11 other appointments and promotions, to three other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from FPC or City Service eligible lists, or as nominated by the Chief to exempt positions.

*African-American, American Indian, Asians and Pacific Islanders, and Hispanic heritage.

EXAMINATIONS

Police Department

An examination was given for the entry-level position of Police Aide. The Physical Ability Test, Psychological Evaluation, and Oral Interview for Police Officer were given based on candidates eligible list position. Additional candidates will be tested in 2002.

Police Officer

Total Applicants (in 2000)	1,754
Written Examination Participants	948
Eligible List (in 2000)	826
Physical Ability Test Participants	471 (additional candidates to be tested in 2002)
Psychological Evaluation Participants	365 (additional candidates to be tested in 2002)
Oral Interview Participants	199 (additional candidates to be tested in 2002)

Police Aide

Total Applicants	270
Written Examination Participants	114
Eligible List	91
Physical Ability Test Participants	83
Oral Interview Participants	76
Psychological Evaluation Participants	71

Testing staff also gave a promotional examination for the sworn position of Detective, which drew 202 applicants, and resulted in an eligible list of 149.

An entry examination for the non-sworn position of Audiovisual Specialist I drew 27 applicants, and resulted in an eligible list of 16, established in 2002.

An entry examination for Police Telecommunicator drew 287 applicants, of whom 110 were placed on an eligible list

Fire Department

Entry examinations were given for the non-sworn positions of Fire Cadet and Fire Equipment Dispatcher. The examination for Firefighter, as well as an intended second recruit class, were delayed due to pending litigation.

Fire Cadet

Total applicants	76
Written examination participants	42
Physical Ability Test participants	31
Oral exercise participants	27
Eligible List	27

Fire Equipment Dispatcher

Total applicants	43
Job simulation participants	17
Interview participants	14
Eligible List	13

Two promotional examinations were given in 2001:

Battalion Chief drew 11 applicants, resulting in an eligible list of 10.

Fire Lieutenant drew 73 applicants, for a final eligible list of 68.

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE - DECEMBER 2001

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIAN</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Chief of Police	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Assistant Chief	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Deputy Chief	3	3	1	0	0	0	1	1	0	0	0	0	2	1
Commander of Police	2	2	2	0	0	0	0	0	0	0	0	0	2	0
Deputy Inspector	5	5*	1	1	0	0	2	0	0	0	1	0	4	1
Captain	24	23	9	3	1	0	5	3	0	0	2	0	17	6
Lieutenant	35	34*	27	2	0	0	3	0	0	0	2	0	32	2
Admin. Lieutenant	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Ad.Hlth/Safety Coord.	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Lt. of Detectives	33	33	28	2	0	0	3	0	0	0	0	0	31	2
Sergeant	196	195*	110	20	0	0	33	12	3	0	15	2	161	34
Detective	245	241*	133	29	1	1	38	5	9	1	22	2	203	38
Officer	1529	1347*	672	161	12	2	264	64	20	4	129	19	1097	250
^Comm. Maint. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Elec. Tech. Foreman	1	1	1	0	0	0	0	0	0	0	0	0	1	0
^Electronic Tech.	2	2	2	0	0	0	0	0	0	0	0	0	2	0

^Position will convert to Police Officer when incumbents retire.

^^Will become a civilian position when incumbents retire.

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE - DECEMBER 2001 Page 2

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIANS</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Alarm Operator	5	4*	3	0	0	0	1	0	0	0	0	0	4	0
Identif. Supervisor	3	3	3	0	0	0	0	0	0	0	0	0	3	0
Chief Document Exam.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Latent Print Examiner	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Document Examiner	3	2	2	0	0	0	0	0	0	0	0	0	2	0
Identification Tech.	37	31	13	8	1	0	5	2	0	0	2	0	21	10
Ident. System Specialist	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Audio Visual Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Asst. Cust. Police Prop.	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Court Liaison Officer	2	2	2	0	0	0	0	0	0	0	0	0	2	0
TOTAL	<u>2135</u>	<u>1937*</u>	<u>1015</u>	<u>227</u>	<u>15</u>	<u>3</u>	<u>356</u>	<u>87</u>	<u>32</u>	<u>5</u>	<u>173</u>	<u>24</u>	<u>1591</u>	<u>346</u>

*Limited Duty personnel included in Actual: 1 Deputy Inspector, 1 Lieutenant of Police, 9 Police Sergeants, 77 Police Officers, 3 Detectives, 2 Police Alarm Operators.

Grant and State funding supports 1 Captain, 2 Lieutenant of Police, 3 Detective, 11 Police Officer, and 2 Police Sergeant positions.

^^Will become civilian position when incumbents retire.

Source: MPD Quarterly Report-12/21/2001

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE - DECEMBER 2001

<u>POSITION TITLE</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>WHITE</u>		<u>ASIAN</u>		<u>BLACK</u>		<u>INDIAN</u>		<u>HISPANIC</u>		<u>TOTALS</u>	
			<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Chief Engineer	1	1	1	0	0	0	0	0	0	0	0	0	1	0
First Asst. Chief Engineer	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Deputy Chief	9	9	6	1	0	0	2	0	0	0	0	0	8	1
Battalion Chief	23	22	19	0	0	0	3	0	0	0	0	0	22	0
Captain	55	55	43	1	0	0	9	0	1	0	1	0	54	1
Admin. Captain	1	1	0	0	0	0	0	0	0	0	1	0	1	0
Admin. Lieutenant	3	3	1	1	0	0	0	0	1	0	0	0	2	1
Lieutenant	131	131	105	8	0	0	13	0	0	0	5	0	123	8
Paramedic Lt.	3	3	1	1	0	0	1	0	0	0	0	0	2	1
Heavy Equipment Op.	180	179	148	1	0	0	8	0	4	0	18	0	178	1
Fire/Paramedic Field Lt.	24	21	6	8	0	0	6	0	0	0	1	0	13	8
Firefighter*	643	582	421	21	5	0	83	3	15	0	33	1	557	25
AudioVis. Training Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
MV Oper. Instructor	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Chief Dispatcher	1	1	0	0	0	0	1	0	0	0	0	0	1	0
TOTALS	<u>1077</u>	<u>1011</u>	<u>755</u>	<u>42</u>	<u>5</u>	<u>0</u>	<u>126</u>	<u>3</u>	<u>21</u>	<u>0</u>	<u>59</u>	<u>1</u>	<u>965</u>	<u>46</u>

*Includes Firefighter-Paramedics.
Source: MFD Race & Gender Report, 1/17/2002

