

2004 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

TABLE OF CONTENTS

2004 BOARD OF FIRE AND POLICE COMMISSIONERS	2
FIRE AND POLICE COMMISSION STAFF	3
REPORT FROM THE EXECUTIVE DIRECTOR	4
CITIZEN COMPLAINTS	7
DISCIPLINARY APPEALS	9
APPOINTMENTS AND PROMOTIONS	10
EXAMINATIONS	11
DEPARTMENT PROFILES	12

2004 BOARD OF FIRE AND POLICE COMMISSIONERS

Eric Mandel Johnson
Chairman
Appointed September, 1998
Term Expires July, 2008

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

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

Earl A. Buford
Appointed November 2004
Term Expires July, 2009

Robert Welch
Appointed July, 1997
Term Expires July, 2007

FIRE AND POLICE COMMISSION STAFF

David L. Heard, Executive Director

ADMINISTRATIVE STAFF

Sandra Zelazny, Office Supervisor II

Renee Keinert, Administrative Assistant III

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

COMMUNITY RELATIONS

Marti Cargile, Recruiting and Training Specialist

REPORT FROM THE EXECUTIVE DIRECTOR

Our mission is to ensure that the Fire and Police Departments are prepared to protect the lives and property of the citizens of the City of Milwaukee. We must:

- Ensure a high quality, diverse public safety workforce, with a high retention rate, through valid and effective recruitment, selections, and promotion practices.
- Monitor the quality and effectiveness of the Fire and Police Departments' policies, practices, and outcomes through appropriate utilization of the Board's oversight authority.

The Milwaukee Board of Fire and Police Commissioners was established in 1885 by Wisconsin State Statute. The Board sets employment standards and qualifications for 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, all appointments to positions in either the Police Department or Fire Department have been approved by the Board.

The Board has rule-making authority for 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.

Regular meetings of the Board are generally held on the first and third Thursday of each month, and are open to the public. The Board is in recess during August. The Board held 85 regular, special, and committee meetings in 2004. Commission offices are located at on the 7th floor of Milwaukee City Hall, at 200 East Wells Street. Meetings are held on the third floor of Milwaukee City Hall.

The Board's five members are appointed by the Mayor to overlapping five year terms, subject to Common Council approval. Eric Mandel Johnson, President of South Star Trucking, was elected Chairman in 2004. Leonard Sobczak, President of Eastmore Real Estate Management, Inc. was elected Vice-Chair. Commissioner Carla Cross retired from the Board in 2004, and Mayor Barrett appointed Earl Buford, Executive Director of Big Step, Inc., an agency which recruits and prepares minorities and women for employment in skilled trades. Other Board members are Ernesto Baca, Contract Manager at UMOS, Inc., and Robert “Woody” Welch, retired Director of Intergovernmental Relations for the City. The Board's day-to-day operations are managed by its Executive Director.

Accomplishments in 2004:

- Selected candidates for Police Department and Fire Department recruit classes, through recruiting and testing activity.

One Firefighter class, with 43 recruits, entered the Fire Academy in 2004, and two Police Officer classes with a combined total of 122 recruits entered the Police Academy. Recruits included twenty-nine promoted from Police Aide to Police Officer and eleven promoted from the Fire Cadet apprenticeship program to Firefighter. Twenty-four new Police Aides and twenty-four Fire Cadets were appointed in 2004.

In total, the Board approved the appointment and promotion of 373 individuals to various public safety positions: 255 in the Police Department, and 118 in the Fire Department. More information on appointments, promotions, and testing appears on pages 10 and 11 of this report.

- Continued 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.

Of 71 firefighters hired in 2003 and 2004, four resigned and fourteen were terminated. Of 181 police officers hired in 2003 and 2004, six resigned, two were terminated, two received disciplinary suspensions, and ten had complaints filed against them.

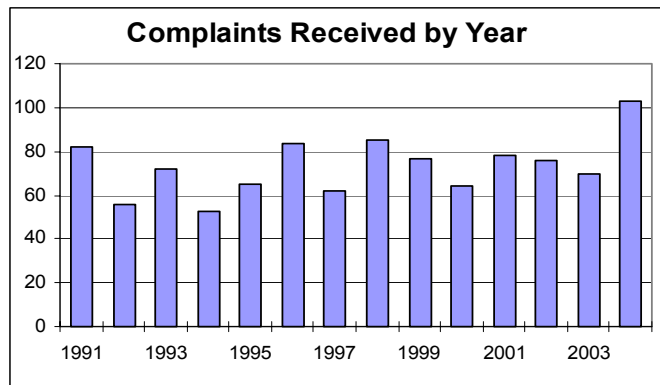
The Commission Web page (www.milwaukee.gov/fpc) includes information on how to become a Firefighter or Police Officer, and on the citizen complaint process. Rules of the Fire and Police Commission are also available on the Web site, and agenda information is posted prior to Board meetings. This Report and the *City of Milwaukee Public Safety Report*, which summarizes the activities of the Fire and Police Departments in preventing and responding to fires, crimes, and other calls for assistance in 2004, are also published on the Web. The Web pages for the Milwaukee Fire Department and the Milwaukee Police Department can be accessed from the City of Milwaukee home page, www.milwaukee.gov. The Commission's e-mail address is fpc@milwaukee.gov.

Rules of the 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.

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. The Board has worked with the Fire and Police Chiefs to develop performance objectives for their positions and for their Departments. Objectives include prevention of crimes and fires as well as responses to calls for assistance, coordination with other City agencies, and communication with the public and the media. The Board met quarterly with each Chief to review both the Chief's performance and the performance of the Department.

In 2002, the Board's ad hoc Committee on Cultural Diversity in the Fire and Police Departments recommended establishment of a Citizen Police Academy to address public concerns about police actions, policies and procedures. Attendees learn legal and practical principles of policing, for a better understanding of how police officers perform their duties. The first session, in 2003, had seventeen graduates; the 2004 session had 28. Three sessions, including a Youth Citizen Academy and a Spanish language Citizen Academy, are planned for 2005.



For the first time in its history, the Board received more than 100 citizen complaints in 2004. Please see pages seven and eight for details about complaints.

The Board made several changes to Rule V in 2004, to reflect changes in positions and position titles, as duties and responsibilities change to meet the needs of the Departments.

In August, 2004, we learned of the death of Vernice Gallimore at age 85. In 1946, Ms. Gallimore became the first African-American woman to serve as a Policewoman in Milwaukee. Women at that time did not have the full responsibilities or assignments of Police Officers. Ms. Gallimore was not allowed to return to the MPD after the birth of her first child in 1955, but later became a probation officer with the Children's Court.

In November, 2004, we learned of the death of Leonard Ziolkowski at age 76. Mr. Ziolkowski served on the Board of Fire and Police Commissioners from 1987 to 1996, the last three years as Chairman. He had previously been a member of the Milwaukee Police Department, retiring in 1986 at the rank of Inspector of Police and head of the MPD Training Academy.

Assistant Chief of Police Leslie Barber retired in 2004, and the Board approved Chief Hegerty's nomination of Joseph Whiten to that position. Chief Dispatcher Anthony Stanford retired from the Fire Department, and that position was converted to a civilian promotional opportunity. The 911 response center for both Fire and Police moved to a state-of-the-art facility in the newly constructed Police District Three facility.

For the Board,
David L. Heard, Executive Director

CITIZEN COMPLAINTS

The Board is empowered by Wisconsin Statute 62.50 to hear complaints by any aggrieved person against a specific employee's alleged act of wrongdoing. The statute and the Board's Rule XVII determine whether the Board has jurisdiction. The Board may refer complaints to the Police or Fire Departments for investigation, or to the Office of Diversity (286-5065) for conciliation or hearing.

The complaint process is described on the Commission web site (<http://www.milwaukee.gov/fpc>), or as a booklet from the Office of Diversity. 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. Most complaints concern Police Officers; very few are filed against Firefighters or other employees of either Department.

At the beginning of 2004, there were 59 complaints held over from past years for resolution. Forty-two were resolved in 2004, leaving 17 still pending at year-end.

Primary allegation excessive force:	<u>34</u>	
Successful conciliation	3	
Hearing held – accused found not guilty	1	
Complainant withdrew charges	2	
Complainant requested dismissal	1	
Complainant did not follow through on complaint	10	
Complainant unavailable	3	
Complaint lacks prosecutorial merit	2	
Not within FPC authority	1	
<u>Awaiting hearing at end of 2004</u>		<u>4</u>
<u>Awaiting decision</u>		<u>2</u>
<u>On hold pending litigation</u>		<u>5</u>
Primary allegation discourtesy:	<u>19</u>	
Successful conciliation	4	
Conciliation reached, but complainant did not sign	1	
Complainant withdrew charges	1	
Complainant did not follow through on complaint	5	
Complainant unavailable	1	
Not a rule violation	1	
<u>Awaiting hearing at end of 2004</u>		<u>5</u>
<u>On hold – accused called up to military service</u>		<u>1</u>
Primary allegation other misconduct:	<u>6</u>	
Successful conciliation	1	
Complainant withdrew charges	1	
Complainant did not follow through on complaint	2	
Accused no longer employed by MPD	1	
Complaint lacks prosecutorial merit	1	
<u>Pending at end of 2004</u>		<u>0</u>

Citizen Complaints, continued

In 2004, the FPC received 103 new signed complaints, of which 41 were resolved during the year, and 62 were pending at year-end.

Primary allegation excessive force:	<u>39</u>
Complainant does not wish to pursue	1
Complainant withdrew charges	1
Complainant did not follow through on complaint	1
Misidentification of accused	1
Referred to Milwaukee Police Department	1
<u>Awaiting hearing at end of 2004</u>	<u>4</u>
<u>Awaiting conciliation</u>	<u>8</u>
<u>Awaiting provisional jurisdiction</u>	<u>6</u>
<u>On hold pending litigation</u>	<u>12</u>
<u>On hold pending MPD internal investigation</u>	<u>4</u>
Primary allegation discourtesy:	<u>31</u>
Successful conciliation	3
Referred to Milwaukee Police Department	2
Complainant withdrew charges	1
Complainant did not follow through on complaint	5
<u>Awaiting hearing at end of 2004</u>	<u>2</u>
<u>Awaiting conciliation</u>	<u>12</u>
<u>Awaiting provisional jurisdiction</u>	<u>3</u>
<u>On hold pending litigation</u>	<u>2</u>
<u>On hold – accused called up to military service</u>	<u>1</u>
Primary allegation other misconduct:	<u>33</u>
No rule violation	18
Referred to Milwaukee Police Department	2
Complainant did not follow through on complaint	2
Complaint lacks prosecutorial merit	3
<u>Awaiting provisional jurisdiction at end of 2004</u>	<u>8</u>

*includes one case dismissed in 1999, reinstated in 2000, and still pending in 2004.

Staff also receive many phone calls and walk-in inquiries each year from persons who do not file formal complaints. Some callers are provided materials for filing a formal complaint, but choose not to do so. More information on the complaint process is at <http://www.milwaukee.gov/fpc>.

Complaints may also be made directly to the Fire or Police Departments, 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 by Wisconsin Statute 62.50 to hear Department member appeals from discipline. Any non-probationary employee 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. Twenty members of the Police Department (two non-sworn) and four members of the Fire Department filed appeals from discipline in 2004. Twenty-eight appeals from past years, and four from the current year, were resolved in 2004.

The Board sustained the Chief’s discipline in five cases, and overturned one demotion and one dismissal. Appellants withdrew 19 appeals from suspension and two appeals from dismissal after disciplines were reduced or rescinded by their Chief. Charges in two suspensions were dismissed by the Board without trial, and two appellants resigned before coming to trial. At year end, 17 appeals from dismissal, four from suspension, and two from demotion were pending. Three of the pending appeals were from prior years.

	<u>Held over from past years for resolution in 2004</u>	<u>Filed in 2004</u>
<u>NUMBER OF APPEALS:</u>	<u>31</u>	<u>24</u>
<u>Completed in 2004</u>	<u>28</u>	<u>4</u>
Discipline sustained		
Suspension	2	0
Dismissal	1	2
Discipline overturned by Board		
Dismissal	0	1
Demotion	0	1
Discipline reduced by Chief, appeal withdrawn		
Suspension	17	0
Dismissal reduced to suspension	2	0
Charges withdrawn by Chief, appeal withdrawn		
Suspension	2	0
Charges dismissed by Board without trial		
Suspension	2	0
Resigned or retired before trial		
Dismissal	2	0
<u>Pending at Close of 2004</u>	<u>3</u>	<u>20</u>
Appeals from Dismissal	2	15
Appeals from Suspension	1	3
Appeals from Demotion	0	2

APPOINTMENTS AND PROMOTIONS - 2004

The Board reports racial, ethnic, and gender diversity in the Fire and Police Departments. Demographic profiles of sworn and non-sworn employees are included in this report. In 2004, 30% of new Police Officers hired were minority* - twice the proportion in the previous year - and 12% were women, similar to the previous year. Forty-six percent of new Firefighter hires were minority and 7% were women. While lower than 2003, these proportions are much higher than past years.

SWORN – POLICE

- 1 Assistant Chief of Police
- 1 Deputy Inspector of Police
- 4 Captain of Police
- 2 Lieutenant of Police
- 3 Lieutenant of Detectives
- 2 Administrative Lieutenant
- 12 Detective
- 13 Police Sergeant
- 1 Police Identification Supervisor
- 7 Identification Technician
- 1 Latent Print Examiner
- 122 Police Officer (includes two re-hires and 29 promoted from Police Aide)

NON-SWORN - POLICE

24 Police Aides and 62 other appointments and promotions, to 18 other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from eligible lists, or as nominated by the Chief to exempt positions.

SWORN - FIRE

- 1 Deputy Chief
- 3 Battalion Chief
- 5 Fire Captain
- 16 Fire Lieutenant
- 14 Heavy Equipment Operator
- 43 Firefighter (11 from Fire Cadet)

NON-SWORN - FIRE

24 Fire Cadets, and 12 other appointments and promotions to ten non-sworn position titles, were approved by the Board of Fire and Police Commissioners from 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

The Physical Ability Test was administered to 169 Police Officer candidates remaining on the 2002 eligible list (third group). The Oral Interview and Psychological Evaluation will be administered to these candidates in 2005.

An examination was given for the entry-level position of Police Aide:

Total Applicants	454
Written Examination Participants	186
Eligible List	136
Physical Ability Test Participants	123
Oral Interview Participants	98
Psychological Evaluation Participants	98

An entry examination for the non-sworn position of Police Dispatcher in 2003 drew 399 applicants, of whom 88 were placed on an eligible list in January 2004.

A promotional examination for the sworn position of Police Sergeant drew 121 applicants and resulted in an eligible list of 87 names.

A promotional examination for the sworn position of Police Identification Supervisor had seven applicants, of whom four were placed on an eligible list.

A promotional examination for Systems Security Administrator certified all five applicants.

Fire Department

An entry examination was given for the non-sworn position of Fire Cadet:

Total applicants	89
Written examination participants	53
Physical ability test participants	39
Oral exercise participants	39
Eligible list	39

A promotional examination for Heavy Equipment Operator drew 20 applicants, resulting in an eligible list of 17 names.

A promotional examination for Fire Captain drew 56 applicants, and produced in an eligible list of 47 names.

MILWAUKEE POLICE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2004

<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	1	0	0	0	0	0	0	0	0	0	1
Assistant Chief	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Deputy Chief	3	3	2	0	0	0	0	1	0	0	0	0	2	1
Inspector of Police	2	2	2	0	0	0	0	0	0	0	0	0	2	0
Deputy Inspector	5	5	1	0	1	0	1	0	0	0	2	0	5	0
Captain	25	24*	9	5	0	0	6	3	0	0	1	0	16	8
Lieutenant	33	33*	25	3	0	0	2	1	0	0	2	0	29	4
Admin. Lieutenant	1	2	1	0	0	0	0	0	0	0	1	0	2	0
Health/Safety Coord.	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Lt. of Detectives	34	34	27	1	0	0	3	0	1	0	2	0	33	1
Sergeant	194	192*	105	20	0	0	36	13	4	0	12	2	157	35
Detective	247	245*	135	30	2	2	41	6	7	1	20	1	205	40
Officer	1531	1402*	730	156	13	2	249	65	15	5	143	24	1150	252
^^Comm. Maint. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Alarm Operator	15	13	4	5	0	0	1	1	1	0	1	0	7	6
Chief Document Exam.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Latent Print Examiner	4	3	1	2	0	0	0	0	0	0	0	0	1	2
Document Examiner	3	3	0	1	0	0	1	1	0	0	0	0	1	2

(continued on next page)

^^Will become a civilian position when incumbent retires.

MILWAUKEE POLICE DEPARTMENT – SWORN POSITION PROFILE p.2 - DECEMBER 2004 - continued

<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>
Identification Supervisor	6	6	2	2	0	0	2	0	0	0	0	0	4	2
Identification Tech.	37	30	12	8	1	0	3	3	0	0	1	2	17	13
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
Court Liaison Officer	2	2	0	1	0	0	0	1	0	0	0	0	0	2
TOTAL	<u>2149</u>	<u>2006*</u>	<u>1060</u>	<u>235</u>	<u>17</u>	<u>4</u>	<u>346</u>	<u>95</u>	<u>28</u>	<u>6</u>	<u>185</u>	<u>30</u>	<u>1636</u>	<u>370</u>

*Limited Duty personnel included in Actual: 1 Captain, 9 Police Sergeants, 11 Detectives, 100 Police Officers, 2 Police Alarm Operators, 2 ID Technicians.

Grant and State funding supports 2 Captains, 1 Lieutenant of Detectives, 10 Detective, 18 Police Officers

Source: MPD Quarterly Report-12/18/2004

MILWAUKEE FIRE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2004

<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>
Fire Chief	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Assistant Fire Chief	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Deputy Chief	8	8	5	1	0	0	2	0	0	0	0	0	7	1
Battalion Chief	24	24	19	0	0	0	4	0	0	0	1	0	24	0
Captain	56	56	42	3	0	0	9	0	1	0	1	0	53	3
Admin. Captain	1	1	0	0	0	0	0	0	0	0	1	0	1	0
Admin. Captain – EMS	3	3	1	1	0	0	1	0	0	0	0	0	2	1
Admin. Lieutenant	4	3	1	1	0	0	1	0	0	0	0	0	2	1
Lieutenant	144	144	119	7	0	0	10	1	0	0	7	0	136	8
Heavy Equipment Op.	180	180	149	1	0	0	9	0	5	0	16	0	179	1
Fire/Paramedic Field Lt.	17	17	5	8	0	0	3	0	0	0	1	0	9	8
Firefighter*	597	549	374	20	5	0	95	3	15	0	36	1	525	24
MV Oper. Instructor	1	1	1	0	0	0	0	0	0	0	0	0	1	0
MV Oper. Trng. Coord.	1	1	1	0	0	0	0	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>1039</u>	<u>990</u>	<u>718</u>	<u>42</u>	<u>5</u>	<u>0</u>	<u>136</u>	<u>4</u>	<u>21</u>	<u>0</u>	<u>63</u>	<u>1</u>	<u>943</u>	<u>47</u>

*Includes Firefighter-Paramedics.

Source: MFD Race & Gender Report, 11/21/04

^^Will convert to civilian when incumbent retires

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.2 - DECEMBER 2004

<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>
Stores Clerk	1	1	1	0	0	0	0	0	0	0	0	0	1	0
InfTech Manager	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Mgt.Acctg.Officer	1	1	0	0	0	0	0	1	0	0	0	0	0	1
MicroComp Asst	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Netwk.Coord.Assoc.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Office Asst II	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Office Asst III	3	3	0	2	0	0	0	1	0	0	0	0	0	3
Office Asst IV	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Office Coordinator	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Office Coord. II	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Payroll Asst II	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Physician	2	2	2	0	0	0	0	0	0	0	0	0	2	0
TOTALS	71	71	41	18	0	0	3	5	0	0	1	3	45	26

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.2 - DECEMBER 2004

<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>
Accountant III	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Bldg Maint Asst Mgr	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Payroll Supv	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Stf Asst Sr	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Clerk Steno II	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Clerk Steno III	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Computer Op II	9	9	2	3	0	0	1	3	0	0	0	0	3	6
Microfilm Tech I	1	1	0	0	0	0	0	1	0	0	0	0	0	1
Printer	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Prod.Designer II	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Inv.Contr.Asst.II	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Inv.Contr.Asst.III	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Accntg.Asst. I	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Accntg.Asst. II	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Pers.Payroll Asst. I	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Pers.Payroll Asst.II	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Pers.Payroll Asst.III	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Teller	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Adm.Asst. I	2	2	0	0	0	0	0	2	0	0	0	0	0	2

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.3 - DECEMBER 2004

<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>
Admin. Asst. II	5	5	0	3	0	0	0	2	0	0	0	0	0	5
Admin. Asst. IV	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Data Ent.Op. II	4	3	0	1	0	0	0	2	0	0	0	0	0	3
Data Ent.Op. I (.5)	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Mail Processor	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Off. Asst. I	0	6	0	2	0	0	0	4	0	0	0	0	0	6
Off. Asst. II	79	61	0	29	0	3	1	25	0	1	0	2	1	60
Off. Asst. III	27	21	0	18	0	0	0	3	0	0	0	0	0	21
Off. Asst. IV	12	11	0	8	0	0	0	3	0	0	0	0	0	11
Dist. Off.Asst.	60	45	0	23	0	2	0	16	0	1	0	3	0	45
Off. Coord.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Transcrip. II	13	9	1	3	0	0	0	5	0	0	0	0	1	8
Transcrip. III	3	3	0	3	0	0	0	0	0	0	0	0	0	3
Video Elec.Tech.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Electronic Tech	9	9	5	1	1	0	1	0	1	0	0	0	8	1
Schl. Cross.Guard	210	173	29	45	0	0	31	59	0	1	2	6	62	111
Pol.Serv.Specialist	31	14	14	0	0	0	0	0	0	0	0	0	14	0
Police Aide	51	52	23	6	2	0	7	9	0	0	4	1	36	16
Police Dispatcher	58	43	3	18	0	0	1	18	0	0	0	3	4	39

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.4 - DECEMBER 2004

<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>
Pol. Telecommun.	50	50	1	12	0	0	1	27	0	1	0	8	2	48
Lead Pol.Telecom.	6	6	0	4	0	0	0	1	0	0	0	1	0	6
Graphic Des. II	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Aud.Vis.Spec.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Custodial Worker II	43	42	10	10	0	0	14	5	0	0	3	0	27	15
Garage Attendant	7	7	4	0	0	0	2	0	0	0	1	0	7	0
H/V Mechanic II	9	6	5	0	0	0	1	0	0	0	0	0	6	0
Vehicle Serv.Asst.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Bldg.Maint.Mech. II	4	4	4	0	0	0	0	0	0	0	0	0	4	0
Programmer II	1	1	0	0	0	0	0	1	0	0	0	0	0	1
TOTALS	751	641	117	219	4	5	60	192	1	5	10	28	192	449

Note: Seasonal (summer) Telecommunicators and Substitute School Crossing Guards are not included.