

2005 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

TABLE OF CONTENTS

2005 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

2005 BOARD OF FIRE AND POLICE COMMISSIONERS

Leonard J. Sobczak
Chairman
Appointed October, 2000
Term Expires July, 2010

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

Robert Welch
Appointed July, 1997
Term Expires July, 2007

Richard C. Cox
Appointed December, 2005
Term Expires July, 2008

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

FIRE AND POLICE COMMISSION STAFF

David L. Heard, Executive Director

ADMINISTRATIVE STAFF

Renee Keinert, Administrative Assistant III

EXAMINATIONS

Cassandra Scherer, Examinations Supervisor

Timothy Keeley, Human Resources Representative

Cynthia Nowak, Personnel Analyst - Senior

Susan Liedtke, Program Assistant II

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 89 regular, special, and committee meetings in 2005. 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. Leonard Sobczak, President of Eastmore Real Estate Management, Inc. was elected Chairman in 2005, and Ernesto Baca, Contract Manager at UMOS, Inc., was elected Vice-Chair. Commissioner Eric Mandel Johnson retired from the Board in 2005, and Mayor Barrett appointed Richard C. Cox, a former administrator in the Sheriff's Department and Superintendent of the House of Correction, now working part-time at the Benedict Center. Other Board members are Earl Buford, Executive Director of Big Step, Inc., an agency which recruits and prepares minorities and women for employment in skilled trades, 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.

Jane French, Senior Personnel Analyst, and Sandra Zelazny, Office Supervisor, retired in the spring, after many years of service in City government.

Accomplishments in 2005:

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

One Firefighter class, with 40 recruits, entered the Fire Academy in 2005, and one Police Officer class with 57 recruits entered the Police Academy. Recruits included thirteen promoted from Police Aide to Police Officer and twelve promoted from the Fire Cadet apprenticeship program to Firefighter. Thirty new Police Aides were appointed in 2005.

In total, the Board approved the appointment and promotion of 293 individuals to various public safety positions: 205 in the Police Department, and 88 in the Fire Department. More information on appointments, promotions, and testing appears on pages 10 and 11 of this report.

- Conducted quarterly and annual reviews of the performance of the Fire Chief and Police Chief.
- 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 400 police officers hired in the years 2002 through 2005, nine were terminated and 30 resigned. Disciplines were imposed on 41 of those hired, and complaints were filed against 17. Of 163 firefighters hired in those four years, ten were terminated, 14 resigned, and three were disciplined.

In May, 2005, Chief of Police Nannette Hegerty fired nine officers, imposed suspensions on three others, and demoted a sergeant who had been present at an off-duty party in November 2004, at which a civilian was beaten by officers. Appeals from termination began in January, 2006, and drew attention to a State law specific to the Milwaukee Police Department requiring that officers be paid while their appeals from termination are pending.

Mayor Barrett proposed a “best practices” review of how the Fire and Police Commission operates. The City contracted with the Police Assessment Resource Center (PARC) to conduct the review, which will be carried out in 2006. The review will result in recommendations for improving how the Board and staff carry out Commission responsibilities.

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 2005, 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.

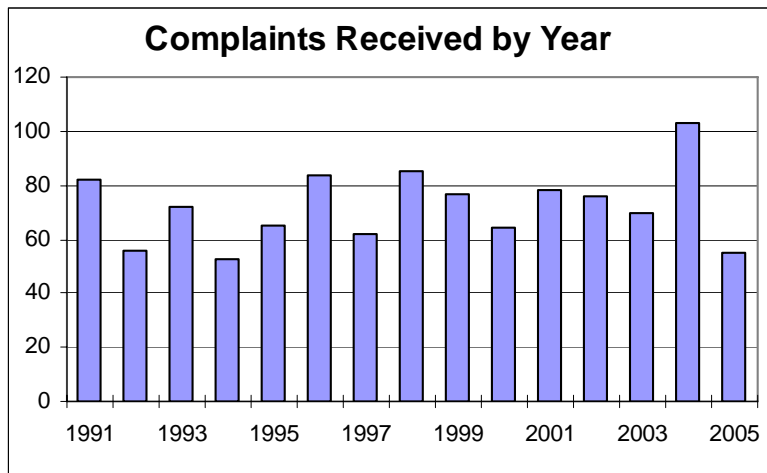
Rules of the Police Department and Fire Department are public records and available upon request from the applicable department. Police Department rules are also available at all branches of the Milwaukee Public Library system.

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 in 2005 included a Youth Citizen Academy with 19 graduates, a Spanish language Citizen Academy with 28 graduates, and a general course with 30 graduates.

The Board began reviews of the Police Aide program and the Police Officer testing process.



The Board received more than 100 citizen complaints in 2004. In 2005, there were 55 new complaints. The Board changed its Rule XVII, section 7(c) to provide procedural sanctions when complainants do not appear for scheduled conciliations. 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.

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>), and is available 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 2005, there were 52 complaints held over from past years for resolution. Thirty-seven were resolved in 2005, leaving 15 still pending at year-end. Seven of the cases pending at the end of 2005 were resolved in the first two months of 2006.

Primary allegation excessive force:	<u>27</u>	
Hearing held – accused found not guilty	4	
Hearing held – accused found guilty	1	
Complainant requested dismissal	1	
Complainant did not follow through on complaint	7	
Complainant unavailable	2	
<u>Awaiting conciliation</u> at end of 2005		<u>9</u>
<u>Awaiting hearing</u> at end of 2005		<u>3</u>
Primary allegation discourtesy:	<u>17</u>	
Successful conciliation	2	
Complainant withdrew charges	1	
Complainant does not wish to pursue	4	
Complainant did not follow through on complaint	6	
Complaint lacks prosecutorial merit	1	
<u>Awaiting hearing</u> at end of 2005		<u>3</u>
Primary allegation other misconduct:	<u>8</u>	
No rule violation	7	
Complaint lacks prosecutorial merit	1	
<u>Awaiting hearing</u> at end of 2005		<u>0</u>

Citizen Complaints, continued

In 2005, the FPC received 55 new signed complaints, of which 20 were resolved during the year, and 35 were pending at year-end. Six of the cases pending at the end of 2005 were resolved in the first two months of 2006.

Primary allegation excessive force:	<u>24</u>	
Successful conciliation	1	
Complainant did not follow through on complaint	1	
Complainant unavailable	2	
Referred to Milwaukee Police Department	1	
<u>Awaiting hearing at end of 2005</u>	<u>4</u>	
<u>Awaiting conciliation</u>		<u>14</u>
<u>Awaiting provisional jurisdiction</u>		<u>1</u>
Primary allegation discourtesy:	<u>22</u>	
Successful conciliation	3	
Complainant does not wish to pursue	1	
Complainant unavailable	1	
No rule violation	1	
Not enough information to proceed	1	
<u>Awaiting hearing at end of 2005</u>	<u>1</u>	
<u>Awaiting conciliation</u>		<u>14</u>
Primary allegation other misconduct:	<u>9</u>	
No rule violation	7	
Complaint lacks prosecutorial merit	1	
<u>Awaiting provisional jurisdiction at end of 2005</u>	<u>1</u>	

Staff also receive many phone calls and walk-in inquiries each year from persons who do not file formal complaints. Some callers who receive materials for filing a formal complaint, 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. One member of the Fire Department filed an appeal from suspension, and 23 members of the Police Department filed 28 appeals in 2005. Twelve appeals from past years, and seven from the current year, including the one from the Fire Department, were resolved in 2005.

The Board sustained the Chief’s discipline in twelve cases. Appellants withdrew two appeals from suspension before trial. The Board reduced one dismissal and one demotion to suspensions. Five appellants resigned, retired, or went on duty disability before coming to trial. At year end, twenty appeals from dismissal, six from suspension, and one from demotion were pending. Five of the pending appeals were from prior years.

	<u>Held over from past years for resolution in 2005</u>	<u>Filed in 2005</u>
<u>NUMBER OF APPEALS:</u>	<u>17</u>	<u>29</u>
<u>Completed in 2005</u>	<u>12</u>	<u>7</u>
Discipline sustained		
Dismissal	6	5
Demotion	1	0
Appeal withdrawn before trial		
Suspension	0	2
Reduced by the Board		
Demotion reduced to suspension	1	0
Dismissal reduced to suspension	0	1
Resigned, retired, or duty disability before trial		
Dismissal	4	1
<u>Pending at Close of 2005</u>	<u>5</u>	<u>22</u>
Appeals from Dismissal	2	18
Appeals from Suspension	3	3
Appeals from Demotion	0	1

APPOINTMENTS AND PROMOTIONS - 2005

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 2005, 32% of new Police Officers hired were minority* and 25% were women. Twenty-five percent of new Firefighter hires were minority and 3% were women.

SWORN – POLICE

- 1 Inspector of Police
- 2 Deputy Inspector of Police
- 4 Captain of Police
- 9 Lieutenant of Police
- 5 Lieutenant of Detectives
- 1 Administrative Lieutenant
- 17 Detective
- 25 Police Sergeant
- 1 Police Identification Supervisor
- 4 Identification Technician
- 1 Latent Print Examiner
- 59 Police Officer (includes two re-hires and 13 promoted from Police Aide)

NON-SWORN - POLICE

30 Police Aides and 46 other appointments and promotions, to 16 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

- 5 Battalion Chief (one promotion rescinded January 1, 2006, due to budget cuts)
- 8 Fire Captain (three promotions rescinded January 1, 2006)
- 11 Fire Lieutenant (two promotions rescinded January 1, 2006)
- 8 Heavy Equipment Operator
- 40 Firefighter (twelve from Fire Cadet)

NON-SWORN - FIRE

16 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 in 2004 to 169 Police Officer candidates remaining on the 2002 eligible list (third group). In 2005, 121 of these candidates participated in the Oral Interview, and 43 went on to the Psychological Evaluation.

A new examination for Police Officer was given:

Total Applicants	1,887
Written Examination Participants	1,284
Eligible List	1,146
Physical Ability Tests (first group)	176
Oral Interview (first group)	145

Additional candidates from the eligible list will take the PAT and Interview in 2006.

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

Total Applicants	295
Written Examination Participants	142
Eligible List	97
Physical Ability Test Participants	88
Oral Interview Participants	68
Psychological Evaluation Participants	68

A promotional examination for the sworn position of Lieutenant of Police drew 66 applicants and resulted in an eligible list of 58 names.

A promotional examination for the sworn position of Lieutenant of Detectives had 65 applicants, of whom 52 were placed on an eligible list.

A promotional examination for the sworn position of Detective drew 110 applicants, of whom 103 participated in the Written Job Knowledge Test. The remainder of the test process will take place in 2006.

Fire Department

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

Total applicants	61
Written examination participants	52
Physical ability test participants	45
Oral exercise participants	37
Eligible list	37

An entry examination for the non-sworn position of Fire Equipment Dispatcher drew 169 applicants and resulted in an eligible list of 22 names.

A promotional examination for Lieutenant drew 62 applicants, and produced in an eligible list of 50 names.

MILWAUKEE POLICE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2005

<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	1	0	1	0	0	0	0	0	0	0	2	0
Deputy Inspector	5	5	0	1	0	0	1	1	0	0	2	0	3	2
Captain	25	24*	12	3	0	0	6	2	0	0	1	0	19	5
Lieutenant	33	33*	21	5	0	0	3	2	0	0	2	0	26	7
Admin. Lieutenant	1	2	0	0	0	0	0	0	0	0	2	0	2	0
Health/Safety Coord.	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Lt. of Detectives	35	35	29	1	0	0	2	0	1	0	2	0	34	1
Sergeant	194	193*	105	18	0	0	36	13	3	1	14	3	158	35
Detective	247	241*	123	30	2	2	48	8	7	1	20	0	200	41
Officer	1536	1,362*	718	149	13	3	230	65	15	4	141	24	1,117	245
^^Comm. Maint. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Alarm Operator	15	12	4	4	0	0	1	1	1	0	1	0	7	5
Chief Document Exam.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Latent Print Examiner	4	3	2	1	0	0	0	0	0	0	0	0	2	1
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 2005 - 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	7	2	3	0	0	2	0	0	0	0	0	4	3
Identification Tech.	37	30	12	7	1	0	4	3	0	0	1	2	18	12
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>2,155</u>	<u>1,964*</u>	<u>1,035</u>	<u>225</u>	<u>17</u>	<u>5</u>	<u>335</u>	<u>98</u>	<u>27</u>	<u>6</u>	<u>186</u>	<u>30</u>	<u>1,600</u>	<u>364</u>

*Limited Duty personnel included in Actual: 1 Captain, 1 Lieutenant of Detectives, 12 Police Sergeants, 11 Detectives, 100 Police Officers, 2 Police Alarm Operators, 2 ID Technicians.

Grant and State funding supports 2 Captains, 2 Lieutenant of Detectives, 10 Detectives, 24 Police Officers

Source: MPD Quarterly Report-12/31/2005

MILWAUKEE FIRE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2005

<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	7	7	4	1	0	0	2	0	0	0	0	0	6	1
Battalion Chief	23	23	18	0	0	0	4	0	0	0	1	0	23	0
Captain	55	55	41	3	0	0	9	0	1	0	1	0	52	3
Admin. Captain	2	1	1	0	0	0	0	0	0	0	0	0	1	0
Admin. Captain – EMS	3	3	1	1	0	0	1	0	0	0	0	0	2	1
Admin. Lieutenant	1	2	0	1	0	0	1	0	0	0	0	0	1	1
Lieutenant	145	141	118	7	0	0	9	1	0	0	6	0	133	8
Fire Lieutenant-SPC	6	6	5	0	0	0	0	0	0	0	1	0	6	0
Heavy Equipment Op.	180	180	145	1	0	0	10	0	6	0	18	0	179	1
Fire/Paramedic Field Lt.	17	17	5	8	0	0	3	0	0	0	1	0	9	8
Firefighter*	570	553	384	19	4	0	92	3	14	0	36	1	530	23
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
TOTALS	<u>1013</u>	<u>992</u>	<u>725</u>	<u>41</u>	<u>4</u>	<u>0</u>	<u>132</u>	<u>4</u>	<u>21</u>	<u>0</u>	<u>64</u>	<u>1</u>	<u>946</u>	<u>46</u>

*Includes Firefighter-Paramedics.

Source: MFD Race & Gender Report, 12/31/05

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES - DECEMBER 2005

<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>
Acctg. Asst. III	1	1	0	0	0	0	0	1	0	0	0	0	0	1
Admin. Asst. II, IV	2	2	0	1	0	0	0	1	0	0	0	0	0	2
AudioVisual Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Bldg/Equip. Maint.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Bus. Finance Mgr.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Cadet	10	10	7	2	0	0	0	0	0	0	1	0	8	2
Carpenter	2	2	2	0	0	0	0	0	0	0	0	0	2	0
Custodial Wkr. II	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Database Spec.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Dispatch Supv.	5	5	3	2	0	0	0	0	0	0	0	0	3	2
Equip. Compr. Air	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Equip. Machinist	1	1	0	0	0	0	0	0	0	0	1	0	1	0
Equip. Mechanic	9	9	9	0	0	0	0	0	0	0	0	0	9	0
Equip. Repairer I, II	5	5	4	0	0	0	0	0	0	0	1	0	5	0
Equip. Rep. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Equip. Rep. Supv.	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Equip. Welder	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Fire Dispatch Mgr.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Equip. Dispatcher	21	20	9	8	0	0	0	1	0	0	0	2	9	11

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.2 - DECEMBER 2005

<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 Personnel Off.	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Info.Tech.Asst.	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Inventory Contr.Asst	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Mgt.&Acctg. Off	1	1	0	0	0	0	0	1	0	0	0	0	0	1
Mechanic Helper	1	1	0	0	0	0	1	0	0	0	0	0	1	0
Micro Serv Asst	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Network Coord.	1	2	1	0	0	0	1	0	0	0	0	0	2	0
Office Asst. II,III,IV	6	4	0	4	0	0	0	0	0	0	0	0	0	4
Office Coord. I, II	2	2	0	1	0	0	0	0	0	0	0	1	0	2
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
Stores Clerk	1	1	1	0	0	0	0	0	0	0	0	0	1	0
TOTALS	84	82	45	24	0	0	3	4	0	0	3	3	51	31

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.4 - DECEMBER 2005

<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>
Electronic Tech	9	9	5	1	1	0	1	0	1	0	0	0	8	1
Schl. Cross.Guard	210	209	33	57	0	0	39	70	0	2	3	5	75	134
Pol.Serv.Specialist	31	15	15	0	0	0	0	0	0	0	0	0	15	0
Police Aide	51	60	22	11	3	0	9	7	1	0	4	3	39	21
Police Dispatcher	44	43	4	17	0	0	1	19	0	0	0	2	5	38
Pol. Telecommun.	52	50	1	13	0	0	1	26	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	41	8	9	0	0	16	5	0	0	3	0	27	14
Garage Attendant	7	7	4	0	0	0	2	0	0	0	1	0	7	0
H/V Mechanic II	9	5	4	0	0	0	1	0	0	0	0	0	5	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
TOTALS	745	683	118	231	5	3	72	205	2	8	11	28	208	475

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