

2006 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

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2006 BOARD OF FIRE AND POLICE COMMISSIONERS

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

Ernesto A. Baca
Vice-Chairman
Appointed August, 2001
Term Expires July, 2011

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, Human Resources Representative

Timothy Keeley, Human Resources Representative

Cynthia Nowak, Human Resources Representative

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, selection, 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 103 regular, special, and committee meetings in 2006. Commission offices are located on the seventh 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 re-elected Chairman in 2006, and Ernesto Baca, Contract Manager at UMOS, Inc., was elected Vice-Chair. 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, Richard C. Cox, a former administrator in the Sheriff's Department and Superintendent of the House of Correction, now working at the Benedict Center, 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.

In 2005, the Board contracted with former Wisconsin Supreme Court Justice Janine Geske to hear appeals from discipline and other matters related to the Frank Jude case. These matters continued throughout 2006. The Board also contracted with former Judge Ness Flores to hear selected citizen complaints, in order to reduce the Board's backlog.

In November, Chief of Police Nannette Hegerty announced that she would retire at the end of her term, in November 2007. Fire Chief William Wentlandt's term will also expire in 2007, and the Board began search processes for both positions.

Accomplishments in 2006:

Selection, Appointments and Promotions

- Candidates were selected for Police Department and Fire Department recruit classes, through recruiting and testing activity.
- Marti Cargile, a Human Resources Representative in the Department of Employee Relations, made presentations, often with recruiters from the Police and Fire Departments, at career fairs, high schools and colleges, and other events.
- Three Police Officer classes, with a total of 154 recruits, entered the Police Academy. Recruits included fifteen appointed to Police Officer from Police Aide.
- Twenty-three new Police Aides were appointed in 2006. Ten recruits were promoted from the Fire Cadet apprenticeship program to Firefighter.
- In total, the Board approved the appointment and promotion of 370 individuals to public safety positions: 312 in the Police Department, and 58 in the Fire Department. Fire Department appointments included the new position of Health and Safety Officer, an effort to reduce on-the-job accidents and injuries. See pages 12 and 13 for more information on appointments, promotions, and testing.

Performance reviews

- Conducted quarterly and annual reviews of the performance of the Fire Chief and Police Chiefs and of their Departments.
- 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 394 police officers hired in the years 2003 through 2006, 34 (8%) resigned from the Department within four years, twelve were fired, and ten had disciplinary actions. Of 121 firefighters hired in those four years, ten (8%) resigned, nine were fired, and four had disciplinary actions. One person hired in those years left the Fire Department in 2006 due to an on-duty injury.

Other actions and changes

In May, 2005, Chief of Police Nannette Hegerty imposed disciplines on officers 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. Although an attempt to change the law was unsuccessful, efforts to modify this legislation continue.

Mayor Tom Barrett authorized a “best practices” review of Commission functions, which was carried out by the Police Assessment Resource Center (PARC). The review included community meetings for public comment and questions, as well as meetings with Commission and Police Department personnel. PARC recommendations included separation of the Fire and Police Commission from the Department of Employee Relations (DER) and a need for the Board to more effectively exercise its policy review powers with the Police and Fire Departments. The PARC review also recommended that Commission staff be expanded to assist with oversight, including auditing and evaluating complaints filed with the Police Department. A paralegal position was budgeted for 2007, to improve resolution time for public complaints and for disciplinary appeals. Additional funding will also add staff to review policy issues, increase outreach efforts, and audit citizen complaints and closed investigations.

As of January 1, 2007, Police and Fire recruiting and testing will be carried out by DER personnel, including three former FPC staff, according to qualification standards set by FPC staff. Commission staff members will focus on policy matters, including citizen complaints and disciplinary appeals. See www.milwaukee.gov/fpc for the full Best Practices Report.

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 works 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, and Commissioners met individually with each Chief. Commissioners serve on panels to make decisions on citizen complaints and appeals from discipline (see pages 9 to 11). They also visit fire and police stations, do "ride-alongs" with both services, and attend community meetings. They are paid \$6,600.00 annually for their service.

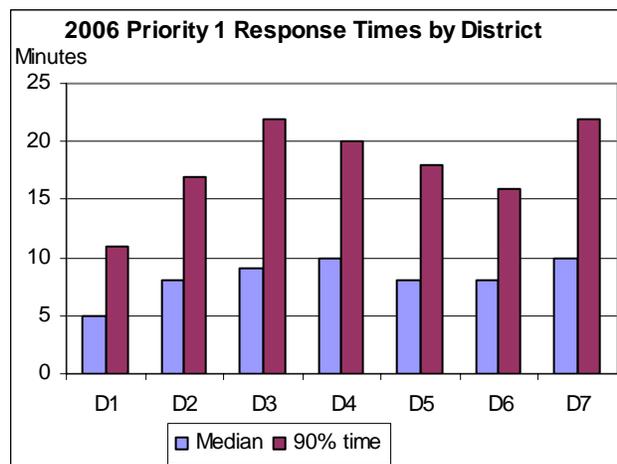
In 2002, the Board's ad hoc Committee on Cultural Diversity asked the MPD to create a Citizen Police Academy. The first session, in 2003, had seventeen graduates. Attendees learn legal and practical principles of policing, to understand how police officers perform their duties. In 2006, there were three sessions, one in Spanish, one for young people, and a general class, with a total of 93 graduates.

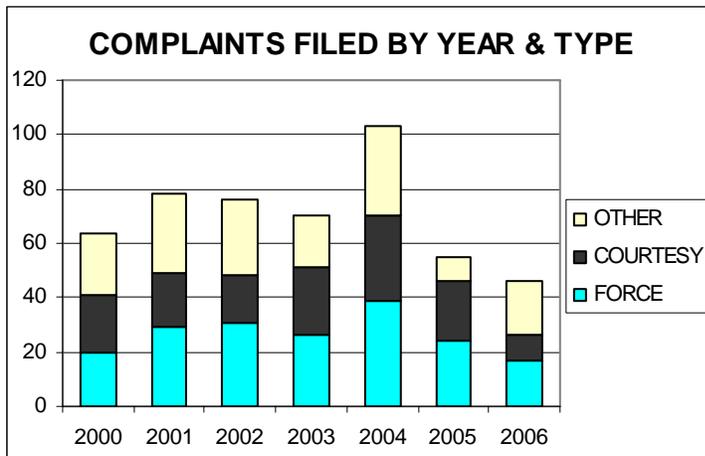
In 2005, the Board began reviews of the Police Aide apprentice program and the Police Officer testing process. As of 2006, requirements for Police Aide include a high-school grade-point average of 2.0. All Police Officer and Police Aide candidates must have a psychological evaluation before being hired.

The Board makes changes each year to Rule V, Classifications, which concerns positions and position titles, as duties and responsibilities change to meet the needs of the Departments. A new position, Health and Safety Officer, was created in the Fire Department in 2006.

Police dispatches to incidents are prioritized from One (most critical, needing rapid response) to Four (least critical). The graphic (right) shows both the median response time (the number of minutes at which half the responses took less time and half took more), and the 90th percentile (the number of minutes at which 90% of the responses took less time and 10% took more) for Priority One responses. All Districts had median response times of ten minutes or less for Priority One calls, but 90th percentile times ranged from 11 to 22 minutes.

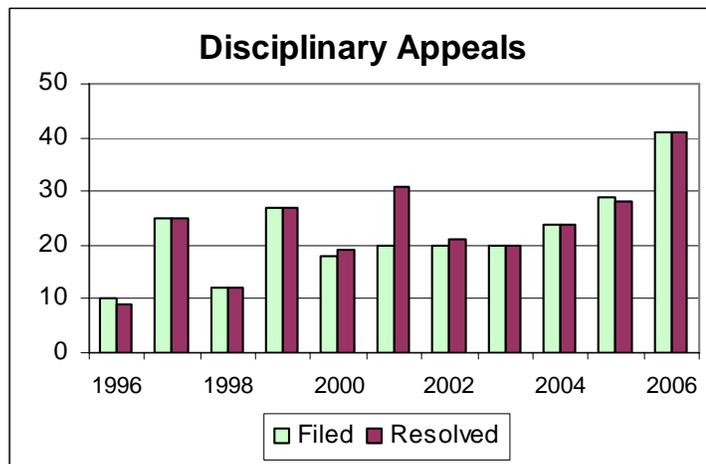
District Seven had many more dispatches at each priority level than any other District. While its median response times are similar to other Districts, its 90th percentile times are higher, as are those for District Three. A review of staffing levels and possible unusual needs in these Districts would be appropriate. A study of Police Department staffing levels will take place in 2007, and recommendations may include changes to District boundaries.





In 2004, the Board received 103 citizen complaints, the largest number in its history. There were 55 new complaints in 2005, and 46 new complaints in 2006. Please see [pages nine and ten](#) for details about complaints.

Legal requirements pertaining to the FPC trial process for both citizen complaints and disciplinary appeals have become more stringent in recent years due to the creation of “just cause” standards in Section 62.50(17)(b) Wis.Stats. These standards apply to both citizen complaints (graphic above) and disciplinary appeals (graphic at right). Despite this, only two FPC decisions since 1996 have been overturned on appeal, both due to Court rulings that the penalty imposed by the Chief or the Board was excessive. Two other cases were remanded for rehearing by the Board based upon a Circuit Court or Court of Appeals ruling that the record was insufficient to justify the Board’s decision, and further fact-finding was required. Please see [page 11](#) for more information on 2006 Disciplinary Appeals.



Review of the Complaint process

In September 2002, Milwaukee police officers entered two south side grocery stores to search for illegal prescription drugs. Workers complained to the Fire and Police Commission that employees were threatened with guns, and two pregnant women were forced to lie on their stomachs. Twenty-five people filed complaints, but could not identify the officers involved because their identification badges were concealed. The Board of Fire and Police Commissioners believed that an investigation conducted by the MPD was more appropriate, and referred the complaint to the Police Department for investigation. The complainants took their case to court, and in July 2007, as this 2006 Report was being completed, the State Supreme Court upheld a lower court decision striking down the rule which allowed the Commission to refer complaints to the Police Department. The Court determined that the Commission has authority to make rules on how complaints are processed, within the scope of State Statute 62.50, which defines the Commission’s authority, but said that the procedure should not create “an obstacle course for persons with a grievance”. The Board and staff have begun to address the issues raised in the ruling.

PLANNING FOR THE FUTURE:

In 2007, the Fire and Police Commission will separate from DER and re-establish itself as an independent department. As part of the transition, the Commission will work on a number of initiatives to improve the structure of the Commission, strengthen its role with the community, and better exercise its oversight authority with the Fire and Police Departments. Some of these initiatives include:

- Hire additional staff, including an Executive Director, so that the Commission is fully staffed.
- Revise the FPC citizen complaint process.
- Evaluate the Police Department's procedure for receiving, processing, investigating, and resolving citizen complaints.
- Conduct regular audits of closed complaints and investigations to identify areas for improvement, and make the complaint function more transparent to the public.
- Monitor timeliness of complaint resolution and disciplinary appeal resolution.
- Increase community outreach through improved reporting and implementation of a public satisfaction survey.
- Continue to work with Milwaukee legislators to change the statutory provision which requires that Milwaukee police officers be paid by the City while appealing terminations.

For the Board,
David L. Heard, Executive Director

The Commission Web page (www.milwaukee.gov/fpc) includes information on becoming a Firefighter or Police Officer, and on the citizen complaint process. Rules of the Fire and Police Commission are also available, and agendas are posted prior to Board meetings. This Report and the *City of Milwaukee Public Safety Report* are also published on the Web. The Web pages for the Milwaukee Fire Department and 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 any Milwaukee Public Library.

CITIZEN COMPLAINTS

The Board is empowered by Wisconsin Statute 62.50 to hear complaints by aggrieved persons against an employee's alleged act of wrongdoing. The Statute and the Board's Rule XVII determine whether the Board has jurisdiction. If so, complainants are encouraged to participate in a conciliation meeting with the officer(s) involved, but are not required to do so. Conciliation is a face-to-face meeting, which may result in an explanation, apology, or other outcome which satisfies the complainant.

If conciliation is not successful or the complainant does not wish to participate, the Board conducts a hearing at which the complainant or attorney describes actions for which the officer involved should be disciplined, and the officer or attorney denies or justifies taking those actions. **It is essential that the complainant maintain contact with Commission staff during the process.** The complaint process is described on the Commission web site (<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).

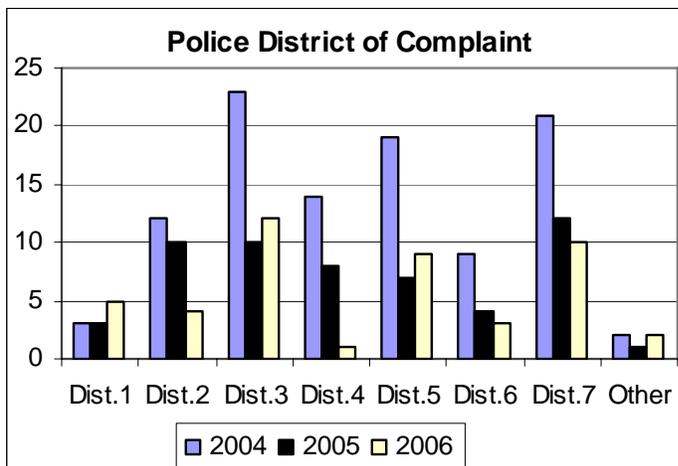
At the beginning of 2006, there were 69 complaints held over from past years for resolution. Fifty-four were resolved in 2006, leaving 15 still pending at year-end.

Primary allegation excessive force:	<u>45</u>
Successful conciliation	5
Hearing held – charges dismissed	1
Hearing held – accused found guilty	1
Accused no longer on Department	5
Complainant unable to identify accused/misidentified	1
Complainant withdrew complaint/requested dismissal	3
Complainant did not follow through/unavailable	16
Complaint lacks prosecutorial merit	1
Referred to Milwaukee Police Department	1
<u>Awaiting conciliation</u> at end of 2006	<u>2</u>
<u>Awaiting hearing</u> at end of 2006	<u>9</u>
Primary allegation discourtesy:	<u>24</u>
Hearing held – charges dismissed	3
Hearing held – must do community service	1
Accused no longer on Department	1
Complainant unable to identify accused/misidentified	2
Complainant does not wish to pursue	1
Complainant did not follow through on complaint	9
Complaint lacks prosecutorial merit	2
No rule violation	1
<u>Awaiting hearing</u> at end of 2006	<u>4</u>
Primary allegation other misconduct:	<u>0</u>

Citizen Complaints, continued

In 2006, the FPC received 46 new signed complaints, of which 32 were resolved during the year and 14 were pending at year-end. Four of the complaints involved officers in their first three years of service (hired in 2004, 2005, or 2006).

Primary allegation excessive force:	<u>17</u>
Successful conciliation	1
Complainant did not follow through/unavailable	4
Referred to Milwaukee Police Department	2
No rule violation	2
<u>Awaiting hearing at end of 2006</u>	<u>2</u>
<u>Awaiting conciliation</u>	<u>5</u>
<u>Awaiting provisional jurisdiction</u>	<u>1</u>
 Primary allegation discourtesy:	 <u>9</u>
Successful conciliation	1
Complaint lacks prosecutorial merit	1
Referred to Milwaukee Police Department	3
<u>Awaiting conciliation</u>	<u>4</u>
 Primary allegation other misconduct:	 <u>20</u>
No rule violation	15
Complaint lacks prosecutorial merit	1
Complainant did not follow through/unavailable	1
Referred to Milwaukee Police Department	1
<u>Awaiting hearing at end of 2006</u>	<u>1</u>
<u>Awaiting provisional jurisdiction</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>.

See page seven for graphic showing complaints filed by year and type.

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. Six members of the Fire Department filed appeals from dismissal, and one appealed a suspension. Twenty-eight members of the Police Department filed 34 appeals in 2006. Seventeen appeals from past years and seven from the current year, including four from the Fire Department, were resolved in 2006.

The Board sustained the Chief’s discipline in seven cases. Appellants withdrew four appeals from suspension before trial, and one charge was rescinded by the Chief of Police. The Board reduced four dismissals to suspensions and one to demotion. Seven appellants resigned, retired, or went on duty disability before coming to trial. At year end, twenty-one appeals from dismissal (including eleven awaiting decisions on appeals to Circuit Court), nineteen from suspension, and two from demotion were pending. Eight of these were from prior years.

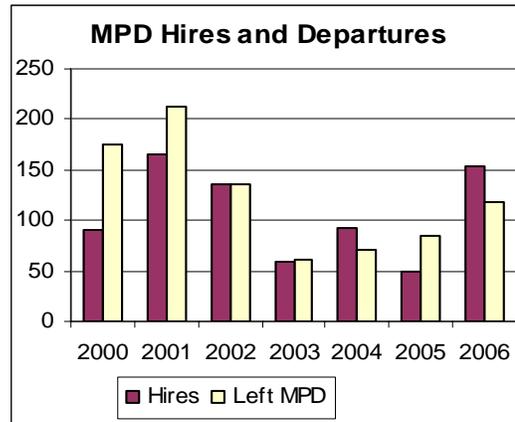
	<u>Held over from past years for resolution in 2006</u>	<u>Filed in 2006</u>
<u>NUMBER OF APPEALS:</u>	<u>25</u>	<u>41</u>
<u>Completed in 2006</u>	<u>17</u>	<u>7</u> (4 FD)
Discipline sustained		
Dismissal	3	1
Demotion	1	0
Suspension	0	0
Felony conviction	2	0
Appeal withdrawn before trial		
Suspension	4	0
Charge rescinded by Chief	0	1
Reduced by the Board		
Dismissal reduced to suspension	1	3 (3 FD)
Dismissal reduced to demotion	0	1 (1 FD)
Resigned, retired, or duty disability before trial		
Dismissal	6	1
<u>Pending at Close of 2006</u>	<u>8</u>	<u>34</u>
Appeals from dismissal	3	7
Appeals from suspension	2	17 (1 FD)
Appeals from demotion	0	2
Appeals from dismissal awaiting decision of Circuit Court	3	8 (2 FD)

APPOINTMENTS AND PROMOTIONS - 2006

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 2006, 26% of new Police Officers hired were minority* and 19% were women. Ten percent of new Firefighter hires were minority and 10% were women.

SWORN – POLICE

- 1 Inspector of Police
- 1 Deputy Inspector of Police
- 3 Captain of Police
- 7 Lieutenant of Police
- 2 Lieutenant of Detectives
- 1 Administrative Lieutenant
- 20 Detective
- 13 Police Sergeant
- 3 Identification Technician
- 1 Latent Print Examiner
- 154 Police Officer (15 promoted from Police Aide)



Of 119 sworn members who left the MPD in 2006, 64 retired, three left because of duty disability, and four died while off duty. Thirty-three resigned and 15 were discharged.

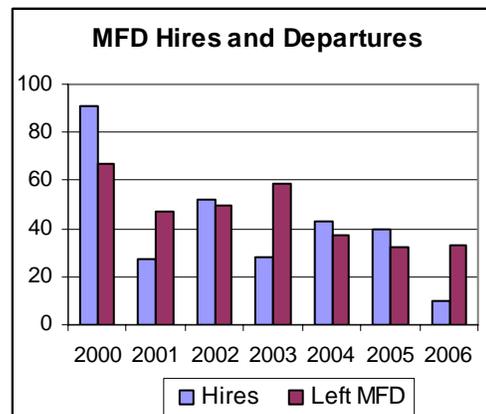
NON-SWORN - POLICE

Twenty-three Police Aides and 83 other appointments and promotions to 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 Battalion Chief
- 2 Fire Captain
- 7 Fire Lieutenant
- 5 Fire Lieutenant Paramedic (Special)
- 11 Heavy Equipment Operator
- 10 Firefighter (all from Fire Cadet)

Of thirty-three sworn members who left the MFD in 2006, sixteen retired, nine left because of duty disability, and one died while on sick leave. Four resigned and three were discharged.



NON-SWORN - FIRE

Eleven appointments to Fire Cadet, one to the new position of Health and Safety Officer, and 10 other appointments and promotions to three 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, Asian, Pacific Islander, and Hispanic heritage.

EXAMINATIONS

Police Department

A new examination for Police Officer was given in 2005, and 1,146 candidates were placed on the eligible list. 176 participated in the Physical Ability Test and 145 in the Oral Interview in 2005. In 2006, 469 candidates participated in the Physical Ability Test, 357 in the Oral Interview, and 161 in the Psychological Evaluation. Seventy-three candidates remained in the background investigation stage of the process at the end of 2006.

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

Total Applicants	135
Written Examination Participants	91
Eligible List	71
Physical Ability Test Participants	69
Oral Interview Participants	50

A promotional examination for the sworn position of Detective drew 110 applicants in 2005, and resulted in an eligible list of 86 names.

A promotional examination for Police ID Supervisor drew eleven applicants in 2006, and resulted in an eligible list of six.

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

Total Applicants	170
Typing Test Participants	95
Written Examination Participants	45
Eligible List	27

An entry-level examination was given for Regular/Seasonal (combined) Telecommunicator:

Total Applicants	569
Typing Test Participants	351
Written Examination Participants	133
Eligible List	122

Fire Department

A promotional examination for Fire Captain drew 63 applicants and resulted in an eligible list of 60 names.

A promotional examination for the sworn position of Heavy Equipment Operator drew 35 applicants and resulted in an eligible list of 17 names.

An examination for the new non-sworn position of Health and Safety Officer drew 27 applicants and resulted in an eligible list of nine names.

MILWAUKEE POLICE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2006

<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	2	0	0	1	1	0	0	1	0	2	3
Captain	25	24*	14	2	0	0	6	1	0	0	1	0	21	3
Lieutenant	33	33*	6	16	0	0	5	3	0	0	3	0	14	19
Admin. Lieutenant	2	1	1	0	0	0	0	0	0	0	1	0	2	0
Ad.Lt.Hlth. & Safety	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Lt. of Detectives	35	35	28	2	0	0	2	0	1	0	2	0	33	2
Police Sergeant	194	185*	96	17	0	0	38	12	3	1	15	3	152	33
Detective	249	245*	121	33	1	2	48	11	7	1	20	1	197	48
Police Officer	1539	1,390*	750	149	15	3	218	70	15	4	143	23	1,141	249
^^Comm. Maint. Mgr.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Alarm Operator	13	9	3	3	0	0	1	1	1	0	0	0	5	4
Chief Document Exam.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Latent Print Examiner	4	3	3	1	0	0	0	0	0	0	0	0	3	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 2006 - 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	5	1	3	0	0	1	0	0	0	0	0	2	3
Identification Tech.	37	32	13	8	1	0	4	3	0	0	1	2	19	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>2,159</u>	<u>1,964*</u>	<u>1,043</u>	<u>239</u>	<u>18</u>	<u>5</u>	<u>326</u>	<u>105</u>	<u>27</u>	<u>6</u>	<u>187</u>	<u>30</u>	<u>1,601</u>	<u>385</u>

*Limited Duty personnel included in Actual: 1 Lieutenant of Police, 1 Lieutenant of Detectives, 13 Police Sergeants, 9 Detectives, 99 Police Officers, 1 Police Alarm Operator, 1 Latent Print Examiner, 3 ID Technicians.

Grant and State funding supports 2 Captains, 3 Lieutenants of Detectives, 11 Detectives, and 25 Police Officers

Source: MPD Strength Report-12/30/2006

MILWAUKEE FIRE DEPARTMENT – SWORN POSITION PROFILE - DECEMBER 2006

<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	6	3	1	0	0	2	0	0	0	0	0	5	1
Battalion Chief	20	20	15	0	0	0	4	0	0	0	1	0	20	0
Captain	55	55	41	3	0	0	9	0	1	0	1	0	52	3
F.Capt.Inc.Sfty.Ofcr	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Admin. Captain	1	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	2	2	0	1	0	0	1	0	0	0	0	0	1	1
Lieutenant	147	144	124	5	0	0	9	1	0	0	5	0	138	6
Fire Lieutenant-SPC	10	10	5	0	1	0	1	0	1	0	2	0	10	0
Heavy Equipment Op.	186	182	147	1	0	0	12	0	6	0	16	0	181	1
Fire/Paramedic Field Lt.	17	17	5	8	0	0	3	0	0	0	1	0	9	8
Firefighter*	552	530	369	19	4	0	87	3	12	0	35	1	507	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>1007</u>	<u>974</u>	<u>714</u>	<u>39</u>	<u>5</u>	<u>0</u>	<u>130</u>	<u>4</u>	<u>20</u>	<u>0</u>	<u>61</u>	<u>1</u>	<u>930</u>	<u>44</u>

*Includes Firefighter-Paramedics.

Source: MFD Race & Gender Report, 12/31/06

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.2 - DECEMBER 2006

<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>
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. I	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Office Asst. II	2	2	0	1	0	1	0	0	0	0	0	0	0	2
Office Asst. III	2	2	0	2	0	0	0	0	0	0	0	0	0	2
Office Asst. IV	1	1	0	1	0	0	0	0	0	0	0	0	0	1
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
Stores Clerk	1	1	1	0	0	0	0	0	0	0	0	0	1	0
TOTALS	74	73	38	22	0	1	4	3	0	0	2	3	44	29

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE – NON-SWORN EMPLOYEES p.4 - DECEMBER 2006

<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
Sch.Crsg.Gd.Operator	3	3	0	1	0	0	0	2	0	0	0	0	0	3
Sch.Crsg.Gd.Dispatcher	3	3	0	3	0	0	0	0	0	0	0	0	0	3
Schl. Cross.Guard	210	204	36	49	0	0	41	67	0	2	1	8	78	126
Pol.Serv.Specialist	31	19	19	0	0	0	0	0	0	0	0	0	19	0
Police Aide	51	56	24	10	3	0	6	3	1	0	8	1	42	14
Police Dispatcher	46	45	3	17	0	0	1	21	0	0	0	3	4	41
Pol. Telecommun.	52	49	0	13	0	0	2	25	0	1	0	8	2	47
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	38	8	9	0	0	14	5	0	0	2	0	24	14
Garage Attendant	7	6	3	0	0	0	2	0	0	0	1	0	6	0
H/V Mechanic II	9	5	3	0	0	0	2	0	0	0	0	0	5	0
H/V Mechanic I	0	1	1	0	0	0	0	0	0	0	0	0	1	0
Vehicle Serv.Asst.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Bldg.Maint.Mech. II	4	4	3	0	0	0	1	0	0	0	0	0	4	0
TOTALS	756	678	123	224	5	4	73	196	2	6	12	33	214	464

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