

2000 ANNUAL REPORT
OF THE CITY OF MILWAUKEE
BOARD OF FIRE AND POLICE COMMISSIONERS

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2000 BOARD OF FIRE AND POLICE COMMISSIONERS

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

Rosa M. Dominguez
Vice Chairman
Appointed December, 1993
Term Expires July, 2001

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

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. Czarnecki, 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 may form other committees from time to time to further the conduct of its business. Members of the Board and Commission staff also maintain an active presence 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 77 regular, special, and committee meetings in 2000. 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 "Woody" Welch, retired Director of Intergovernmental Relations for the City, and Rosa Dominguez, Special Assistant to the Senior Vice-President, Opportunities Industrialization Center, were elected Chairman and Vice Chairman this year. Other continuing Board members are Carla Cross, President of Cross Management Services, and Eric Mandel Johnson, President of South Star Trucking. August Erdmann, retired Chief of the Milwaukee Fire Department, retired from the Board this year. Mayor Norquist appointed Leonard Sobczak, President of Eastmore Real Estate, to fill the vacancy. The Board's day-to-day operations are managed by its Executive Director.

INITIATIVES FOR 2000:

Administer entry-level Police Officer examination.

Select candidates for two Police Department recruit classes and one Fire Department recruit class.

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.

The written examination for Police Officer was given in October. A video demonstrating the Physical Ability portion of the test was shown on City cable channel 26 for several weeks prior to the testing period, in addition to being shown to all candidates at their test sessions. From 1974 to 1997, hiring of women and designated minorities into the positions of Police Officer and Police Aide followed ratios determined by a Federal Court consent decree. That decree was replaced in 1997 by interim agreements between the City of Milwaukee and the United States Department of Justice including development of new testing procedures. New tests for Police Officer and Police Aide were used in 1998, and final testing procedures remain in development by Commission staff, consultants, and interested parties.

Two Fire Fighter classes, with 91 recruits, entered the Fire Academy, and two Police Officer classes with 118 recruits entered the Police Academy. Recruits included twenty-eight promoted from Police Aide and 11 promoted from the Fire Cadet apprenticeship program. Twelve Fire Cadets and 24 Police Aides were appointed in 2000.

In total, the Board approved the appointment and promotion of 535 individuals to various public safety positions: 340 in the Police Department, and 195 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 2000, a decrease from 20% in 1999.

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.ci.mil.wi.us>]. 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. The Commission's e-mail address is fpc@ci.mil.wi.us.

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 held three meetings with Fire Chief Gardner to review his performance and the overall performance of the Fire Department. The Board also held four meetings with Police Chief Jones to review his performance and the performance of the Police Department.

The Board continued a review of the Fire Department's efforts to strengthen diversity within the Department. This included examining recruiting, retention, training, and promotional activities, as well as Department rules relating to respect for diversity and sexual harassment. The review has thus far resulted in a multi-phase diversity and anti-harassment training program. Board members and staff attended some of the training sessions as part of their policy review.

Review of Police Department operations included Board member "ride-alongs" with patrol officers, attendance at MPD Command Staff meetings and District Station "Open Houses" for the public, and an on-site review of the MPD Communications Division. The Board conducted several meetings on effects of the State Law Enforcement Standards Board requirement that officers who do not have at least two years of college credits at time of hire must earn those credits within five years. The Board established a policy, approved as FPC Rule XXII, Section 5, concerning officers decertified by the State as a result of not earning those credits.

Board Chair Woody Welch also chaired the Mayor's Commission on Crime. Board members and staff attended meetings of that Commission and of Chief Jones's Safety Coalition. Meetings were also held with several neighborhood groups and organizations to discuss their concerns about crime and Police Department operations. The Board formally adopted the recommendations of the Commission on Crime, and is working with the Chief of Police on implementing them. That report is available on the City web site at <http://www.ci.mil.wi.us/citygov/doa/ird/scans/Report.PDF>

At the direction of the Common Council, Commission staff began a review of quarterly "quality of life" citations, to examine the possibility of "racial profiling". Results are thus far inconclusive.

The Board approved changes to MPD Rule 4, Section 2/071.00, concerning appearance while on duty, and MFD Rule 24 concerning work schedules and interpretation of Department rules.

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 2000.

For the Board,
Joseph J. Czarnetzki, 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 2000, a decrease from 20% in 1999.

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

		<u>Held over from past years for resolution in 2000</u>	<u>Filed in 2000</u>
<u>NUMBER OF COMPLAINTS:</u>		24*	64
<u>RESOLVED IN 2000:</u>		<u>17</u>	<u>44</u>
Dismissed by Board:	Discourtesy	5	4
	Excessive Force	5	4
	Misconduct	1	5
	No Rule Violation	0	7
Referred to Department:	Discourtesy	0	2
	Excessive Force	0	3
	Misconduct	0	7
	No rule violation	0	2
Withdrawn by complainant:	Discourtesy	3	2
	Excessive Force	1	1
Conciliation effected:	Discourtesy	1	3
	Excessive Force	0	3
	Misconduct	0	1
Resolved by trial:	Excessive Force	1	0

Citizen Complaints, continued

<u>PENDING AT CLOSE OF 2000</u>	<u>Held over from past years for resolution in 2000*</u>	<u>Filed in 2000</u>
	<u>7</u>	<u>20</u>
Set for trial:	Discourtesy	1
	Excessive Force	1
Set for conciliation:	Discourtesy	5
	Excessive Force	5
Other status:	Discourtesy	4
	Excessive Force	3
	No rule violation	1

*includes one case dismissed in 1999 but reinstated in 2000

Commission staff also receive several hundred phone calls each year from persons who do not file formal complaints. Some are 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 at the Commission web site, <http://www.ci.mil.wi.us/citygov/fpc/page.htm>

Many people make complaints directly to the Fire or Police Departments. The MPD receives several hundred complaints in a year. 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.

Twelve members of the Police Department and one member of the Fire Department filed appeals from disciplinary action in 2000. Some had multiple disciplines, for a total of eighteen appeals. Five appeals from past years, and six from the current year, were resolved in 2000.

One dismissal was sustained. The Board reduced the number of days in one suspension, and four appeals from suspension (one by a member of the Fire Department) were withdrawn. The Board reduced one demotion to a suspension, and overturned one suspension. Three suspensions were rescinded by the Chief of Police.

At year end, two appeals from dismissal and twenty-three appeals from suspension were pending. Thirteen of the appeals from suspension were held over from prior years.

	<u>Held over from past years for resolution in 2000</u>	<u>Filed in 2000</u>
<u>NUMBER OF APPEALS:</u>	18	18
<u>Resolved in 2000</u>	<u>5</u>	<u>6</u>
Discipline sustained		
Dismissal	1	0
Modified by Board		
Suspension time reduced	1	0
Demotion reduced to suspension	0	1
Discipline overturned by Board		
Suspension	1	0
Withdrew appeal		
Suspension	2	2
Discipline rescinded by Chief		
Suspension	0	3
<u>Pending at Close of 2000</u>	<u>13</u>	<u>12</u>
Appeals from Dismissal	0	2
Appeals from Suspension	13	10

APPOINTMENTS AND PROMOTIONS - 2000

A Board objective is to maintain or increase diversity in the sworn ranks of the Fire and Police Departments. This year, 29% of police officer recruits were minority* and 17% were women, decreases from 38% and 18% in 1999. Twenty-seven percent of firefighter recruits were minority and 2% were women, decreases from 33% and 9% in 1999. A demographic profile of sworn employees is included in this report.

SWORN - POLICE

- 1 Deputy Chief of Police
- 2 Deputy Inspector of Police
- 1 Commander of Police
- 7 Captain of Police
- 8 Lieutenant of Police
- 2 Administrative Lieutenant
- 22 Detective
- 27 Police Sergeant
- 9 Identification Technician
- 2 Court Liaison Officer
- 123 Police Officer (includes five re-hires and 28 promoted from Police Aide)

NON-SWORN - POLICE

24 Police Aides and 112 other appointments and promotions, to 27 other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from the Chief's selections or City Service eligible lists.

SWORN - FIRE

- 2 Deputy Chief
- 10 Battalion Chief
- 10 Fire Captain
- 28 Fire Lieutenant
- 8 Fire Paramedic Field Lieutenant
- 1 Paramedic Field Lieutenant
- 19 Heavy Equipment Operator
- 1 Asst. Mot.Veh. Oper. Instructor
- 91 Firefighter (11 from Fire Cadet)

NON-SWORN - FIRE

12 Fire Cadets and 16 other appointments and promotions, to 11 other non-sworn position titles, were approved by the Board of Fire and Police Commissioners from the Chief's selections or City Service eligible lists.

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

EXAMINATIONS

Police Department

Examinations were given for the entry-level positions of Police Officer and Police Aide.

Police Officer

Total Applicants	1,754
Written Examination Participants	948
Eligible List	826
The Physical Ability Test will be conducted in 2001	

Police Aide

Total Applicants	205
Written Examination Participants	81
Physical Ability Test Participants	60
Eligible List	55

Testing staff also gave three promotional examinations for sworn personnel:

Sergeant drew 179 applicants, and resulted in an eligible list of 153.

Lieutenant of Police had 90 applicants and an eligible list of 76.

Lieutenant of Detectives drew 83 applicants, of whom 65 were placed on the eligible list.

An entry examination for the non-sworn position of Police Dispatcher drew 138 applicants, and resulted in an eligible list of 53.

A separate examination for Police Dispatcher, given twice as a promotional opportunity for current non-sworn employees, drew three applicants, all of whom were placed on eligible lists.

Examinations for Lead Police Telecommunicator, also given twice as a promotional opportunity, drew 17 applicants and resulted in ten names on eligible lists.

An entry examination for Telecommunicator drew 330 applicants, of whom 91 were placed on an eligible list.

Fire Department

Entry examinations were given for the non-sworn positions of Fire Cadet and Fire Equipment Dispatcher.

Fire Cadet

Total applicants	156
Written examination participants	39
Physical Ability Test participants	23
Oral exercise participants	21
Eligible List	20

Fire Equipment Dispatcher

Total applicants	86
Written examination participants	33
Interview participants	21
Eligible List	20

Two promotional examinations were given in 2000:

Fire Captain drew 71 applicants, for a final eligible list of 70.

Heavy Equipment Operator drew 37 applicants, resulting in an eligible list of 20.

MILWAUKEE POLICE DEPARTMENT - POSITION PROFILE - DECEMBER 2000

<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*	2	1	0	0	1	0	0	0	1	0	4	1
Captain	24	21*	9	2	1	0	6	1	0	0	2	0	18	3
Lieutenant	35	35	30	3	0	0	1	1	0	0	0	0	31	4
Admin.Lt.Hlth.Sfty.	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Admin. Lieutenant	1	2	2	0	0	0	0	0	0	0	0	0	2	0
Lt. of Detectives	33	26	23	0	0	0	1	1	1	0	0	0	25	1
Sergeant	196	198*	121	15	0	0	32	9	3	0	16	2	172	26
Sgt.- Garage	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Detective	245	243*	146	27	1	1	38	4	5	0	20	1	210	33
Officer	1528	1376*	717	157	6	2	265	53	25	3	129	19	1142	234
^Matron	2	2	0	2	0	0	0	0	0	0	0	0	0	2
^^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 2000 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>
Chief Alarm Op.	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Alarm Operator	5	6	4	0	0	0	1	1	0	0	0	0	5	1
Identif. Supervisor	3	2	2	0	0	0	0	0	0	0	0	0	2	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	3	3	0	0	0	0	0	0	0	0	0	3	0
Identification Tech.	37	32*	14	8	1	0	5	2	0	0	2	0	22	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	1	0	1	0	0	0	0	0	0	0	0	0	1
Court Liaison Officer	2	2	2	0	0	0	0	0	0	0	0	0	2	0
TOTAL	<u>2138</u>	<u>1970*</u>	<u>1086</u>	<u>217</u>	<u>9</u>	<u>3</u>	<u>352</u>	<u>73</u>	<u>34</u>	<u>3</u>	<u>170</u>	<u>23</u>	<u>1651</u>	<u>319</u>

*Limited Duty personnel included in Actual: 1 Deputy Inspector, 1 Captain, 10 Police Sergeants, 49 Police Officers, 1 ID Technician, 2 Detectives.

Grant and State funding supports 2 Lieutenant of Police, 3 Detective, 12 Police Officer, and 2 Police Sergeant positions.

^Will become civilian position when incumbents retire.

Source: MPD Quarterly Report-12/23/2000

MILWAUKEE FIRE DEPARTMENT - POSITION PROFILE - DECEMBER 2000

<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	23	21	0	0	0	2	0	0	0	0	0	23	0
Captain	55	57	45	1	0	0	9	0	1	0	1	0	56	1
Admin. Captain	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Admin. Lieutenant	3	3	0	1	0	0	0	0	1	0	1	0	2	1
Lieutenant	131	131	106	7	0	0	14	0	0	0	4	0	124	7
Paramedic Lt.	3	3	1	1	0	0	1	0	0	0	0	0	2	1
Heavy Equipment Op.	180	180	146	1	0	0	9	0	4	0	20	0	179	1
Fire/Paramedic Field Lt.	24	23	7	9	0	0	6	0	0	0	1	0	14	9
Firefighter*	643	603	443	21	5	0	82	3	15	0	33	1	578	25
AudioVis. Training Spec.	1	1	1	0	0	0	0	0	0	0	0	0	1	0
Asst. MV Op. 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>1038</u>	<u>779</u>	<u>42</u>	<u>5</u>	<u>0</u>	<u>127</u>	<u>3</u>	<u>21</u>	<u>0</u>	<u>60</u>	<u>1</u>	<u>992</u>	<u>46</u>

*Includes Firefighter-Paramedics.
Source: MFD Race & Gender Report, 1/9/2001