Reply to Common Council File No. 110284
From DOA-Budget and Management Division

June 27, 2011

Ref: 11013

Common Council File 110284 is a communication from the City Labor Negotiator indicating his intent to correspond with the Milwaukee Police Association and Milwaukee Police Supervisors' Organization notifying those unions of the City's intent to administer the Police Department's Limited Duty Program in accordance with the labor agreements such that employees who are injured off-duty would not automatically participate in the program.

As of June 6th, 2011, there were 121 individuals in the limited duty program, with 64 (52.9%) participating in the program from injuries that occurred off-duty. Limited duty personnel perform a number of different functions that range from being part of the differential response team to support staff services. Forty-three of the 121 individuals fill support service positions. To the extent these positions might be staffed with civilian personnel, the cost for these positions could be reduced by approximately one-half.

Some of the functions of these disabled officers, such as differential response unit, lend themselves to the use of a police officer to perform these duties. There appears to be a sufficient number of officers in the on-duty injury category to cover such assignments.

Potential savings from the modification of the Limited Duty Program could be used to assign additional police officers to the "street". Assuming there are no statutory requirements to assign police officers to these functions, filling support staff positions with civilians could save a net of $1.3 million annually, and an amount is equivalent to the cost associated with the placement of nearly 25 police officers on the "street". The department may need to fill up to 43 support staff positions as part of the revised administration of the program.

**RECOMMENDATION: PLACE ON FILE COMMON COUNCIL FILE NUMBER 110284 WITH THE UNDERSTANDING THAT THE LABOR NEGOTIATOR WILL INFORM THE MPA AND MPSO OF THE REVISION OF THE LIMITED DUTY PROGRAM FOR PERSONNEL INJURIED OFF-DUTY.**

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