MEMORANDUM

To: Ald. Michael McGee, Jr.

From: Mark A. Ramion, Fiscal Review Analyst, Legislative Reference Bureau

Re: Police Officer Termination and Continuing Salary in Various Jurisdictions

May 2, 2005

The following information is related to your request for information regarding the policies for the payment of terminated police officers in other cities around the United States. The library staff in the LRB was very assistive in seeking information from various jurisdictions regarding the issue of payment to disciplined police officers.

In general, we learned the following:

1. Jurisdictions throughout the United States vary in their discipline related to suspended and terminated police officers. As you know, in Wisconsin, any suspended police officer receives salary and benefits. These do not end, Milwaukee excepted, until the officer is terminated. In some jurisdictions, Lansing MI and Williamson County TN, for example, suspended officers can be disciplined without pay. This particular discipline is for an offense deemed to be more serious but less than one meriting termination. This particular discipline is outlined in their respective policy manuals.

2. Disciplines for police officers vary widely throughout the country and can be said to depend upon local jurisdictions. In other words, there does not appear to be a uniform code of discipline for a police officer that can be applied from jurisdiction to jurisdiction. Police officer discipline is treated as a local matter to be decided at that level.

3. In its search, and in no case, could the LRB library staff find another jurisdiction with a case as in the City of Milwaukee. In all cases found by the LRB library where an officer was terminated, not one instance included the terminated officer being paid. ***This is not to say*** that another jurisdiction does not pay terminated officers but, it is telling that in the search conducted by the LRB library, not another disciplinary requirement to pay terminated police officers similar to Milwaukee's was found.

Please contact me at extension 8680 if you have any questions or if you require further information.