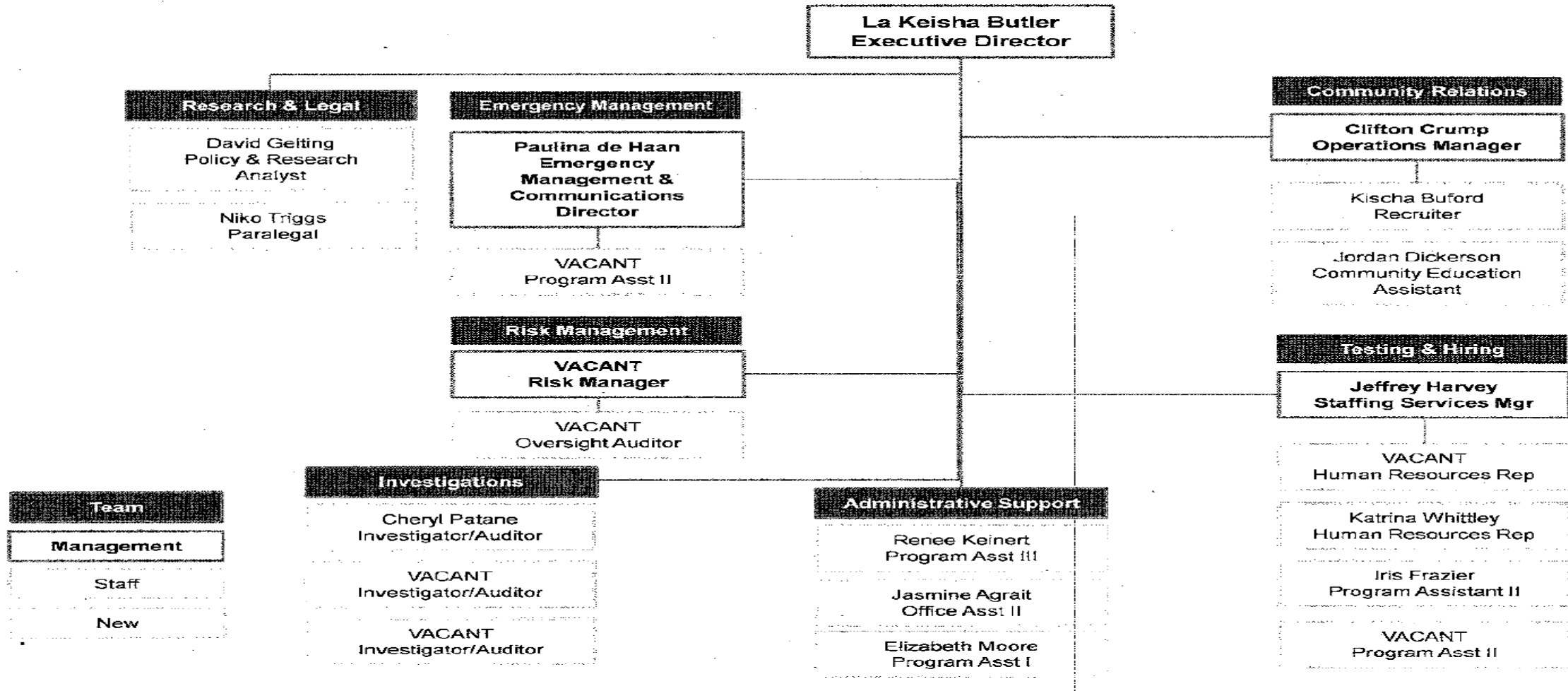


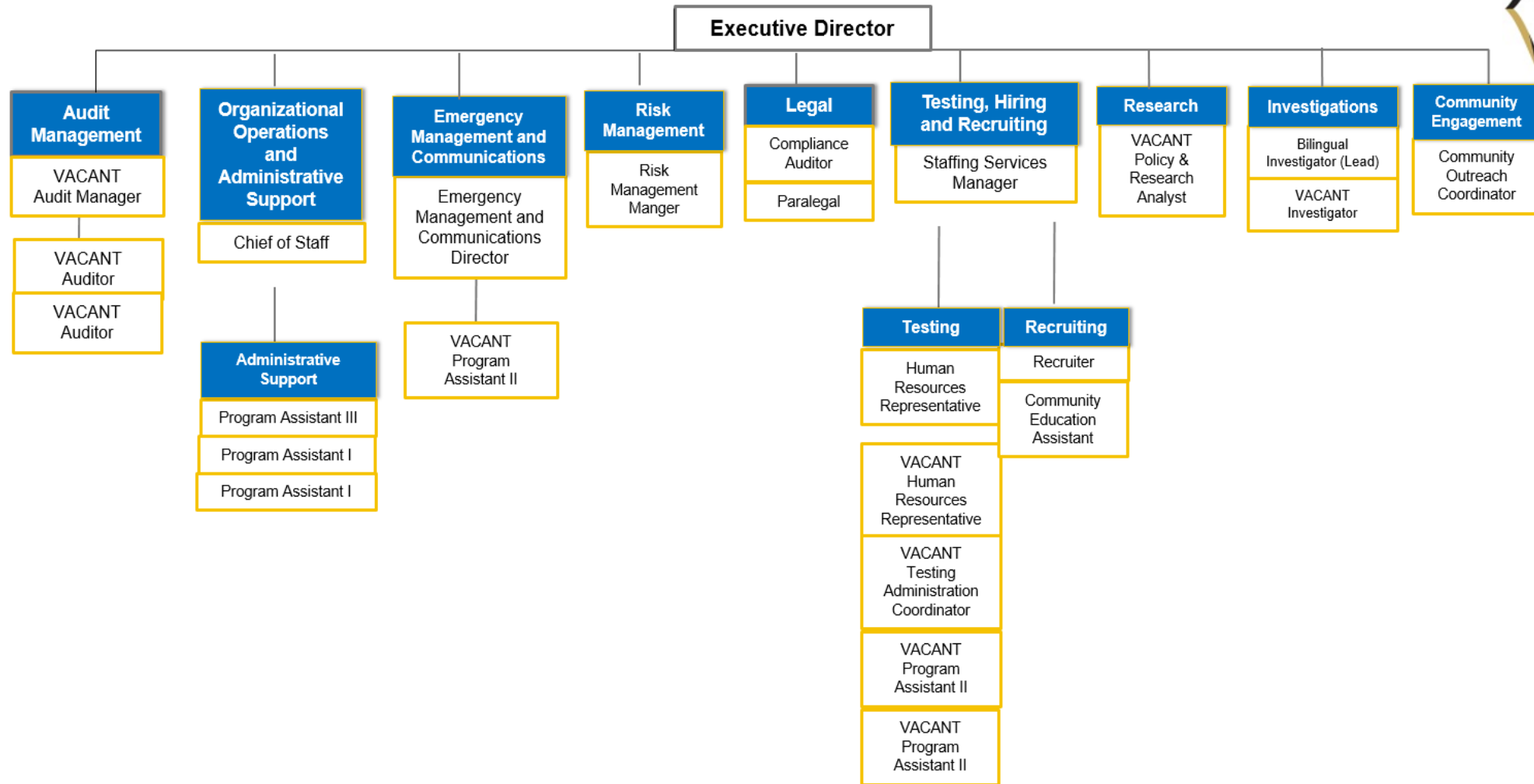
Fire & Police Commission
Public Safety & Health Committee
June 25, 2020



Org. Chart Under Director Butler



Operational Team Organization



Department Demographics

Ethnicity	Female	Male	Grand Total	Percentage
African American	5		5	36%
Hispanic	5		5	36%
White	2	2	4	29%
Grand Total	12	2	14	
	86%	14%		
	Baby Boomer	Generation X	Millennial	Grand Total
Generation	3	5	6	14
	21%	36%	43%	
Average of Age	Average of Years of Service			
40.4	8.9			

Ongoing Projects:

- Monitoring/Reviewing Standard Operating Procedures for both Police and Fire Department including:
 - SOP 460- Use of Force
 - Research consultation with UWM Professor on best practices to be discussed at the next Policies and Standards meeting July 2, 2020
 - SOP 453- Officer Involved Death and Other Critical Incidents
 - SOP 910- Civil Disturbance and Crowd Management
 - SOP 765- Asset Forfeiture
- Oversight of CAD conversion project
 - MPD and MFD Assessment to be completed in Fall 2020
 - RFP was released May 24, 2020
 - Start of integration to begin January 2021
- Handling of investigations involving:
 - Officer Michael Mattioli
 - 6th and McKinley incident from June 2, 2020
 - Finalized investigation regarding FPC 20041 and FPC 20042 on June 24, 2020
- ACLU Settlement Agreement monitoring
 - Year 2- Second year draft report provided by CJI in July and finalized in September 2020

Ongoing Projects:

- Testing & Recruiting activities (remainder of 2020)
 - Fire Cadet
 - Detective, Sergeants, Lieutenants Promotional Exams
 - Police Officer
 - Fire Fighter
 - Heavy Equipment Operator
 - Police Aide
- Ongoing staffing of FPC Board meetings and Committee meetings
 - MPD Chief of Police six-month review
 - ACLU subcommittee (created February 2020)
 - Rules subcommittee (created February 2020)
- Quarterly reports to the Common Council regarding 911 wait times.
- Begin recruiting to develop list of qualified ECO (Emergency Communication Operator) candidates – due to COVID-19 we were forced to halt in-person recruiting efforts and now have developed a plan to begin virtual recruitment.

Testing & Recruiting Team

<ul style="list-style-type: none">▪ Fire Cadet<ul style="list-style-type: none">▪ Written exam to be held in late July▪ 568 candidates testing▪ Class to start at end of September	<ul style="list-style-type: none">▪ Police Aide<ul style="list-style-type: none">▪ Recruiting to start this Summer▪ Candidates to test and start in Fall
<ul style="list-style-type: none">▪ Firefighter<ul style="list-style-type: none">▪ Next steps for candidates who have already taken the written portion is to complete the Personal History Questionnaire (PHQ)▪ Class of 35 to start at end of September	<ul style="list-style-type: none">▪ HEO (Heavy Equipment Operator)<ul style="list-style-type: none">▪ Written exam to be held in fall▪ Working with vendor to develop exam in light of Board approved changes to testing process.

MPD Promotional Testing

Each test consists of a written exam, fact sheet and oral assessment. We are moving forward with these much needed exams as follows:

Detective

- Last held 8/11/2015
- Testing 201 candidates in July 2020

Sergeant

- Last held 2/25/2016
- Testing 267 candidates in August 2020

Lieutenant

- Last Held 2/25/2016
- Testing 99 candidates in August 2020

PATH to COMPLIANCE

ACLU Compliance Efforts – Overall Status

While extensive work has been done to close the gap during Year Two, nothing will entirely compensate for an underutilized Year One (1)

- At the conclusion of Year One (1), the FPC did not have a standardized tracking method for compliance, had not posted any of the de-identified stop data required, had made limited efforts to post combined complaint data, had not worked with districts or libraries to expand access to complaint materials, and had not begun the process of changing Board rules and intake guidelines to align with the Settlement Agreement

Extensive work done during Year Two (2) has helped to standardize proofs that constitute compliance over time, develop schedules to ensure continued follow-up, establish more actionable feedback methods and closer communication with CJI, and foster more frequent communication with the City Attorney's Office as the point of contact between the FPC and the Plaintiffs

ACLU Compliance Efforts

- **Year Two of the Settlement Term has seen the development of processes that, when replicated over time, will establish proof of compliance:**
 - Complaint forms available on MPD and FPC websites and public libraries and police district stations (IV.D.1.b)
 - Complaints shall not be notarized (IV.D.1.e)
 - Complainants shall be interviewed if an investigation is prompted by a complaint. The interview shall take place someplace other than police headquarters, unless the person voluntarily agrees to being interviewed at a police facility. (IV.D.1.g)
 - Complaint forms and instructions for filing with MPD and FPC available in English, Spanish, Hmong, and other languages deemed appropriate by parties (IV.D.1.a)
 - FPC publish de-identified data on website of all traffic stops, field interviews, no-action encounters, frisks, and searches (XIV.A.13)
 - Publish data on complaints received, pending, or resolved during the previous quarter broken down by traffic stops, field interviews, no-action encounters, frisks, and searches and race or ethnicity (IV.E.5)
 - FPC provides to the Chief for further action any officer receiving 3 or more complaints in 90 days and officers who receive 3 or more complaints over a rolling one year period shall be referred for Early Intervention Program (IV.D.5.e)

ACLU Compliance Efforts

- **The Board of Fire and Police Commissioners have decided to form Subcommittees concerned with both Board Rules and ACLU Compliance**
- **Those Subcommittees will be able to consider recommendations and enact updates in relation to Settlement Agreement, such as:**
 - Complaints shall not be notarized (IV.D.1.e)
 - MPD and FPC staff who accept complaints are trained not to, and in practice do not, discourage the filing of any complaint from a member of the public. (IV.D.1.d)
 - FPC maintains practice of investigating all plausible complaints by public submitted to FPC (IV.D.5.a)

ACLU Compliance Efforts

- **With the approval of the Finance and Personnel Committee, the FPC is currently engaged in the hiring process to create an Audit Unit, which will carry out the extensive audit plans presented on March 25th before the Judiciary and Legislation Committee.**
- **This Audit Unit will be able to carry out broader oversight activities, but initially will be able to conduct Settlement Agreement mandated audits and reviews:**
 - FPC shall audit data, dashboard camera footage, and body camera footage on traffic stops, field interviews, no-action encounters, frisks, and searches to identify officers who fail constitutional compliance, officers who fail proper documentation, supervisors who fail to review, supervisor who fail to retrain or discipline (IV.E.1)
 - Use audits to identify officers who need additional training on traffic stop, field interview, no-action encounter, frisk, and search policies and/or discipline for the conduct of unreasonable, unreported, or insufficiently documented encounters. (IV.E.4)
 - Audits of public complaints to MPD and FPC (IV.E.2)
 - FPC reviews every internally generated complaint about MPD conduct (IV.D.5.b)
 - Input data from IV.E.1 and IV.E.2 into AIM (IV.E.4)

ACLU Compliance Efforts

July and August of 2020 will see promotional exams for Detectives, Sergeants, and Lieutenants

These exams will provide the background and benchmarks for work still required to move the promotional exam criteria towards an incorporation of greater knowledge of Community Oriented Policing, in accordance with the Settlement Agreement:

- Update promotional testing procedures to include community policing (IV.14)

This clause of the Settlement Agreement is extremely important to the monumental task of rebuilding trust between the community and the police force that it serves.

- This promotional policy and emphasis on community-oriented policing will present a perfect opportunity for the Audit Unit to review and measure implementation and effects

ACLU Compliance Efforts – *Moving Forward*

The greatest task will be the Audits and Reviews. Now that the positions necessary to accomplish these tasks have been granted to the FPC, the hiring process is underway.

- While these positions will be primarily concerned with Settlement Agreement activities initially, they will also form the basis of an Audit Unit within the FPC that can be utilized to audit other aspects of MPD and MFD activities, as well as distill community concerns into projects and audits that will bring greater transparency and accountability to the emergency services.

With the City-wide website updates coming over the next few months, the FPC is committed to working with ITMD to greatly expand website content to make ACLU progress more transparent and accessible to community members and individuals or groups seeking to conduct their own research projects.

- It has been expressed several times that the Open Data Portal, the Settlement mandated posting location for this data, is difficult and cumbersome for the average observer to make sense of. To address these concerns, the FPC intends to continue those posting as required, while supplementing them with more user-friendly tools on our city webpage.

ACLU Compliance Efforts – *Moving Forward*

- An area of urgent concern is the incorporation of Community Oriented Policing strategies into promotional exams.
 - Recent events have made it abundantly clear how great an influence community relations and connections can have on the trust between police forces and the communities they serve.
 - By requiring these types of skills as a prerequisite for advancement within MPD, the FPC has an opportunity to truly impress upon the department the importance of concrete steps to rebuild the fractured relationship between the community and the police.
 - At this moment, we cannot afford to close any doors or ignore any reasonable approaches to building trust between the department and the community and a greater emphasis on community-oriented strategies is just one piece of the complex, long-term puzzle of addressing this issue. This change in policing and promotional testing, and its translation into practice, can then be verified by oversight emanating from the Audit Unit.

Complaints

2020 Year To Date Complaints:

- 101 total complaints filed by 6/22/2020
- 28 open complaints as of 6/22/2020

2019 Complaint Stats:

- 87 total complaints filed by 6/22/2019

Complaints relating to civil unrest:

- 8 complaints relating to 6th & McKinley (majority were from people who watched the incident on social media)
- 2 complaints relating to the Hoan Bridge incident
- 3 others relating to the protests

Legal Team

- 25 active ORR cases
- 13 active disciplinary appeal cases one of which is in its final stages. New case received 6/24/2020
- 12 open residency cases
 - 2 of which are to be scheduled to appear before the Board at the next FPC meeting.

Community Outreach Events: Completed

Chief Morales Listening Sessions

- January 22, 2020 – Northside Meeting
 - Unity Gospel House of Prayer
- January 27, 2020 – Southside Meeting
 - UMOS Headquarters

Recruiting Roundtable

- March 4, 2020
 - Gerald L. Ignace Indian Health Center

CJI Meeting – Update on ACLU Compliance

- *CANCELLED DUE TO COVID19*
- Was planned for March 25, 2020

Bridging the Divide: Community & Police Relations

- Virtual Meeting - June 23, 2020 (first in a three-part series)

Community Events: **Upcoming**

Holding monthly meetings on pertinent topics, virtually until health restrictions permit in-person meetings

- **Bridging the Divide: Milwaukee's Community & Police Relations** – June 23, 2020
- **Collaborating for Change** -2nd virtual community meeting - scheduled for July 29, 2020
- **Real-time Reforms** – 3rd virtual community meeting – scheduled for September 2020

Ongoing “town halls” to gather input from community organizations and community members on a regular basis, with the goal of using this input to create tangible results

- Community Policing
- 911 Education
- FPC Roundtables

Holding continual roundtables to gather input from the community on the processes of FPC's Oversight

- Testing
- Recruiting
- Complaints
- Disciplines & Appeals

Community Events: **Upcoming**

Education on FPC Board processes

- Holding Board meetings outside of city hall

Creating virtual programming for youth

- Convening stakeholders to discuss different topics with youth relating to public safety
 - Education on FPC
 - Youth and Police Relations
 - Reckless Driving
 - MPD and MFD Apprenticeship Programs available to Milwaukee youth