



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: February 16, 2026

RE: Update on FPC Staffing and Operations

The following report is an update on Fire and Police Commission (FPC) staffing and operations. The FPC Executive Director will present this report at the next regular board meeting on February 19, 2026.

FPC Staffing

Twenty-eight full-time staff positions are assigned to the FPC. There are currently three existing/anticipated vacancies:

1. *Program Assistant I.* FPC staff temporarily paused the selection process for this position while we evaluated recent possible adjustments to the duties and responsibilities that will be required by the Department of Employee Relations' (DER's) new Workday System. That evaluation is now complete, and we intend to move forward with the selection process once DER resends us the eligible list for this position. That list is currently being used by the Department of Public Works, which anticipates completing its hiring process by the end of the month. Thereafter, we will schedule interviews to fill this vacancy.

2. *HRIS Auditor.* This is a new position that will support the new Workday System, which was added to the FPC as part of the 2026 budget. We are currently waiting for DER to send us an existing eligible list for this position.

3. *Investigator (Bilingual).* This is a new anticipated vacancy. The current incumbent has been hired by the Milwaukee Police Department (MPD) as its new Community Relations, Engagement, and Recruitment Director. Her last day with the FPC will be

February 27, 2026. We have already requested that DER conduct a new recruitment to fill this vacancy.

FPC Operations

1. Audit & Compliance

In addition to the audits required by the *Collins* Settlement Agreement, the FPC's Audit Unit plans to conduct the following non-*Collins*-related audits/reviews in 2026:

- MPD Animals Policy (SOP 060)
- MPD Airborne Assessment Team (Drones)
- MPD Automated License Plate Readers (ALPR) (SOP 735)
- MPD Resources/Dispatch Responses
- MFD Resources/Dispatch Responses

The Audit Unit presented its 2026 Audit Plan, which includes these audits, at the FPC's last Oversight and Accountability Committee meeting on January 27, 2026. A copy of that plan is available [here](#).

In addition, the Audit Unit and the FPC's Compliance Auditor are in the process of preparing our proof submissions for the Year Eight Annual Report for the *Collins* Settlement Agreement. Those proofs are due by February 27, 2026, with the final report scheduled for release on July 20, 2026.

2. Community Engagement

FPC Community Outreach Coordinator Carlos Martinez-Rivera continues to advance the FPC's community engagement and transparency efforts through various initiatives and events. Some of his recent efforts include:

- **CYCLE Film Screening.** Mr. Martinez-Rivera coordinated the logistics for the CYCLE film screening to ensure strong community engagement and a seamless event experience. He conducted targeted outreach to community partners and members, leveraging established relationships to encourage attendance and broaden participation. Promotional efforts included strategic social media engagement and the development and distribution of event flyers to expand visibility. Mr. Martinez-Rivera also secured and coordinated with moderator Bridget Whitaker, the Executive Director of Safe & Sound, whose facilitation contributed significantly to a thoughtful and engaging post-screening discussion. His efforts ultimately contributed to a well-organized and highly attended screening and community dialogue.

- **Adopt-a-School Initiative.** Throughout January and February, Mr. Martinez-Rivera continued supporting the City of Milwaukee’s Adopt-A-School initiative in collaboration with Elm Creative Arts School. After meeting with the Executive Director and a representative from the Mayor’s Office, Mr. Martinez-Rivera coordinated volunteer participation from FPC staff and served as the first FPC volunteer at the school. To date, three staff members have volunteered for this initiative. These activities have contributed to literacy programming and attendance-building efforts at Elm and further strengthened ties between the FPC and the MPS community.
- **Website Update: Meetings.** During this reporting period, Mr. Martinez-Rivera created a new “Meetings” feature on the FPC’s website to improve transparency and public awareness of Commission activities. This new tab centralizes all FPC meeting information in one location, allowing users to easily access current and upcoming meetings. It also includes an advanced notice feature that informs the public of upcoming key agenda items at future meetings. In addition, the “Meetings” page houses prior meeting records through Granicus/Legistar, ensuring easy access to agendas, minutes, and related documents. To further enhance historical accessibility and transparency, Mr. Martinez-Rivera will also be uploading and integrating all available board meeting videos from prior to 2019, creating a more comprehensive and user-friendly archive of Commission meetings.
- **ADA Compliance.** Mr. Martinez-Rivera has made continued progress toward improving website accessibility by working to ensure ADA compliance. He met with the City’s ADA Compliance Officer to better understand current standards, requirements, and areas for improvement. In addition, he participated in meetings with the FPC staff to strengthen internal understandings of ADA guidelines and the importance of maintaining accessibility for all community members. These efforts reflect a commitment to ensuring that the FPC’s digital presence remains inclusive, transparent, and accessible to individuals of all abilities, while proactively addressing compliance standards and best practices moving forward.

3. Investigations

Thus far in 2026, the FPC has received a total of 28 citizen complaints: 22 involved MPD members, 2 involved MFD members, and 4 involved matters outside the FPC’s jurisdiction.

Out of the 28 complaints, 12 have been closed, and 16 remain open.

4. Legal

There were five disciplinary appeals filed in 2025 that remained scheduled for trials at the beginning of 2026. One of those disciplinary appeal trials has been held to date in 2026. Additionally, one of the appeals has now been dismissed following a negotiated settlement. Two of the appeals are scheduled for trials in 2026, and one is scheduled for trial in 2027 due to the appellant's military leave.

Three new disciplinary appeals have been filed to date in 2026.

5. Research and Policy

FPC Research and Policy Analyst Barbara Cooley has recently been working on the following projects:

- Reviewing amendments to MPD standard operating procedures and instructions, including a comparison of MPD's recent changes to its vehicle pursuit policy with policies of comparable cities.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Participating in an ongoing police recruitment and retention workgroup.
- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities and/or eligibility for promotion to the lieutenant position.
- Researching and reporting on 2024 police officer applicant progression through the testing process by race and gender.
- Initiating the bid process for the 2026 FPC Police Satisfaction Survey.
- Pulling data on the *Collins* settlement agreement for the city's new consultant.
- Researching and drafting the FPC's 2025 Annual Policy Review Report.

6. Staffing Services

The Staffing Services Unit is engaged in ongoing testing, hiring, and recruiting to fill positions within the public safety departments. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Police Officer and Police Aide physical readiness tests (PRT) will be conducted in March for the classes scheduled to begin in August 2026.

- A new candidate engagement event called MKE Badge Bound is scheduled for February 26, 2026, for incoming recruits (and their families) who will take part in the police officer class starting March 30, 2026 (MPD Class 1-2026).
- Fire Cadet written test was completed, and oral interviews have begun.
- A new Emergency Communications Officer (ECO) recruit class of 10 ECOs started on February 2, 2026.
- A new ECO recruitment will begin next month, with the job posting presented for approval at the next FPC meeting on March 5, 2026.

Recruitment:

- Police Officer entry-level and lateral job postings have been uploaded to Indeed, WILENET, and social media.
- The FPC's new recruitment video was uploaded to our website and Facebook page.
- Fire Cadet fit camps and interview prep sessions are ongoing.
- Police Officer fit camps are occurring twice a week.
- Written exam and interview prep sessions are being held monthly for Police Officer candidates.
- FPC recruiters will be attending the following recruitment events in February: Carthage College Career Fair, UWM Spring Career Fair, Milwaukee Public Library: Trades & Tech Fair, Villard Square Library Career & Resource Fair, Bryant & Stratton College Presentation, Fire Cadet Reagan High School Presentation, Police Aide Reagan High School Presentation, Carmen High School Career Fair, and Mount Mary and Alverno Career Fair.