



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: June 25, 2025

RE: Update on FPC Staffing and Operations – June 26, 2025, Regular FPC Board Meeting

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 June 26, 2025.

FPC Staffing

Twenty-seven full-time staff positions are assigned to the FPC. We currently have one vacancy:

1. *Program Assistant I.* This is a new vacancy in our Administrative Services Section. The Department of Employee Relations recently conducted a recruitment for this position and is in the process of creating an eligible list.

FPC Operations

1. Audit & Compliance

Collins Settlement Agreement Audits – Year Seven (2024-25)

Current Audit Status

The FPC Audit Unit is currently working on the following two audits:

- MPD Field Interviews Q3-4 2024



- MPD Traffic Stops Q3-4 2024

Completed Audit Status

The Audit Unit has successfully completed the required 12 audits for Year Seven (2024-25) of the agreement, as well as one additional related audit. Those audits are:

- MPD Traffic Stops Q3-4 2023
- MPD Traffic Stops Q1-2 2024
- MPD Field Interviews Q3-4 2023
- MPD Field Interviews Q1-2 2024
- MPD No-Action Encounters Q1-2 2024
- MPD No-Action Encounters Q3-4 2024
- MPD Citizen Complaints Q3-4 2023
- MPD Citizen Complaints Q1-2 2024
- FPC Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q1-2 2024
- MPD Internally Generated Complaints Q3-4 2023
- MPD Internally Generated Complaints Q1-2 2024
- MPD Non-Disciplinary Corrective Actions (NDCAs) Q1–4 2023
 - This audit is not required by the Settlement Agreement, but was created to ensure MPD members are administered NDCAs for failing to comply with the agreement's terms.

Non-Collins Audits

The Audit Unit is currently working on two non-*Collins* audits:

- MPD Discipline Matrix
- MPD Use of Force

The Audit Unit has completed the following three non-*Collins* audits in 2025.

- MPD ShotSpotter
 - This audit is under review by FPC leadership
- MPD In-Car Camera System
 - This audit is under review by FPC leadership
- MPD Domestic Violence Calls for Service
 - This audit is under review by FPC leadership.

2. Community Engagement

The FPC's Community Outreach Coordinator Carlos Martinez-Rivera continues to attend community meetings and events to disseminate information about the FPC's mission and operations, and to gather input from community members about their priorities. Some of his recent work has included:

- **MPD District 2's *Ciclovía* Event:** Mr. Martinez-Rivera attended this event on behalf of the FPC, which welcomed approximately 50 community members. The event featured bike and gift basket raffles sponsored by various community organizations, including one beach-themed basket contributed by the FPC.
- **OneMKE Community Meeting:** In collaboration with OneMKE, Mr. Martinez-Rivera coordinated the first in a series of community meetings titled *Public Safety & Civic Engagement: What's Your Role?* The meeting welcomed 13 participants and facilitated an important dialogue around how public safety is defined and perceived by the community. Key takeaways included concerns by some about the intimidating nature of traditional police uniforms, the notion that effective public safety often involves more than just law enforcement, and the community's call for acknowledgment of past harm as a necessary step in moving forward and healing.
- **Police Chief Community Meetings:** Mr. Martinez-Rivera also organized and facilitated two community meetings focused on Chief Jeffrey Norman's reappointment—one on the North Side moderated by Judge Derek Mosley and one on the South Side moderated by Ian Bautista, Senior Director of Civic Engagement at the Greater Milwaukee Foundation. Combined, the meetings drew approximately 35 attendees and offered a valuable space for community voices to be heard while also receiving thoughtful and reassuring responses from Chief Norman.

3. Investigations

Thus far in 2025, the FPC has received 77 citizen complaints: 49 involve MPD members, four involve DEC members, four involve MFD members, and 20 involve matters outside the FPC's jurisdiction.

In 2025, the FPC has received six commendations involving five MPD members and one MFD member.

4. Legal

Thus far 2025, three disciplinary appeals have been filed with the FPC, two of which have been dismissed following negotiated settlements. One disciplinary appeal is scheduled for trial on July 15, 2025.

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/instructions.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Participating in an ongoing police recruitment and retention workgroup.
- Drafted semiannual dispatch/response times report.
- Drafting 2024 Citizen Complaint 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:

- Continuous recruitment for the Police Officer position (entry-level) remains ongoing.
 - Class 2-2025 is scheduled to start on August 4, 2025.
 - The physical readiness test (PRT) for the December 2025 class (Class 3-2025) will occur next month.
- A new recruitment for the Firefighter position opened May 2, 2025, and will remain open until June 30, 2025.
- The next Firefighter recruit class will start on August 4, 2025 (recruits for this class will be drawn from the prior recruitment).
- Emergency Communications Officer (ECO) eligible lists were approved at the last meeting, and backgrounds and pre-employment screenings are now

underway for 12 initial requested hires. The anticipated start date is August 18, 2025.

- The Fire Cadet eligible list has been approved and background investigations are underway. The class will start on August 18, 2025.
- A Police Aide class is also scheduled to start on August 18, 2025.
- The Heavy Equipment Operator (HEO) eligible list is scheduled for approval at this meeting. The performance exam was held June 9, 2025.