



## Fire and Police Commission

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## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: May 13, 2025

RE: Update on FPC Staffing and Operations – May 15, 2025, Regular FPC Board Meeting

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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 May 15, 2025.

### FPC Staffing

Twenty-seven full-time staff positions are assigned to the FPC. We are currently fully staffed with no existing vacancies.

### 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 Citizen Complaints Q1-2 2024
  - This will be the final audit for the FPC's required audits for Year 7 of the Settlement Agreement.

### *Completed Audit Status*

The Audit Unit has completed the following 11 required audits and one additional audit:

- 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
- 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
  - This audit is in the research phase
- 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 the Audit Manager
- 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 Easter Egg Hunt.** On April 12, 2025, Mr. Martinez-Rivera represented the FPC at District 2's Easter Egg Hunt, hosted in partnership with Safe & Sound at Kosciuszko Park. The event drew a total of 505 attendees, including 169 adults and 336 children. Mr. Martinez-Rivera engaged with attendees to provide information about the FPC's citizen complaint and commendation processes, shared how community members can participate in public safety oversight, and distributed FPC brochures.
- **414 Day.** On April 14, 2025, Mr. Martinez-Rivera attended 414 Day at Milwaukee Fire Department (MFD) Station 14, where the department ceremonially renamed Fire Engine 14 to Fire Engine 414 for the day, in recognition of the city's unofficial holiday. This symbolic renaming served as a celebration of Milwaukee pride and a show of unity within the community. The event featured remarks from Mayor Cavalier Johnson, Fire Chief Aaron Lipski, Alderman Scott Spiker, and Executive Director Leon Todd, along with several members of Station 14's firefighting team. Speakers emphasized the significance of 414 Day in celebrating Milwaukee's culture, resilience, and potential. Mr. Martinez-Rivera captured the event for social media, posting photos and a summary to raise awareness and highlight the FPC's presence at key community events.
- **CCC Public Listening Session.** Mr. Martinez-Rivera attended the Community Collaborative Commission's (CCC's) Public Listening Session held in April, which provided community members and partners with updates on the CCC's ongoing efforts related to community-oriented policing and public accountability. The session was attended by key stakeholders including Tim Baack (Pathfinders), Bridget Whitaker (Safe & Sound), Executive Director Leon Todd, along with representatives from the ACLU and the Wisconsin Policy Forum. The session focused on a presentation by the Wisconsin Policy Forum on its report, "Common Ground: Enhancing Community Oriented Policing in Milwaukee." The report offered a comprehensive look at opportunities for improving police-community relations, increasing transparency, and supporting the role of civilian oversight.
- **Peace Week.** Mr. Martinez-Rivera participated in the May 5<sup>th</sup> Peace Week celebration march, a cornerstone event in Milwaukee's annual observance promoting unity, healing, and nonviolence. The event drew a diverse group of community members, youth organizations, faith leaders, and city officials who marched in solidarity for safer neighborhoods and stronger communities. While representing the FPC, Mr. Martinez-Rivera connected with various community organizations and residents, providing information about the citizen complaint process, the role of civilian oversight, and how residents can stay engaged with the FPC. The event also featured remarks from Mayor Johnson, who emphasized the city's

commitment to peace, equity, and community-led violence prevention solutions. Photos and a summary of the event were shared on FPC's social media platforms to highlight our presence and ongoing commitment to community engagement.

### **3. Investigations**

Thus far in 2025, the FPC has received 56 citizen complaints: 34 involve MPD members, two involve DEC members, four involve MFD members, and 16 involve matters outside the FPC's jurisdiction.

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

### **4. Legal**

Thus far 2025, two disciplinary appeals have been filed with the FPC, both of which are currently in the process of being dismissed following negotiated settlements.

### **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.
- Participating in MPD promotions workgroup for *Collins* reporting.
- Assisting with the FPC's 2024 Annual Report.
- Drafting semiannual dispatch/response times report.
- Drafting Q1 2025 911 call wait times 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. Testing for the December 2025 class (Class 3-2025) is now underway, as of May 1, 2025.
- A new recruitment for the Firefighter position opened May 2, 2025, and will remain open until June 30, 2025.
- Emergency Communications Officer oral interviews are scheduled for the week of May 18, 2025.
- The Fire Cadet eligible list will be presented for approval at the May 15, 2025, FPC meeting.
- The written test for Heavy Equipment Operator (HEO) is scheduled for the week of May 18, 2025.

Recruitment Update:

- FPC recruiters arranged and coordinated two interviews on Telemundo to promote the opening of the Firefighter recruitment.
- The FPC and MFD are collaborating to create an MFD Newsletter for candidate retention purposes.
- The FPC and MPD are collaborating to create two IHeartRadio podcast advertisements set to go live this summer.
- Police Officer oral interview prep sessions and fit camps are currently being offered to all Police Officer candidates
- So far in 2025, FPC staff have attended 43 recruitment events and 26 prep sessions, for a total of 69 events in 2025.