



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: April 14, 2025

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 April 17, 2025.

FPC Staffing

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

1. *Deputy Director.* Our former Deputy Director Nicole Fleck returned to her prior position as the City's Labor Negotiator, effective April 14, 2025. I am pleased to report that I have hired a new Deputy Director, Jay Pucek. Mr. Pucek currently works as an attorney for Wisconsin State Public Defender's Office. Before that, he worked as a prosecutor for the Milwaukee County District Attorney's Office and as a police officer for the Platteville Police Department. His first day with the FPC will be Monday, April 21, 2025.

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.

Other Related Audit Matters

The city of Milwaukee is seeking a new consultant to replace the Crime and Justice Institute (CJI) to provide settlement agreement compliance assessment, reporting, and technical assistance. The closing date to respond to our request for qualifications (RFQ) is April 17, 2025, at 4:30 p.m. Additional information can be found on the FPC's [website](#).

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:

- **Mentorship Program Development.** Over the past two months, Mr. Martinez-Rivera has continued advancing a mentorship program in partnership with the American Heart Association (AHA). He recently met with MPD Community Relations and Engagement Manager Marcey Patterson to discuss the program's structure and explore a potential collaboration. He plans to follow up with MPD to explore the potential for Community Liaison Officer (CLO) participation in the program.
- **FPC-MPS Community Partnership.** The FPC recently began a new partnership with Milwaukee Public Schools' (MPS's) Department of Strategic Partnerships and Customer Service. The goal is to strengthen community trust and engage young people around public safety, civic responsibility, and oversight. Through this collaboration, we aim to participate in school-based outreach such as mentorship programs, youth forums, and presentations on FPC resources, including the complaint and commendation processes. MPS will help identify opportunities (like their "Field Day" during the summer) for engagement with students and families across the district.
- **FPC-OneMKE Community Partnership.** The FPC also began a new partnership with OneMKE, a community initiative focused on youth leadership and civic engagement. By aligning with OneMKE's mission of building inclusive leadership and civic dialogue, this partnership will strengthen the FPC's visibility and commitment to community engagement. One of the key goals of this partnership is to increase public participation in FPC board meetings and bring greater attention to the Commission's role in civilian oversight. Through this collaboration, the FPC will engage in OneMKE-led events and forums to share resources and promote transparency, accountability, and trust within the community.

Next steps include identifying upcoming events, co-branded outreach opportunities, and potential youth engagement initiatives.

- **New FPC Outreach Tool–FPC Brochure.** This month, the FPC introduced a new outreach tool—the official FPC brochure in English and Spanish. Designed to clearly explain the Commission’s role, responsibilities, and resources, the brochure highlights key functions such as the citizen complaint and commendation processes, recruitment information, and how the public can get involved. Copies of this brochure will be used at community events and distributed through partner organizations to help increase public awareness and engagement with the FPC.

3. Investigations

Thus far in 2025, the FPC has received 43 citizen complaints: 26 involve MPD members, two involve DEC members, three involve an MFD members, and 12 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

As of January 1, 2025, two disciplinary appeals filed in 2024 were still pending with the FPC, both of which have now been tried and decisions rendered. Two additional appeals have been filed in 2025. One of these appeals is currently in the process of being dismissed due to a negotiated settlement. The remaining appeal is scheduled for a disciplinary appeal trial in May 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.
- Participating in MPD promotions workgroup for *Collins* reporting.
- Assisting with the FPC’s 2024 Annual Report.

- Starting semiannual dispatch/response times report
- Starting 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.
- Emergency Communications Officer Critical testing is scheduled for this week (April 14-18, 2025).
- The Fire Cadet physical ability test is scheduled for May 3, 2025.
- Promotional recruitment for Heavy Equipment Operator (HEO) is currently open and closes on April 18, 2025.

Recruitment Update:

- FPC Recruiters recently attended the MPS Junior and Senior Fairs, a Boys & Girls Club presentation, and did a recruitment presentation to UWM's Criminal Justice Class.
- Police Officer TV advertisement is live for March Madness.
- Two separate Police Officer advertisement campaigns are live on Facebook, one in English and one in Spanish.
- The FPC coordinated a FOX6 News interview for Police Officer recruitment this upcoming Tuesday.