



## Fire and Police Commission

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### Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: February 14, 2024

RE: Monthly Update on FPC Department Staffing and Operations

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The following report is an update on Fire and Police Commission (FPC) department staffing and operations. The FPC Executive Director will present this report at the next regular board meeting on February 15, 2024.

### FPC Department Staffing and Vacancies

Twenty-six full-time staff positions are assigned to the FPC. The following four vacancies currently exist:

1. *Auditor.* We have received an eligible list from the Department of Employee Relations (DER) and are conducting interviews for this position the week of February 11, 2024.
2. *Community Outreach Coordinator.* The application period for this position closed on December 15, 2023. We anticipate receiving an eligible list from DER in the near future.
3. *Human Resources Assistant.* The application period for this position closed on January 12, 2024. We anticipate receiving an eligible list from DER in the near future.
4. *Program Assistant I.* We are conducting a new recruitment to fill this position. DER anticipates posting the job announcement bulletin for this vacancy soon.



## **FPC Department Operations**

### **1. Audit & Compliance**

Pursuant to the *Collins* Settlement Agreement, the FPC Audit Unit is tasked with reviewing all Milwaukee Police Department (MPD) internally generated complaints; conducting audits of traffic stops, field interviews, no-action encounters, frisks, and searches every six months; and conducting audits of citizen complaints filed with the FPC and MPD every six months. This undertaking has been structured and scheduled with input from the Crime and Justice Institute (CJI), the consultant for the *Collins* Settlement Agreement. Audit plans and schedules have been created for this work, which remains ongoing.

#### **Collins Settlement Agreement Audits**

##### ***Completed Audit Status***

The Audit Unit has completed the following eight audits for Year Six of the Settlement Agreement:

- Traffic Stops Q3-4 2022
- Traffic Stops Q1-2 2023
- Field Interviews Q3-4 2022
- No-Action Encounters Q1-2 2023
- MPD Citizen Complaints Q3-4 2022
- MPD Internally Generated Complaints Q3-4 2022
- FPC Citizen Complaints Q3-4 2022
- FPC Citizen Complaints Q1-2 2023

##### ***Current Audit Status***

- The Audit Unit is in the process of auditing Field Interviews for Q1-2 2023.
- The Audit Unit is also in the process of doing fieldwork for No-Action Encounters for Q3-4 2023.

#### **Non-Collins Audits**

- The Audit Unit has completed the audit on Policies, Procedures, and Practices to Lessen MPD Overtime.
  - This audit will be presented to the FPC Board on at the regular meeting on March 7, 2024.

- The Audit Unit recently completed the MPD Use of Force audit. This audit is in draft form and has been sent to the Deputy Director for review.
- The FPC Audit Manager is in the process of auditing MPD Vehicle Pursuits.

### *Other Related Matters*

- Upcoming Settlement Agreement-related items:
  - On February 15, 2024, all parties will receive MPD's Q4 quarterly data.
    - This is the data on MPD's traffic stops, field interviews, and no-action encounters for Q4 2023.
  - In March 2024, CJI will issue its Six-Month Report on Non-compliant and In-process Items.
    - This report will contain CJI's analysis of the City's progress on items deemed non-compliant or in process in the Fifth Annual Report.
  - In April 2024, CJI will issue its Semi-Annual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks.
    - This report will contain CJI's semiannual analyses on MPD's adherence to standards for individualized, objective, and articulable reasonable suspicion (IOARS) for justifying discretionary police encounters.

## **2. Community Engagement**

As noted above, we are currently in the process of recruiting a new Community Outreach Coordinator. FPC staff have nevertheless continued to participate in community engagement events and meetings.

*Community Meeting for New FPC Commissioners.* The FPC hosted a community meeting for the new appointees to the FPC Board on January 22, 2024. The meeting gave community members the opportunity to meet the new commissioners and ask questions of them before their confirmations. The meeting was moderated by community leader Tim Baack who serves as the Executive Director of Pathfinders and is a member of the Community Collaborative Committee (CCC). The video recording of this meeting is available on the FPC's website.

*Citywide Public Safety Listening Session.* The last session in this series was held on February 13, 2024, at Evolve Church. As previously reported, these meetings were hosted by MPD, FPC, the CCC, and the Office of Community Wellness and Safety, in collaboration with Mayers Strategic Solutions LLC. The goal of the meetings was to gather community input as part of our efforts to develop a citywide public safety/community-oriented policing plan. This final session was one of the best attended and generated excellent discussion and feedback from community members.

*Black Men in Mental Health Panel Discussion.* FPC staff attended this panel discussion on this important topic, which was hosted by Wellpoint Care Network. The panelists included Commissioner LaNelle Ramey and MPD Community Liaison Officer Dominique Thompson, who shared their perspectives and expertise on this topic.

*The State of Mental Health in our Community.* The panelists for this Community Brainstorming Conference included Commissioner World-Patterson and MPD Assistant Chief Nicole Waldner.

### **3. Emergency Management**

Recently, Emergency Management Director Ryan Zollicoffer has been working on the following:

- Continue to post pre-scripted social media emergency preparedness messages on the city's emergency management webpages in alignment with the National Preparedness Calendar. In February 2024, the city's messages focused on First Aid/CPR, American Heart Month, and Driver Safety in Rain.
- The Code Red Citywide Alert Notification System contract has been signed, and we are working with the vendor on setting up administrator training for the city and structuring the alerting hierarchy.
- Published Soft Targets/Crowded Spaces High Hazard Target Calendar for February 2024. Information is shared with the Emergency Management Support Team in case of citywide emergency operation center (EOC) activations. The February event calendar listed 42 potential high-hazard activities.
- Working with the Secret Service on a leadership tabletop exercise discussing potential hazard-specific scenarios.
- Continue to support the Health Department by developing a shelter management plan annex.

- Continue to support the Department of Public Works with the development of the winter storm response plan annex.
- Working with County OEM on increasing Red Cross shelter locations.

#### **4. Investigations**

Thus far in 2024, the FPC has received 18 citizen complaints (all informal and involving MPD). The FPC has received one citizen commendation for an MPD member thus far in 2024.

#### **5. Legal**

As of the date of this memo, there is one pending disciplinary appeal with a trial date scheduled for March 2024. To date during 2024, one disciplinary appeal was voluntarily withdrawn by the appellant and one other appeal was dismissed for lack of subject matter jurisdiction.

#### **6. Research and Policy**

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

- Updating the FPC annual policy review report for 2023.
- Preparing contracts for the 2024 Police Satisfaction Survey.
- Downloading/assembling data to send to Dr. Steven Bandl for the 2024 Use of Force Report.
- Recently completed the Q4 2023 911 Call Wait Time Report.
- Researching new potential police officer recruitment incentives/initiatives.

#### **7. Staffing Services**

The Staffing Services Unit is engaged in ongoing testing, hiring, and recruiting to fill positions within the Milwaukee Fire and Police Departments and Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Continuous police officer recruitment re-opened on January 5, 2024.

- Staffing Services is currently processing police officer and firefighter recruit classes for March 2024.
- A 911 telecommunicator class will start in April 2024.
- Police Officer/Aide written test was conducted in January 2024 (for the class that will be starting in Summer 2024).
- Fire Cadet written test was administered last week.
- Recent recruitment activities/events include:
  - Police Officer Brewer Advertisement was finalized
  - FPC will be hosting an MPD Hiring Fair on February 17, 2024, at the Training Academy
  - Indeed job advertisement for Police Officer will be occurring during the month of February
  - Two Fit Camps are scheduled for this month
  - Four prep sessions are scheduled for the police officer oral boards and writing sample
  - Twelve prep sessions are scheduled for the police officer physical readiness test (PRT)
  - Six additional career fair events are scheduled for February