



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: November 19, 2024

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 November 21, 2024.

FPC Staffing

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

1. *Human Resources Representative.* This vacancy involves the HR Rep position that focuses on testing and hiring for the Department of Emergency Communications (DEC). We previously conducted interviews based on an existing eligible list, but were unable to find a suitable candidate. We therefore requested a new recruitment, which is currently open and closes on December 6, 2024.

FPC Operations

1. Audit & Compliance

Collins Settlement Agreement Audits

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. Audit plans and schedules have been created for this work, which remains ongoing.

Current Audit Status

Year Six Proofs (2023-2024)

The Audit Unit completed all 12 required audits for Year Six of the Settlement Agreement. The FPC anticipates the Crime and Justice Institute (CJI) will publish its Year Six report in late December 2024.

Year Seven Proofs (2024-2025)

Completed Audit Status

The Audit Unit has completed the following 11 audits:

- FPC Citizen Complaints Q1-2 2024
- MPD Traffic Stops Q1-2 2024
- MPD Field Interviews Q1-2 2024
- MPD Field Interviews Q3-4 2023
- MPD No-action Encounters Q1-2 2024
- MPD Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q3-4 2023
- MPD Traffic Stops Q3-4 2023
- MPD Internally Generated Complaints Q3-4 2023
- MPD Internally Generated Complaints 2021-2022
 - The FPC previously audited 2021-2022 files; however, these files contained numerous cases that were still open at the time.
- 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 one non-*Collins* audits:

- MPD Domestic Violence Calls for Service

The Audit Unit has completed the following three non-*Collins* audits in 2024:

- Policies, Procedures, and Practices to Lessen Police Overtime
- MPD Vehicle Pursuits
- MPD Use of Force

- 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 gather input from community members about their priorities. One such recent event/meeting included:

- The Milwaukee Police Department (MPD) District 6's **4th Annual Trunk or Treat Event**. This event brought together **350 community members** and over **30 organizations** for a night of safe, family-friendly fun. By providing a safe and welcoming environment, this initiative encouraged informal interactions, breaking down barriers and building rapport. Local organizations played a vital role, decorating their vehicles, distributing candy, and sharing resources, demonstrating a shared commitment to community welfare. Families expressed gratitude for the event, emphasizing its positive impact on safety and unity.

At the October 17, 2024, regular meeting, commissioners requested information on the number of residents/community members who attended the community events described in the October 2024 monthly report. That information is as follows:

- MPD *Open House at District 2* on September 29, 2024: an estimated **250 community members** attended this event.
- MPD *Haunted House* on October 11, 2024: over **450 local young people** and family members attend this event.
- MPD District 2 *Trunk or Treat* event on October 18, 2024: over **750 community members**, over **30 organizations** attended this event.

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. November is Winter Ready Month. OEM target themes this month include:
 - Thanksgiving Safety
 - Holiday Online Safety

- Winter Preparedness
- Development of Operation Vote. A formal incident action plan consisting of a citywide emergency management support team in preparation for the election.
- Imported over 60 election safety contacts into Code Red (MKE Alert) in an effort to do real-time safety poll checks every four hours. These individuals served as OEM election liaisons.
- Oversaw the activation of the emergency operation center (OEC) during the election with planned scheduled safety election conference calls every four with command staff (Fire, Police, Election Commission, Public Health, Fusion Center, Sheriff, ITMD, Public Works, and County partners). EOC implemented zone command throughout the Districts.
- Tracking 46 potential soft targets/crowded spaces special events this month.
- Developing city RNC after action and lessons learned report.
- Continue conversations with Red Cross and Milwaukee Public Schools (MPS) on the city's adoption of a formal MOU agreement related to emergency shelters.
- Attended Emergency Management/Homeland Security Conference: International Association of Emergency Managers.

4. Investigations

Thus far in 2024, the FPC has received 188 citizen complaints. One hundred-forty complaints involve MPD members, four involve DEC members, six involve MFD members. Thirty-eight complaints involved matters outside the FPC's jurisdiction.

The FPC has received 12 citizen commendations for MPD members and one commendation for an MFD member in 2024.

5. Legal

As of the date of this memo, 11 disciplinary appeals have been filed with the FPC. Two of those appeals are currently scheduled for trials in January and March 2025. Two appeals were resolved in a consolidated trial in May 2024. One appeal was resolved by way of trial in November 2024. Further, to date during 2024, four disciplinary appeals were voluntarily withdrawn by the appellants and two other appeals were dismissed for lack of subject matter jurisdiction.

Four citizen complaint disposition review meetings have been concluded thus far in 2024, with the FPC Board upholding the Executive Director's disposition in each case.

6. 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.
- Researching potential police officer recruitment/retention incentives and initiatives.
- Analyzed promotional survey results by race and gender for *Collins* proof submissions.
- Completed Q3 911 response times report
- Presented the 2023 MPD Vehicle Pursuit Report to the FPC Board in early November 2024.

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:

- Police Officer Lateral/Transfer applications will open on November 22, 2024, and close on December 22, 2024.
- Police aide and fire cadet applications are open until December 6, 2024.
- A third 2024 police officer class is scheduled to start in December 2024.
- A 911 telecommunicator class of 38 started on November 11, 2024.
- Continuous recruitment for the police officer position remains ongoing.
 - We have a new testing vendor and have begun online testing
- The testing process for emergency communications supervisors for training and quality assurance is complete and selections should be made by the end of the year.

Recruitment:

- FPC continues to collaborate with MPD & MFD to attend MPS recruitment events, including recent career fairs like HBCU Career Fair, MPS Skilled Trades & Technical Fair, and the FPC Open House.
- Physical Readiness Test (PRT) prep sessions were conducted for police officer candidates.
- Fit camps are being completed twice a month for police officer candidates.
- Billboard advertisements for police officer are now live until November 25, 2024, at the following locations:

Digital Bulletin 1 slots	#009415 - I-94 ES 10ft N/O Washington St F/S - 1 - 14' x 48'
Digital Bulletin 1 slots	#009427 - Stadium Frwy WS 200ft S/O State St F/N - 1 - 14' x 48'
Digital Bulletin 1 slots	#009174 - Hwy 100 ES 200ft S/O Bluemound Rd F/S - 1 - 14' x 48'

- County bus advertisements for police officer are now live through December 5, 2024.
- Working on social media content for police officer recruitment.