



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: April 13, 2026

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 16, 2026.

FPC Staffing

Twenty-eight full-time staff positions are assigned to the FPC. There are currently four existing/anticipated vacancies:

1. *Program Assistant I.* We recently receive the eligible list for this position and will be setting up interviews in the near future.
2. *HRIS Auditor.* We have completed the initial round of interviews for this position. We plan to make an offer following second interviews with the top candidates.
3. *Investigator (Bilingual).* The job posting for this position has closed, and the Department of Employee Relations (DER) is in the process of conducting a bilingual proficiency assessment. Thereafter, we will schedule interviews with the candidates that meet the minimum qualifications.
4. *Research and Policy Analyst.* This is a new anticipated vacancy. The current incumbent plans to retire, effective April 23, 2026. We have requested that DER conduct a new recruitment to fill this vacancy.

FPC Operations

1. Audit & Compliance

In addition to the audits required by the *Collins* Settlement Agreement, the FPC's Audit Unit is currently working on the following two non-*Collins* audits:

- MPD Animals Policy (SOP 060)
- MPD Airborne Assessment Team (Drones)

After these audits, the Audit Unit will conduct the following three audits/reviews as part of its 2026 Audit Plan:

- MPD Automated License Plate Readers (ALPR) (SOP 735)
- MPD Resources/Dispatch Reponses
- MFD Resources/Dispatch Responses

2. Community Engagement

FPC Community Outreach Coordinator Carlos Martinez-Rivera continues to advance the FPC's community engagement and transparency efforts through various initiatives and events. Some of his recent efforts include:

- **Community Meetings on Chief Lipski's Reappointment.** Mr. Martinez-Rivera coordinated and organized two separate meetings in preparation for the Board's consideration of Chief Lipski's reappointment. He also recruited and coordinated with the moderators, providing guidance to ensure they were well-prepared to facilitate respectful and meaningful dialogue. On the day of the sessions, Mr. Martinez-Rivera oversaw event setup, ensuring that all materials, seating arrangements, and technical needs were properly in place.
- **MPD Easter Egg Hunt.** Mr. Martinez Rivera attended the Milwaukee Police Department (MPD) Easter Egg Hunts, where he played an active role in supporting the event's success through both logistical and community engagement efforts. He assisted with event setup and coordinated the sign-in process, helping ensure a smooth and welcoming experience for approximately 400 attendees. In addition to these responsibilities, he distributed information about the FPC, including its initiatives and upcoming events, increasing community awareness and visibility. Throughout the event, he engaged directly with residents, answering questions and providing information about the FPC's role and responsibilities

- **Crime and Safety Meetings.** Mr. Martinez-Rivera regularly attends MPD’s Crime and Safety meetings to stay informed about ongoing issues, emerging concerns, and key developments within the community. During these meetings, he takes the opportunity to connect directly with residents, building relationships and fostering trust through open and approachable communication. When appropriate, he introduces and explains the role of the FPC to individuals who may not yet be familiar with its purpose or services. In addition, Mr. Martinez-Rivera has proactively prepared a presentation about the FPC, which he plans to deliver at future Crime and Safety meetings to further enhance community awareness.

3. Investigations

Thus far in 2026, the FPC has received a total of 62 citizen complaints: 40 involved MPD members, 4 involved MFD members, 1 involved a DEC member, and 17 involved matters outside the FPC’s jurisdiction. Out of the 62 complaints, 41 have been closed and 21 remain open.

The categories of citizen complaints received in 2026 are as follows:

- Department Services 17
- Department Procedure 15
- Discourtesy 0
- Disparate Treatment 4
- Use of Force 7
- No Allegation 19

The dispositions for 2026 closed cases are as follows:

Milwaukee Police Department

Dispositions of Complaints for MPD

Unfounded	6
Sustained	2 (policy review/counseling)
Not Sustained	11 (no COC violation)
Referred MPD/IAD	3
Exonerated	0
<u>No FPC Jurisdiction</u>	<u>16</u> (untimely, no juris, complaint process, etc.)

38 complaints

Milwaukee Fire Department

Dispositions of Complaints for MFD

FPC Dismissed	0
Unfounded	1
Sustained	0
Not Sustained	2 (no COC violation)
<u>No Allegation</u>	<u>0</u>

3 complaints

Department of Emergency Communication

Dispositions of Complaints for DEC

FPC Dismissed	0
Unfounded	0
Sustained	0
<u>Not Sustained</u>	<u>0</u>

0 complaints

(Please note that some citizen complaints may have more than one allegation)

Commendations

Thus far in 2026, the FPC has received one commendation involving an MPD member.

4. Legal

There were five disciplinary appeals filed in 2025 that remained scheduled for trials in the beginning of 2026. Two of those appeal trials have been held in 2026 to date. Additionally, three appeals have now been dismissed following negotiated settlements and one appeal dismissed by withdrawal of the appellant from the process.

Three new disciplinary appeals have been filed this year and scheduled for trial in 2026, and one additional 2026 appeal has been scheduled for trial in 2027 due to the appellant's military leave.

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 and instructions.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Participating in an ongoing police recruitment and retention workgroup.
- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities and/or eligibility for promotion to the lieutenant position.
- Completed a memo on recruitment trends in comparable agencies
- Pulled data on the *Collins* settlement agreement for the city's new consultant.
- Drafted the FPC's 2025 Vehicle Pursuit Report.
- Drafting the 2025 Use of Force 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:

- Fire Cadet physical ability test will be conducted at the end of the month; practice sessions are being held on Saturdays.
- Police officer recruit Class 1-2026 started on March 30, 2026, with 40 recruits.
- Police Aide, Police Officer, and Lateral Police Officer eligible lists were approved and those classes will start in August 2026.
- ECO recruitment ended and Critical testing will be conducted in May.