



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: April 16, 2024

RE: Monthly 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 18, 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 completed second interviews for this position in early March 2024. We have identified a candidate we would like to hire. That candidate recently completed the Criminal Justice Information Services (CJIS) background process, and we plan to tender an official offer soon.

2. *Community Outreach Coordinator*. We received the eligible list from the Department of Employee Relations (DER) for this position on April 11, 2024. We plan to schedule interviews in the near future.

3. *Human Resources Assistant*. We conduct initial interviews for this position in early April 2024. Second/final interviews are scheduled for the week of April 14, 2024.

4. *Program Assistant I*. The posting for this vacancy closed on March 15, 2024. We anticipate receiving an eligible list from DER in the near future.

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 12 out of 12 audits for Year Six of the Settlement Agreement:

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

Current Audit Status

The Audit Unit is in the process of auditing the following audit:

- MPD Field Interviews Q3-4 2023

Other Related Matters

- In March 2024, CJI issued its Six-Month Report on Non-Compliant Items.
 - The FPC did not have any non-compliant items for consideration in this report.

- In late 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 of MPD's adherence to standards for documenting individualized, objective, and articulable reasonable suspicion (IOARS) for police encounters.
- The completed CJI reports can be located on the FPC's website:
 - <https://city.milwaukee.gov/fpc/Reports/Crime-and-Justice-Institute-Reports.htm>

Non-Collins Audits

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

- Policies, Procedures, and Practices to Lessen MPD Overtime
- MPD Use of Force Audit
 - This audit is under review by FPC leadership.
- MPD Vehicle Pursuits Audit
 - This audit is also under review by FPC leadership.

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.

Weekly Radio Broadcasts. FPC Recruiter Jordan Dickerson and Police Officer Ralph McClain continue to host weekly radio broadcasts on Joy 1340 AM and 98.7 FM, where they interview guests and talk about issues related to the Milwaukee community. Those broadcasts air weekly on Sundays at 6:30 p.m. and Mondays at 2:30 p.m.

Community Brainstorming. FPC Executive Director Leon Todd and members of MP's command staff, along with Commissioner Dana World-Patterson, are scheduled to present at the next Community Brainstorming Conference on Saturday, April 27, 2024. At this conference, we will discuss initiatives to improve public safety, strengthen police-community relations, and recruit new officers to join MPD. The conference will be held at St. Matthew CME Church, located at 2944 N. 9th Street, Milwaukee, Wisconsin. Breakfast will be served from 8:00 a.m. to 8:45 a.m., followed by the program from 9:00 to 11:00 a.m.

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 April 2024, the city's messages focused on financial preparedness, tornado awareness, disaster psychology, and volunteer appreciation.
- Successfully tested the registration portal for Code Red with no issues found from participants. The team is now working with the city's marketing and branding specialist to design campaign material that will be disseminated to promote community registration.
- Continue to co-chair the FEMA Consequence Management Committee monthly meetings related to the Republican National Convention; this is an all-hazards response planning committee.
- Working on registering the city to permit the use of the integrated public alert and warning system (IPAWS) if deemed necessary with the approval of the Wisconsin Emergency Management Agency.
- Finalized the City Emergency Alerting Protocol that will guide the use of the city's new alert notification system.
- Worked with the Milwaukee Fire Department, Milwaukee Health Department, and County Office of Emergency Management to address vulnerability gaps. Closed out the 31 emergency preparedness activities that had been identified from the RNC Consequence Management Workshops in January 2024 as areas of opportunity.
- Published Soft Targets/Crowded Spaces High Hazard Target Calendar for April 2024. Information is shared with the Emergency Management Support Team in case of citywide emergency operation center (EOC) activations. The April event calendar listed 61 potential high-hazard activities.
- Provided the Milwaukee Police and Fire Departments with a list of internal and external EOC personnel for the RNC Convention. The list currently includes approximately 39 EOC members but may be modified closer to the convention. Assisting the Police Department with EOC configuration and room layout in an effort to support the communication flow and functionality of the center.

- Completed the Winter Storm (January 12-14) After Action Report and circulated to the City Emergency Management Support Team.
- Registration closed for the Senior Elected Officials Training in April with 31 attendees signed up.
- Submitted recommendation on Continuity of Operation Planning (CCOP) software for the City; awaiting next steps.

4. Investigations

Thus far in 2024, the FPC has received 56 citizen complaints. Forty-eight complaints involve MPD members and three involve MFD members. The FPC has received three citizen commendations for MPD members.

5. Legal

As of the date of this memo, there are five pending disciplinary appeals with trial dates scheduled for May and June 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.

There are two citizen complaint dismissal review meetings currently scheduled to take place on April 16, 2024.

6. Research and Policy

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

- Continued reviewing requested amendments to MPD standard operating procedures/instructions.
- Updated the FPC annual policy review report for 2023.
- Drafted the Vehicle Pursuit Report for 2023.
- Prepared the contract for the 2024 Police Satisfaction Survey.
- Drafted memorandum analyzing data related to appeals of background investigation and psychological evaluation fails.
- Researching new potential police officer recruitment incentives and 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:

- Police sergeant oral examinations are being conducted the week of April 14, 2024.
- A 911 telecommunicator class will start on April 29, 2024.
- Fire Cadet physical ability test will be held in late April 2024.
- A new recruitment for firefighter is planned for summer 2024 (May 5 to June 19).
 - The next firefighter recruit class will start in August 2024.
- Continuous recruitment for police officer remains ongoing.
 - The next police officer recruit class will start in July 2024.