



## Fire and Police Commission

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### Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: October 17, 2023

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 the report at the next regular board meeting on October 19, 2023.

#### FPC Department Staffing and Vacancies

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

*Auditor.* This is a new vacancy that was created by the promotion of Adelyn Rich to Senior Auditor. We have requested that the Department of Employee Relations (DER) conduct a new recruitment for this position. We anticipate that the position will be posted in the near future for candidates to apply.

*Community Outreach Coordinator.* This is a new vacancy that was created by the promotion of Maritza Ugarte to Investigator (bilingual). We have requested that DER conduct a new recruitment for this position. We anticipate that the position will be posted in the near future for candidates to apply.

*Human Resources Assistant.* This is a new vacancy that was created by the promotion of Jordan Dickerson to Recruiter. We have received an eligible list from DER and plan to schedule interviews near the end of October 2023.

*Human Resources Representative.* We have received an eligible from DER and have scheduled interview for the week of October 22, 2023.

*Program Assistant I.* We recently conducted interviews for this position and are currently evaluating our options.

*Test Administration Coordinator.* We recently conducted the first round of interviews for this position and have scheduled second interviews with the finalists for the week October 15, 2023.

## **FPC Department Operations**

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

Pursuant to the *Collins* Settlement Agreement, the 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 carefully 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 four audits for Year 6 of the *Collins* Settlement Agreement. The MPD-related audits will be sent to MPD for review by the end of October 2023.

- FPC Citizen Complaints Q3-4 2022
- MPD Citizen Complaints (CC) Q3-4 2022
- MPD Internally Generated Complaints (IGC) Q3-4 2022
- No-Action Encounters Q1-2 2023

##### *Current Audit Status*

The Audit Unit has completed fieldwork for the following audit. The FPC Audit Manager is currently reviewing the auditor's findings. We anticipate a report in November 2023.

- MPD Traffic Stops Q1-2 2023

Note: as the Audit Manager reviews the non-compliant findings, he immediately notifies MPD. The goal of the immediate notification is to aid MPD in reaching full compliance as quickly as possible.

### *Upcoming Audit Status*

After completing the Traffic Stops Audit, the Audit Unit will begin work on the MDS Field Interview Audit Q1-2 2023.

### Non-Collins Related Audits

The Audit Unit has finalized the draft report on the following non-*Collins* related audit. This audit is currently under review by the FPC Executive Director. Once approved, it will be presented at an upcoming FPC board meeting.

- Policies, Procedures, and Practices to Lessen MPD Overtime

The Audit Unit is also working on the following non-*Collins* related audit:

- MPD Use of Force (UOF)

### *Future Non-Collins Related Audits*

The Audit Unit is in the process of researching and formulating the following audit for upcoming audit field work:

- MPD Vehicle Pursuits

This audit will be the FPC's third non-*Collins* related audit. The use of these audits will enhance accountability and transparency in policing, as well as community trust.

### Other Audit-Related Items:

CJI will issue its Semiannual Analysis of Traffic Stops, Field Interviews, No-Action Encounters, and Frisks near the end of October 2023. This report will contain CJI's assessment of MPD's adherence to the settlement agreement requirements for documenting individualized, objective, and articulable reasonable suspicion (IOARS) for police encounters during the first half of 2023.

MPD will provide the Audit Unit and other parties with their quarterly data for Q3 2023 on November 15, 2023. This data is will then be used in future audits of traffics stops, field interviews, and no-action encounters.

## **2. Community Engagement**

*MPD Police Officer Graduation.* FPC Staff, including Investigator Ugarte, attended the recent MPD Graduation in September 2023. A total of 51 recruits who

graduated will be assigned as police officers to the various districts across the city. Inv. Ugarte connected with one of the recent graduates and his family, who were extremely proud of his accomplishment. The officer shared that he was unaware of other officers on the force who speak Burmese (in addition to the four other languages he is fluent in). He expressed how excited he was to represent his community as a police officer in the city of Milwaukee. He specifically stated he wants to connect with the young people from his community and other backgrounds to share his experience, in hopes that other young people will be interested in pursuing a career in law enforcement. Inv. Ugarte made sure to connect him with the FPC Recruiters.

*MPD-OCOE Halloween Event.* Inv. Ugarte also assisted with a Halloween event hosted by MPD last week. OCOE and other MPD districts and community partners transformed the Training Academy street scene into a free haunted house and hosted a trunk-or-treat event on the first floor. An estimated 150 young people (and their families) attended the event from various youth centers, including the Boys & Girls Club, Peak, Running Rebels, and several others.

*Social Media.* Inv. Ugarte has shared numerous upcoming community engagement opportunities on the FPC's social media outlets.

As previously noted, Inv. Ugarte is in the process of transitioning from her former role into her role as an FPC Investigator. She is actively wrapping up her community engagement events and connecting with community partners to make them aware of the transition.

### **3. Emergency Management**

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

- Continue to post pre-scripted social medial emergency preparedness messages on the city's emergency management Twitter/website pages in alignment with the National Preparedness Calendar. October is Fire & Cyber Security Preparedness Month, and the city's messages focus on space heater awareness, protect your passwords, and holiday online accounts, etc.
- Working with the State on an Emergency Management Assistance Compact Agreement relating to potential RNC resource requests and MOUs.
- Completed Online Mental Health First Aid Training. Exploring creating a critical incident stress debriefing team for disaster response operations. Public Health would be the ideal lead for this initiative.

- Continue to serve as the Citywide Emergency Management liaison in efforts to coordinate information among all city departments.
- Published Soft Targets/Crowded Spaces High Hazard Targets Calendar for October 2023. Information is shared with the Emergency Management Support Team in case of citywide emergency operations center (EOC) activations. The September event calendar listed 58 potential high-hazard activities.
- Recorded lessons learned from the USA Triathlon National Championships in August 2023. Worked with the Police and Fire Departments on addressing any operational areas of concern. Information will be recorded as part of the special event after action reporting (SEAR) process.
- Developed a Disaster Remembrance Newsletter for the Las Vegas Shooting Anniversary lessons learned.
- Working on coordinating the following emergency management training TEEEX MGT 440 “Enhanced Sports and Special Events Incident Management” for the Downtown area.
- Created a draft Severe Weather Emergency Policy
- Participating in EOC re-design with the Department of Emergency Communications.

#### **4. Investigations**

Thus far in 2023, the FPC has received 144 citizen complaints (15 formal and 129 informal). Of the formal complaints, three involve MFD and twelve involve MPD. Twenty complaints remain open and 124 have been closed.

#### **5. Legal**

As of October 6, 2023, two disciplinary appeal trial have been held in 2023, one of which involved two appellants. There are three pending disciplinary appeals currently scheduled for trial. Four disciplinary appeals were dismissed after the appellants voluntarily withdrew from the process or settlements were reached (one such settlement was reach during phase of the trial).

One citizen complaint trial was also dismissed due to the failure of the complainant to follow the rules and direction of the hearing examiner related to procedure and decorum.

## **6. Research and Policy**

As of June 2023, MPD had submitted 20 amended Standard Operating Procedures (SOPs) for Board review and approval, as well as four amended Standard Operating Instructions (SOIs). Forty-one amended or new SOPs and three amended SOIs had been approved by the Board, and 45 SOPs and four SOIs had been reviewed by FPC Research and Policy Analyst Barbara Cooley.

Following the adoption of 2023 Wisconsin Act 12, MPD and MFD have the authority to approve new or amended policies. Only seven requested MPD policy changes were pending with the FPC at the time Act 12 became effective. Of those seven, five have now been reissued by MPD along with 14 newly amended SOPs and one additional amended SOI. Ms. Cooley will continue reviewing and analyzing those policy changes for the Board, particularly those that involve substantive changes.

Ms. Cooley has recently been working on the following additional projects:

- Researching police promotional best practices.
- Research related to the impact of the COVID-19 pandemic on arrest rates.
- Compiling Q3 9-1-1 Call Wait Times report.

## **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 the Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- The first phase of police officer testing—the written test—took place on September 30, 2023. The physical readiness test (PRT) is scheduled for October 28-29, 2023, followed by oral board interviews from October 30-November 1, 2023. This testing group will be used for the first 2024 police officer recruit class in March 2024.
- The firefighter structured oral interviews are currently being scored.
- The Detective and Police Lieutenant Assessment Center will take place the week of November 12, 2023.
- The next 911 telecommunicator class started on October 16, 2023.
- The CSO class started on October 16, 2023

- We are currently accepting applications for Police Officer, Police Aide, and Fire Cadet.
- Four oral interview prep sessions were held in September 2023 for firefighter candidates.
- Two police officer PHQ prep sessions were offered in September 2023.
- Eleven police PRT prep sessions and four oral board/writing sample prep sessions are set to occur in October 2023.
- On Saturday, October 7, 2023, there was a fit camp offered for police officer candidates.
- From January 2023 to September 2023, FPC staff has attended 94 recruitment events and 82 prep sessions, for a total of 176 events/sessions.
- The next police officer recruitment period is scheduled for November 6 to December 1, 2023.