



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: June 14, 2022

RE: Monthly Update on FPC Department Operations

The following report is an update on Fire and Police Commission (FPC) department operations. This report will be presented by the Executive Director at the FPC regular board meeting on June 16, 2022.

I. FPC Staffing and Vacancies

Of the 24 staff positions assigned to the FPC, the following 8 vacancies currently exist:

Administration Unit

Program Assistant I. This vacancy was created by the resignation of former Program Assistant I Veronica Wilson, which was effective May 13, 2022. We are working with the Department of Employee Relations (DER) to post this position for candidates to apply through a transfer/promotional opportunity.

Audit Unit

Auditor Manager. This vacancy was created by the resignation of former FPC Audit Manager Michael Doherty, which was effective April 8, 2022. The application period for this position closed on June 3, 2022. We will be setting up interviews with candidates once we receive the eligible list from DER.

Auditor. This vacancy was created by the resignation of former FPC Auditor Crystal Weatherall, which was effective March 11, 2022. We conducted interviews

for this position the week of May 29, 2022 and are currently in the process of checking references for the top candidate.

Staffing Services Unit

Staffing Services Manager. This vacancy was created by the resignation of the former Staffing Services Manager La’Neka Horton, which was effective May 20, 2022. The application period, which was scheduled to close on May 20, 2022, was extended to June 10, 2022. We will be setting up interviews with candidates once we receive the eligible list from DER.

Recruiter. This vacancy was created by the resignation of the former FPC Recruiter Kisha Buford, which was effective February 4, 2022. Initial interviews for this position have taken place. We will be conducting final interviews with the top candidates on June 17, 2022.

Test Administration Coordinator. This vacancy has been posted for candidates to apply through an open recruitment. The application period closed on June 3, 2022. We will be setting up interviews with candidates once we receive the eligible list from DER

Office of Emergency Management

Director of Emergency Management. We conducted interviews to fill this position the week of April 17, 2022. This a cabinet-level position, which requires appointment by the Mayor and confirmation by the Common Council. I have forwarded a list of top candidates to Mayor for his consideration.

Administrative Support Specialist (Office of Emergency Management). Once a new Director of Emergency Management is confirmed, this position will be posted for candidates to apply. This will allow the new director to lead the hiring process for a position that will report directly to him or her.

II. Update on FPC Operations

A. Audit

Pursuant to the *Collins* Settlement Agreement, the Audit Unit is tasked with reviewing all 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.

Audit results are first presented to MPD after completion. Shortly thereafter, the Audit Unit will send a draft report to MPD, which then has 30 days to respond. MPD's responses are then reviewed and considered by FPC staff in generating the final report.

To date, the Audit Unit has fully completed the following 7 audits:

- Internally generated Q1-2 2020
- No-action encounters Q3-4 2020
- MPD citizen complaints Q3-4 2020
- FPC citizen complaints Q3-4 2020
- Internally generated Q3-4 2020
- No-action encounters Q1-2 2021
- Traffic stops Q1-2 2021

The following additional 6 audits have begun and are currently in process:

- Field interviews Q1-2 2021: This report is currently under review by MPD. This was sent on May 24, 2022.
- FPC citizen complaints Q1-2 2021: This report is currently under review by FPC Management. We anticipate completion by mid-June 2022.
- MPD citizen complaints Q1-2 2021: This report is currently under review by MPD. This was sent on June 9, 2022.
- Internally generated Q1-2 2021: This report is currently under review by MPD. This was sent on June 9, 2022.
- Field Interviews Q3-4 2021: The audit has been completed. Results were presented to MPD on June 1, 2022. A draft report will be sent to MPD within the next 2 weeks.
- Traffic Stops Q3-4 2021: The fieldwork for this audit is in progress. We anticipate completion by August 2022.

B. Community Engagement

As it relates to recruitment efforts, FPC Community Outreach Coordinator Maritza Ugarte recently assisted with 6 of 8 oral board interview preparations sessions hosted by FPC staff and members of MPD's Office of Community Outreach

and Education (OCOE). These sessions allow for current applicants to prepare for and ask questions about the oral interview portion of the police officer selection process.

Ms. Ugarte and HR Assistant Jordan Dickerson were invited to host a recruitment table at the Annual Public Safety Cadet Competition on May 21, 2022. This competition has youth enrolled in police cadet/explorer programs go through various scenarios they may experience out in the field and assesses their performances based on the training they have received through their program. There were about 80 public safety cadets (youth) from 12 different jurisdictions (including Milwaukee) that participated in this event, which was hosted by MPD. Thanks to Commissioner Spencer for stopping by and checking out the event firsthand.

With respect to community outreach efforts, Ms. Ugarte continues attending various community-based meetings and events to inform community members of current information related to the FPC. One of those community-facing events was an open house at Longfellow Community School where she was able to share information on the MPD tow of unregistered vehicles policy, a smoke detector initiative for Milwaukee residents, and CampHERO information with parents and students in attendance. In addition, Ms. Ugarte has attended 4 other community events and meetings since the last report.

Ms. Ugarte also worked with fellow FPC staff members recently on the reporting of FPC compliance efforts for the *Collins* Settlement Agreement, which was due in early June 2022.

In addition, Ms. Ugarte has been attending and participating in the planning sessions with member of MPD and the Community Collaborative Committee (CCC) to plan a series of upcoming town hall meetings to develop a city-wide community-oriented policing (COP) plan. The group is aiming to host the first town hall meeting at the end of July 2022.

C. Emergency Management

The FPC has continued its involvement with the Executive Steering Committee (ESC) of the Public Safety Enhancement Program (PSEP), which seeks to improve 911/emergency communication center operations. Part of PSEP includes the creation of a new Department of Emergency Communications (DEC), which will combine both MPD and MFD 911/call processing and dispatch operations.

D. Investigations

To date this year, the FPC has received 62 citizen complaints. Eleven of the complaints have been designed as formal complaints. We currently have 15 open

complaints that we are actively investigating. One citizen complaint was recently referred for a citizen complaint trial in September 2022.

E. Legal

To date this year, there have been a total of 9 disciplinary appeals that have been filed with the FPC. One of those appeals was resolved by way of settlement shortly before trial in February 2022. Two other cases were resolved by the voluntary withdrawal of the appellant from the process in April and May 2022. Three appeals have led to Board trials and decisions. The remaining 3 appeals are scheduled for trial in August and September 2022.

In addition, 1 citizen complaint trial that was scheduled for trial in June 2022 was resolved by the voluntary withdrawal of the complainant from the process. One additional citizen complaint trial is currently scheduled for trial in September 2022.

F. Research and Policy

Thus far in 2022, 43 updated MPD SOPs and SOIs have been submitted to FPC, 21 of which have been reviewed and analyzed by FPC Research and Policy Analyst Barbara Cooley. Twenty-eight updated MPD SOPs/SOIs have been approved by the Board in 2022.

Besides reviewing proposed SOP and SOI amendments, Ms. Cooley has been working on the following projects:

- Completed preparing MPD complaint, recruitment, and promotional demographic data for reporting to CJI.
- Monitoring the contract for the 2022 Police Satisfaction Survey.
- Completed first quarter 2022 911 Call Wait Times report.
- Provided the data for and reviewed the draft 2020 Use of Force report. Also monitoring the 2021 Use of Force Report.
- Provided the data for and now monitoring the 2021 Citizen Complaint Report. Also producing additional complaint report for the Complaints and Discipline Committee.
- Produced and monitoring FPC's recommendations for the Mayor's Vision Zero safe driving initiative.
- Created a questionnaire for police officers and firefighters who have moved out of Milwaukee to determine their reasons for doing so. Distributing to MPD members, monitoring MFD distribution, and analyzing results.
- Measuring the effect of the 911 telecommunicator salary increase on hiring and retention.
- Analyzing the demographic attrition rates for MPD/MFD candidates through the hiring process to identify needed changes in the process.

- Analyzing data related to appeals of both disciplinary actions and pre-employment matters to determine relevant trends.
- Researching body cam best practices in other jurisdictions.

G. Staffing Services

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

- A fire cadet class is scheduled to begin on August 22, 2022 (class of 30).
- A spring firefighter class started April 4, 2022 (23 recruits), and a fall class is scheduled to start August 8, 2022 (class of 50)
- A new recruitment for police officers closed on April 1, 2022.
- A police officer class started on April 18, 2022 (58 recruits). Two additional police officer classes are scheduled for October 17, 2022 and January 23, 2023 (65 recruits per class).
- An MPD 911 telecommunicator class started on May 16, 2022 (9 recruits), An MFD 911 telecommunicator class started May 31, 2022 (2 recruits).
- A new 911 telecommunicator recruitment also closed on April 1, 2022. Start dates for the next 911 telecommunicator classes for MFD and MPD are scheduled for July 11, 2022.

LWT