



Fire and Police Commission

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Deputy Director

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Commissioners

Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: September 15, 2025

RE: Update on FPC Staffing and Operations – September 18, 2025,
Regular FPC Board Meeting

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 September 18, 2025.

FPC Staffing

Twenty-seven full-time staff positions are currently assigned to the FPC. There is one existing vacancy:

1. *Program Assistant I.* The Department of Employee Relations conducted a recent recruitment for this position. The eligible list was first sent to the Department of Public Works (DPW), which originally requested the recruitment. After DPW makes its hire, the list will be sent to the FPC.

FPC Operations

1. Audit & Compliance

Collins Settlement Agreement Audits – Year Eight (2025-2026)

Current Audit Status

The FPC Audit Unit is currently working on the following two audits:

- MPD Traffic Stops Q1-2 2025
- MPD Field Interviews Q1-2 2025

Completed Audit Status

The Audit Unit has completed the following five audits for Year Eight (2025-2026) of the agreement:

- MPD Field Interviews Q3-4 2024
- MPD Traffic Stops Q3-4 2024
- FPC Citizen Complaints Q3-4 2024
- MPD Citizen Complaints Q1-2 2025
- MPD No-Action Encounters Q1-2 2025

Non-Collins Audits

The Audit Unit is currently working on two non-*Collins* audits:

- MPD Squad Accidents
- MPD Use of Force

The Audit Unit has completed the following six non-*Collins* audits in 2025:

- MPD Overtime
- MPD Discipline Matrix
- MPD ShotSpotter
- MPD Domestic Violence Calls for Service
- MPD In-Car Camera System
- MPD Supervisor Training

2. Community Engagement

FPC staff continue to attend community meetings and events to disseminate information about the FPC's mission and operations, and to gather input from community members about their priorities. Some of these recent events include:

- **MPD's National Night Out:** These events were held in each of MPD's seven districts throughout the month of August. FPC staff hosted resource tables at each of these National Night Out events to disseminate recruitment information and engage with community members.
- **Office of African American Affairs Open House.** Executive Director Todd attended this event on behalf of the FPC. The event, which was held on September 5, 2025, allowed residents to meet the new OAAA director and learn about the resources and services the office provides.

- **Martin Luther King, Jr. Branch Library Grand Opening.** Executive Director Todd attended this event on behalf of the FPC on September 6, 2025. This redesigned vibrant space will help strengthen community, creativity, and connection in Milwaukee's Harambee neighborhood.
- **Safe & Sounds Annual Breakfast.** FPC Community Outreach Coordinator Carlos Martinez Rivera attended this event on behalf of the FPC on September 12, 2025. The event, which was themed Good Neighbor, Great Impact, celebrated and recognized individuals and partners who strengthen the Milwaukee and Racine communities through awards, powerful stories, a panel discussion, music, and a silent auction.
- **MFD's 150th Anniversary Celebration.** This event was held at the Summerfest Grounds on September 13, 2025. Multiple FPC commissioners and staff attended to honor the great men and women of the Milwaukee Fire Department (MFD). The event included an apparatus display, entertainment, and special team demonstrations to celebrate how MFD has positively impacted the Milwaukee community for 150 years.

3. Investigations

Thus far in 2025, the FPC has received 139 citizen complaints: 92 involve MPD members, five involve DEC members, eleven involve MFD members, and 31 involve matters outside the FPC's jurisdiction.

In 2025, the FPC has received seven commendations involving six MPD members and one MFD member.

4. Legal

Thus far 2025, 12 disciplinary appeals have been filed with the FPC, two of which have been dismissed following negotiated settlements. One disciplinary appeal trial was held on July 15, 2025. There are nine other appeals that are currently scheduled for trials through the end of 2025.

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.
- Drafted Q2 911 Call Wait Times Report
- Reviewing and finalizing the FPC's 2024 Annual Report
- Drafting the Q1-2 Dispatch Times Report
- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities
- Analyzing 2024 police officer applicant progression through the testing process by race and gender.

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:

- Continuous recruitment for the Police Officer position (entry-level) remains ongoing.
 - As of September 10, 2025, we have received 1,087 applications that meet the minimum qualifications in 2025.
 - Class 2-2025 started on August 4, 2025, with 42 entry-level candidates, plus one lateral, one police aide, and one recruit reappointee, for a total beginning class size of 45 recruits.
 - Class 3-2025 is scheduled to start in December 2025.
 - Three additional lateral officers started on September 2, 2025.
- Firefighter recruit class started on August 4, 2025, with 49 recruits.
- Emergency Communications Officer (ECO) class started on August 18, 2025, with 12 recruits.
- The Fire Cadet and Police Aide classes started on August 18, 2025.
- Fire Lieutenant promotional exam process will start later this month.
- Police Lieutenant and Detective promotional exam processes will start later this month.

- Fire Cadet and Police Aide applications opened in August.

Recruitment:

- The bus advertisement campaign for the Police Officer position is now live and will run into October.
- The Safeguard recruitment video has been successfully filmed, we currently are awaiting the final edited version.
- FPC conducted a Police Aide presentation for SROs, so they can assist with identifying possible interested candidates.
- Oral board preparation sessions for Police Officer candidates are being held.
- The Police Officer advertisement design for Mayfair Mall has been finalized.
- The FPC recruitment team will participate in multiple college and high school career events this month: Hamilton, Reagan, Platteville, Marquette, Whitnall, Carthage, etc.