



## Fire and Police Commission

**Leon Todd**  
Executive Director

**Nicole Fleck**  
Deputy Director

**Miriam Horwitz**  
Chair  
**Dana World-Patterson**  
Vice-Chair

**LaNelle Ramey**  
**Bree Spencer**  
**Ruben Burgos**  
**Ramon Evans**  
**Jeff Spence**  
**Christopher Snyder**  
Commissioners

## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: July 22, 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 July 25, 2024.

### FPC Staffing

Twenty-six full-time staff positions are allotted to the FPC. There are no current vacancies.

### FPC Operations

#### 1. Audit & Compliance

##### Collins Settlement Agreement Audits

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. Audit plans and schedules have been created for this work, which remains ongoing.

## *Current Audit Status*

### Year Six Proofs (2023 -2024)

The Audit Unit has completed all 12 of the required audits for Year Six of the Settlement Agreement.

### Year Seven Proofs (2024 -2025)

The Audit Unit is in the process of conducting the following three audits:

- MPD Field Interviews Q3-4 2023
- MPD No-action Encounters Q1-2 2024
- MPD Citizen Complaints Q3-4 2023

## *Completed Audit Status*

The Audit Unit has completed the following three audits:

- FPC Citizen Complaints Q3-4 2023
- MPD Traffic Stops Q3-4 2023
- MPD Internally Generated Complaints 2021-2022

## *Other Related Matters*

The Audit Unit is currently in the process of conducting an audit on MPD Non-Disciplinary Corrective Actions (NDCAs). This audit is not required by the Settlement Agreement, but was created to ensure MPD members receive NDCAs for failing to comply with the agreement's terms.

The Crime and Justice Institute (CJI) recently completed its Semiannual Analysis on Traffic Stops, Field Interviews, No-action Encounters, and Frisks (May 2024). This report and CJI's prior reports can be found on the [FPC's website](#).

## 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
  - FPC leadership is also reviewing this audit.

## **2. Community Engagement**

We recently hired Carlos Martinez-Rivera as our new Community Outreach Coordinator. Prior to joining the FPC, Carlos worked as a FoodShare Advocate for the Hunger Task Force. He has a Bachelor's of Science in public policy and administration, with a minor in Spanish, from the University of Wisconsin-Whitewater. His first day with the FPC was July 22, 2024.

## **3. Emergency Management**

Emergency Management Director Ryan Zollicoffer's recent work has focused largely on security and emergency operation center planning, procedures, and coordination for the Republican National Convention (RNC). Director Zollicoffer's efforts in this respect were instrumental in ensuring safety as well as emergency readiness during the RNC.

## **4. Investigations**

Thus far in 2024, the FPC has received 110 citizen complaints. Eighty-five complaints involve MPD members, three involve DEC members, three involve MFD members, and 19 were no-FPC jurisdiction.

The FPC has received four citizen commendations for MPD members and one commendation for an MFD member in 2024.

## **5. Legal**

As of the date of this memo, 10 disciplinary appeals have been filed with the FPC. Three of those appeals are currently scheduled for trials in July, September, and October 2024. Two appeals were resolved in a consolidated trial in May 2023. Further, to date during 2024, three disciplinary appeals were voluntarily withdrawn by the appellants and two other appeals were dismissed for lack of subject matter jurisdiction.

Two citizen complaint dismissal review meetings were concluded on April 16, 2024, with the FPC Board upholding the Executive Director's disposition in both cases. One additional citizen complaint review is in the process of being scheduled.

## **6. Research and Policy**

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

- Continuing review of amendments to MPD standard operating procedures/instructions.
- Researching potential police officer recruitment incentives and initiatives.
- Completed the 2023 Citizen Complaint Report.
- Updated MPD/MFD Residency Report.
- Analyzing promotions survey results by race and gender.
- Completed report on MPD desk v. field assignments by race and gender.
- Compiling the FPC 2023 Annual 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 Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Continuous recruitment for police officer remains ongoing.
  - The second police officer recruit class of 2024 will start on August 5, 2024. The third class is scheduled to begin in November 2024.
- A 911 telecommunicator recruitment closed on July 7, 2024.
  - The next 911 telecommunicator class will start in November 2024
- A recruitment for firefighter closed on June 21, 2024.
  - The next firefighter recruit class will start on August 5, 2024.

### Recruitment Update

- FPC Recruitment recently participated in CampHERO (6/23-6/28).
- The FPC conducted a Spanish interview on Telemundo to promote CampHERO.
- The list of events at which the FPC has hosted a recruitment/resource table for June included:

- UMOS: Career Expo
  - 100 Black Men of Milwaukee
  - Ciclovía (D2)
  - Juneteenth
  - VIA CDC Ice Cream Social & Resource Fair
  - MPS College & Career Summer Expo
- At every resource table, the FPC has flyers in English and Spanish for all positions that are currently open.
  - Prep sessions and fit camps for firefighter and police officer are taking place.
  - Paid advertisement on Facebook was conducted for both the 911 telecommunicator and firefighter positions. The main target audiences were bilingual individuals for the 911 telecommunicator position and women for the firefighter position.