



## Fire and Police Commission

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Executive Director

**Nicole Fleck**  
Deputy Director

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**Christopher Snyder**  
**Krissie Fung**  
Commissioners

## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: February 18, 2025

RE: Update on FPC Staffing and Operations

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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 February 20, 2025.

### FPC Staffing

Twenty-seven full-time positions are currently assigned to the FPC. We have one vacancy:

1. *Human Resources Representative.* We recently received the eligible list from the Department of Employee Relations (DER) and are in the process of conducting interviews. We hope to have this position filled very soon.

### FPC Operations

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

#### Collins Settlement Agreement Audits – Year Seven (2024-25)

##### *Current Audit Status*

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

- MPD No-Action Encounters Q3-4 2024
- MPD Field Interviews Q1-2 2024



## *Completed Audit Status*

The Audit Unit has completed the following 10 audits:

- MPD Traffic Stops Q3-4 2023
- MPD Traffic Stops Q1-2 2024
- MPD Field Interviews Q3-4 2023
- MPD No-action Encounters Q1-2 2024
- MPD Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q1-2 2024
- MPD Internally Generated Complaints Q3-4 2023
- MPD Internally Generated Complaints Q1-2 2024
- MPD Non-Disciplinary Corrective Actions (NDCAs) Q1–4 2023
  - This audit is not required by the Settlement Agreement, but was created to ensure MPD members are administered NDCAs for failing to comply with the agreement’s terms.

## Non-Collins Audits

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

- MPD In-Car Camera System

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

- MPD Domestic Violence Calls for Service
  - This audit is under review by FPC leadership.

## **2. Community Engagement**

The FPC’s Community Outreach Coordinator Carlos Martinez-Rivera continues 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 meetings/events have included:

- **FPC Community Meeting on the Appointment of Commissioner Fung:** Mr. Martinez-Rivera successfully organized and hosted this community meeting, which was held on January 28, 2025, at the Mitchell Street Library. Mr. Martinez-Rivera’s preparations ensured a well-organized and engaging meeting, which was attended by approximately 25 people. This meeting helped inform and involve community members in the appointment process for Commissioner Fung.

- **Murray Hill Neighborhood Association.** Mr. Martinez-Rivera prepared and presented a slideshow to this group, which provided an overview of the FPC's mission and role in public safety oversight.
- **District 6 Town Hall.** Mr. Martinez-Rivera and I attended this virtual town hall at the invitation of Alderwoman Milele Coggs, where we spoke about the FPC's police officer recruitment efforts and citizen complaint program.
- **Villard Plaza Community Vision Open House:** Mr. Martinez attended this event on February 17, 2025, where he was able to engage with community members and learn about local development initiatives.

### **3. Investigations**

Thus far in 2025, the FPC has received 16 citizen complaints. Ten complaints involve MPD members, one involves a DEC member, and five involve matters outside the FPC's jurisdiction.

### **4. Legal**

In 2024, 11 disciplinary appeals were filed with the FPC. Two of those appeals remain currently pending, which are scheduled for trials in March and April 2025. Two additional appeals have been filed in 2025. These are scheduled for trial in April and May 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/instructions.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Researching and vetting potential marketing/consulting firms to assist with police officer recruitment.
- Participating in an ongoing police recruitment and retention workgroup.
- Participating in MPD promotions workgroup for *Collins* reporting.
- Completed the 2024 Annual Policy Review.
- Completed the Q4 2024 911 Call Wait Times Report.

- Starting the 2024 Use of Force Report.

## **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:

- Lateral/transfer police officer testing process underway.
  - 11 candidates remain in the process, who are scheduled for interviews in late February 2025.
- Continuous recruitment for the police officer position (entry-level) reopened on January 17, 2025.
- A firefighter recruit class of 50 is set to start on March 3, 2025.
- A police officer recruit class of 35 is set to start on March 31, 2025.
- Emergency Communications Officer recruitment will open on February 21, 2025.

### Recruitment Update:

- The FPC hosted a police aide and fire cadet presentation for the UWM Pre-college program.
- Hiring flyers for police officer (2025) are now available in English, Spanish, and Hmong.
- Fit Camps and PRT prep sessions are being conducted for police officer candidates.
- Fire cadet interview prep sessions and fit camps are also being hosted at this time.
- Police officer recruitment cards were recently dropped at all police district stations.
- The FPC will be participating in recruitment events for the following colleges this month: UWM, Whitewater, and Marquette.