



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: October 22, 2024

RE: Update on FPC Staffing, Operations, and Proposed 2025 Budget

The following report is an update on Fire and Police Commission (FPC) staffing, operations, and our 2025 proposed budget. The FPC Executive Director will present this report at the next regular board meeting on October 24, 2024.

FPC Staffing

Twenty-six full-time staff positions are currently allotted to the FPC. We have one existing vacancy:

1. *Human Resources Representative.* This is a new vacancy that arose when one of our three HR Reps left the FPC in September 2024. This HR Rep position focuses on testing and hiring for the Department of Emergency Communications (DEC). We have conducted interviews and identified a potential candidate to fill this vacancy. We are currently in the process of conducting background and reference checks.

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 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 two audits for Year Seven:

- FPC Citizen Complaints Q3-4 2024
- MPD Field Interviews Q1-2 2024

Completed Audit Status

The Audit Unit has completed the following eight audits:

- 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
- MPD Traffic Stops Q3-4 2023
- MPD Internally Generated Complaints 2021-2022
 - The FPC previously audited 2021-2022 files; however, these files contained numerous cases that were still open at the time.
- 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 Domestic Violence Calls for Service

The Audit Unit has completed the following three non-*Collins* audits in 2024:

- Policies, Procedures, and Practices to Lessen Police Overtime
- MPD Vehicle Pursuits
 - This audit will be presented to the FPC Board at a meeting in November 2024.
- MPD Use of Force
 - 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 gather input from community members about their priorities. Some of these recent event/meetings have included:

- On September 29, 2024, MPD hosted an ***Open House at District 2***, welcoming residents to tour the station, meet with officers, and learn more about the resources available to the community. This event was designed to foster stronger connections and trust between the department and the neighborhoods it serves. As the Community Outreach Coordinator representing the FPC, Mr. Martinez-Rivera had the opportunity to engage with attendees, promote the work of the FPC, and highlight the importance of community involvement in public safety efforts.
- As part of our ongoing efforts to strengthen relationships with the community, MPD hosted a ***Haunted House*** event for over 450 local young people and family members on October 11, 2024. This event, aimed at providing a safe and fun (and spooky) event during the Halloween season, was a huge success. During an [interview](#) with CBS 58's sister station, Telemundo News, Mr. Martinez-Rivera highlighted the significance of engaging young people in constructive, enjoyable activities. By offering events like the Haunted House, we not only provide entertainment but also create an opportunity for young people to build trust with MPD members in an exciting and friendly atmosphere.
- On October 18, 2024, MPD District 2 hosted a ***Trunk or Treat*** event, bringing together families and local police officers for a fun and festive Halloween celebration. Mr. Martinez-Rivera represented the FPC by sharing information on our role in overseeing the public safety departments, the importance of public participation in the FPC's work, and encouraging residents to attend upcoming meetings. In addition, FPC Paralegal Mike Allen provided information about MKEAlert (Code Red), the city's new, free emergency alert system. MKEAlert allows residents to sign up to receive real-time notifications via text, email, or phone about potential hazards such as severe weather conditions, public safety and health threats, road closures, and other urgent

issues. More information about MKEAlert is available on the city's [emergency management website](#).

3. Emergency Management

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

- Continue to post pre-scripted social media emergency preparedness messages on the city's emergency management webpages in alignment with the National Preparedness Calendar. October is Cyber-Security Month. OEM target themes this month include:
 - Cyber-Security Awareness
 - Fire Prevention Week
 - Global Hand Washing Day
 - Halloween Safety
- Election Security: Site assessments with Fire, Police, and the Milwaukee Election Commission.
- Participated in election day emergency planning workshop hosted by the Committee for Safe and Secure Elections.
- Tracking **56** potential soft targets/crowded spaces special events this month.
- Gave RNC Lessons Learned presentation at the Wisconsin Emergency Management conference in Stevens Point.
- Hosted and facilitated RNC City/County all stakeholders-after action meeting.
- Working with Red Cross and Milwaukee Public Schools (MPS) on improving our emergency shelter operations by granting faster access to vacant sites.

4. Investigations

Thus far in 2024, the FPC has received 164 citizen complaints. One hundred-twenty-six complaints involve MPD members, four involve DEC members, four involve MFD members, and 30 were no-FPC jurisdiction.

The FPC has received 12 citizen commendations for MPD members and one commendation for an MFD member in 2024.

5. Legal

As of the date of this memo, 11 disciplinary appeals have been filed with the FPC. Three of those appeals are currently scheduled for trials in November 2024, and January and February 2025. Two appeals were resolved in a consolidated trial in May 2023. Further, to date during 2024, four disciplinary appeals were voluntarily withdrawn by the appellants and two other appeals were dismissed for lack of subject matter jurisdiction.

Four citizen complaint disposition review meetings have been concluded thus far in 2024, with the FPC Board upholding the Executive Director's disposition in each case.

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/retention incentives and initiatives.
- Analyzing promotional survey results by race and gender for Collins response.
- Updated MPD police officer applicants' psychological examination appeal results.

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:

- Police Officer Lateral/Transfer Memorandum of Understanding (MOU) was signed by the city and Milwaukee Police Association (MPA) in October 2024. We will be submitting a proposed job announcement bulletin to open up recruitment for lateral/transfer officers in November 2024.
- Police aide and fire cadet applications are open until December 6, 2024.
- A third 2024 police officer class is scheduled to start in December 2024.

- The next 911 telecommunicator class will start in November 2024.
- Continuous recruitment for the police officer position remains ongoing.
 - We have a new testing vendor and have begun online testing
- Emergency communications supervisors for training and quality assurance testing/selection process has begun and interviews will occur in November 2024.

Recruitment:

- FPC continues to collaborate with MPD & MFD to attend MPS recruitment events, including recent career fairs like HBCU Career Fair, MPS Skilled Trades & Technical Fair, and the FPC Open House.
- Physical Readiness Test (PRT) prep sessions have been scheduled for police officer candidates.
- Fit camps are being completed twice a month for police officer candidates.
- Billboard advertisements for police officer are now live until November 25, 2024, at the following locations:

| | |
|-----------------------------|---|
| Digital Bulletin 1 slots | #009415 - I-94 ES 10ft N/O Washington St F/S - 1 - 14' x 48' |
| Digital Bulletin 1 slots | #009427 - Stadium Frwy WS 200ft S/O State St F/N - 1 - 14' x 48' |
| Digital Bulletin 1 slots | #009174 - Hwy 100 ES 200ft S/O Bluemound Rd F/S - 1 - 14' x 48' |

- County bus advertisements for police officer will go live October 25, 2024 through December 5, 2024.

FPC Proposed 2025 Budget

1. 2025 FPC Proposed Budget Summary

| | 2024 Adopted Budget | 2025 Proposed Budget | Amount Change | Percent Change |
|-------------------------------|------------------------------------|---------------------------------|--------------------------|---------------------------|
| FTEs – O&M | 9.34 | 27.10 | 17.76 | 190% |
| FTEs - Other | 16.76 | 0.00 | -16.76 | -100% |
| FTEs - Total | 26.10 | 27.10 | 1.00 | 4% |
| Total Positions Authorized | 35 | 36 | 1 | 3% |
| | | | | |
| Salaries & Wages | \$726,336 | \$2,330,964 | \$1,604,628 | 221% |
| Fringe Benefits | 326,851 | 1,048,934 | 722,083 | 221% |
| Operating Expenditures | 1,341,932 | 881,605 | -460,327 | -34% |
| Equipment | 2,200 | 2,200 | 0 | 0% |
| Special Funds | 855,780 | 754,960 | -100,820 | -12% |
| TOTAL | \$3,253,099 | \$5,018,663 | \$1,765,564 | 54% |
| ARPA Salary Allocation | 1,300,000 | | -1,300,000 | - |
| ARPA Fringe Allocations | 585,000 | | -585,000 | - |
| TOTAL + ARPA | \$5,138,099 | \$5,018,663 | -\$119,436 | -2% |

2. 2025 FPC Proposed Budget Highlights

The 2025 FPC proposed budget includes the following highlights:

- Salaries and Positions
 - One new position added to support the new Workday System:
 - Position Control Specialist
 - Several market study reclassifications
- Operating and Equipment
 - General Office, Other Operating Services, and Reimbursables +40k due to increased expenses for testing, advertisement, and increased phone costs

- Facility Rental -\$32.6k because of decreased need for physical testing space due to increased use of virtual exams
- Professional Services -\$467.3k due to discontinuation of Winbourne contract and outside contracting of HEO exams
- Special Funds
 - Pre-Employment Screening +\$9k due to continuous recruitment resulting in increased testing. Includes funding for:
 - Three police officer classes, each with up to 65 officers
 - Two firefighter classes, both with up to 50 firefighters
 - 911 telecommunicator classes with up to 80 total new operators
 - One police aide class of 35 police aides
 - One fire cadet class of 28 cadets
 - Emergency Management Special Fund -\$21.9k due to multi- year contract obtained in 2024, decreasing 2025 expenditure