

Settlement Agreement Update



To Date:

Complaint forms are now available in English, Spanish, and Hmong on the FPC website and have been distributed to public libraries in the City of Milwaukee and all District Stations (IV.D.1.a and b)

- Quarterly restock planned for April

Complaints are accepted in person, by phone, by mail, via email, and through an online submission process on the FPC website (IV.D.1.c)

FPC investigators are trained not to, and in practice do not, discourage the filing of any complaint from a member of the public (IV.D.1.e)

Complaints do not require notarization to be submitted to FPC (IV.D.1.e)

FPC investigators conduct complaint interviews at City Hall, over the phone, and at community hours held around the city (IV.D.1.g)

- Pandemic challenges have temporarily prevented in-person complaint filing

FPC continues to investigate all plausible complaints submitted by the public (IV.D.5.a)

FPC provides notification to the Chief when any officer receives 3 or more complaints in 90 days and when any officer receives three or more complaints over a rolling 1 year period (IV.D.5.e)

- Monitored by Investigator
- EIP referral compliance confirmed by Risk Manager in August

Ongoing:

Update promotional testing procedures to include community policing (IV.14)

- Currently working to provide Detective's exam materials

Publish data on website of all traffic stops, field interviews, no-action encounters, frisks, and searches (IV.A.13)

- Personally Identifiable Information removal continues
- Next to be published: Q4 of 2019

FPC maintains a running list of the number of complaints against each officer (IV.D.5.d)

- Contained in the AIM System
- Determining whether FPC needs secondary tracking system

Upcoming:

Publishing of Stop data and Complaint data broken down by category of interaction (IV.A.13 and IV.E.5)

- Working with MPD to classify complaint categorizations to be tallied and published

Audits and Complaint Review....

Audits:

Completed audit plans, matrixes and work papers for each category below in compliance with Section IV(a), IV(b) and IV(c)

Dashcam

- Traffic Stops
- Field Interviews
- No Action Encounters
- Frisks
- Searches

Body Cam

- Traffic Stops
- Field Interviews
- No Action Encounters
- Frisks
- Searches

Citizen Complaints

- FPC Citizen Complaints
- MPD Citizen Complaints

Audit Planning – 3 year plan

Audit Plan City of Milwaukee Fire and Police Commission 2020-2022																							
Reference Audit Number	Mandated Audits	Last Completed	2020-2022			Comment/Rationale	Time Per Audit in hours 2020				Time Per Audit in hours 2021				Time Per Audit in hours 2022								
			2020	2021	2022		Prep	Field Wor	Report	Total	Prep	Field Wor	Report	Total	Prep	Field Wor	Report	Total					
3	Dash Cam - Traffic Stops	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	3	120	140	72	332	80	80	64	224	64	64	64	192				
4	Dash Cam - Field Interviews	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	4	120	140	72	332	80	80	64	224	64	64	64	192				
5	Dash Cam - No Action Encounter	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	5	120	80	72	272	80	80	64	224	64	64	64	192				
6	Dash Cam - Frisks	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	6	120	80	72	272	80	80	64	224	64	64	64	192				
7	Dash Cam - Search	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	7	120	120	72	312	80	80	64	224	64	64	64	192				
8	Body Cam - Traffic Stops	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	8	120	140	72	332	80	80	64	224	64	64	64	192				
9	Body Cam Field Interviews	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	9	120	140	72	332	80	80	64	224	64	64	64	192				
10	Body Cam - No Action Encounter	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	10	120	80	72	272	80	80	64	224	64	64	64	192				
11	Body Cam - Frisks	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	11	120	80	72	272	80	80	64	224	64	64	64	192				
12	Body Cam - Search	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)	12	120	120	72	312	80	80	64	224	64	64	64	192				
13	Citizen Complaint FPC	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E2 (every 6 months)	13	120	120	80	320	80	80	80	240	80	80	80	240				
14	Citizen Complaint MPD	NA	XX	XX	XX	ACLU SETTLEMENT AGREEMENT Sec E2 (every 6 months)	14	120	120	80	320	80	80	80	240	80	80	80	240				
								3680				2720				2400							
Risk Based																							
15	911 wait times	NA	X			news story of extended wait times after a 911 call has occurred (Arzel lvery - neighbor)	15	80	120	80	280				0				0				
16	Use of Force			X		Liability and risk of excessive	16				0	80	160	80	320				0				
17	Body Worn Camera Inspections			X		MPD Completed this audit in 10/18 (MPD Report 18-03)	17				0	60	60	40	160				0				
18	Police Interaction with Public				X	Determine how the police interact with the public (HOW, Why is this important)	18				0				0	64	160	64	288				
19	Fire Interaction with Public				X	Determine how the police interact with the public (HOW, Why is this important)	19				0	80	160	80	320				0				
20	Complaints Internally - Survey				X	A review of internal complaints by employees,	20				0				0	40	40	40	120				
21	FPC Rules		XX	XXX	XXX	A review of the FPC Rules, to help ensure the board is compliant (16 sections could audit each section independently)	21	160	240	80	480	120	240	120	480	120	240	120	480				
22	Complaint comparison MPD/FPC				X	MPD and FPC have different information when providing details. Or judgement could lead to different conclusion with the code of conduct.	22				0				0				0				
								2020 Total Audit Hours				2021 Total Audit Hours				2022 Total Audit Hours							
								4440				4000				3288							
Total								27				30				30							
Complete								0				0				0							
Start								0				0				0							
not start								27				27				27							
% Complete (target 90%)								0.00%				0.00%				0.00%							
								Hours per year*				1120				1344							
								Auditors needed 2020				3.964286				Auditors needed 2021				2.97619			
								Auditors needed 2022				2.446429				Auditors needed 2022				2.446429			
								* 40 weeks *40 hours * 70% (weeks from March 1 to December 31, - 2 weeks) at 70% workload to Audits															
								** 2021 and 2022 is 48 weeks * 40 hours week (4 weeks downtime, vacation, holidays, etc) @ 70% audit workload															
Prep includes, preparing support docs, data gather, data cleansing (if needed), sample calculation														Prep	Field Wor	Report	Total						
3	Dash Cam - Traffic Stops		80	80	40	200	First audit																
4	Dash Cam - Field Interviews		80	80	40	200	First audit																
5	Dash Cam - No Action Encounter		80	40	40	160	First audit																
6	Dash Cam - Frisks		80	40	40	160	First audit																
7	Dash Cam - Search		80	60	40	180	First audit																
8	Body Cam - Traffic Stops		80	80	40	200	First audit																
9	Body Cam Field Interviews		80	80	40	200	First audit																
10	Body Cam - No Action Encounter		80	40	40	160	First audit																
11	Body Cam - Frisks		80	40	40	160	First audit																
12	Body Cam - Search		80	60	40	180	First audit																
13	Citizen Complaint FPC		80	60	40	180	First audit																
14	Citizen Complaint MPD		80	60	40	180	First audit																

Draft Audit Schedule Proposal - 2020

Audit	Planned											
Audit Number	Actual											
Auditor	Complete											
	DRAFT											
	January	February	March	April	May	June	July	August	September	October	November	December
	1 2 3 4	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Example Audit 1 A1111.11.1 Name												
ACLU												
Dash Cam 3-7 Auditor 1												
Body Cam 8-12 Auditor 1												
Dash Cam 3-7 Auditor 1												
Citizen Complaint Data Data analysis 13-14 Auditor 1												
	January	February	March	April	May	June	July	August	September	October	November	December
	1 2 3 4	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4 5	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
	2020											

Proposed Draft audit schedule 2021

Audit	Planned		Actual																																																				
Audit Number	Actual		DRAFT																																																				
Auditor	Complete																																																						
	January				February				March					April				May				June					July				August					September				October				November				December							
	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Example Audit 1 A1111.11.1 Name	Planned				Planned				Complete																																														
ACLU																																																							
Dash Cam 8-12 Auditor 1	Planned				Planned				Planned																																														
Body Cam 3-7 Auditor 1																		Planned																																					
Dash Cam 8-12 Auditor 1																						Planned																																	
Body Cam 3-7 Auditor 1																															Planned																								
Citizen Complaint Data Data analysis 13-14 Auditor 1														Planned																						Planned																			

2021

Proposed draft audit schedule 2022

Audit	Planned																																																																
Audit Number	Actual																																																																
Auditor	Complete																																																																
	DRAFT																																																																
	January				February				March					April				May				June					July				August					September				October				November				December																	
	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4					
Example Audit 1 A1111.11.1 Name																																																																	
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Citizen Complaint Data Data analysis 13-14 Auditor 1																																																																	
	2022																																																																

Audit	Planned					
Audit Number	Actual	DRAFT				
Auditor	Complete					

	January				February				March					April				May				June				
	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	5
Example Audit 1	Planned																									
A1111.11.1	Planned			Actual	Actual																					
Name																										
ACLU																										
Dash Cam - Traffic Stops									Planned																	
3																										
Auditor 1																										
Dash Cam - Frisks									Planned																	
6																										
Auditor 2																										
Body Cam Field Interviews									Planned																	
9																										
Auditor 3																										
Body Cam - Search									Planned																	
12																										
Auditor 4																										

Audit	Planned			
Audit Number	Actual	DRAFT		
Auditor	Complete			

	January				February				March				
	1	2	3	4	1	2	3	4	1	2	3	4	5
Example Audit 1	Planned												
A1111.11.1	Planned			Actual	Actual				DRAFT				
Name													
ACLU													
Dash Cam - Traffic Stops	Planned												
3													
Auditor 1													
Dash Cam - Frisks	Planned												
6													
Auditor 2													
Body Cam Field Interviews	Planned												
9													
Auditor 3													
Body Cam - Search	Planned				Planned								
12													
Auditor 4													

Audit	Planned				
Audit Number	Actual	DRAFT			
Auditor	Complete				

	January				February				March					April			
	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4
Example Audit 1	Planned																
A1111.11.1	Planned			Actual	Actual												
Name																	
ACLU																	
Dash Cam - Traffic Stops	Planned																
3																	
Auditor 2																	
Dash Cam - Frisks	Planned																
6																	
Auditor 1																	
Body Cam Field Interviews					Planned												
9																	
Auditor 3																	
Body Cam - Search					Planned				Planned								
12																	
Auditor 4																	

Audit Audit Number Auditor	Planned											
	Auditor Complete											
	DRAFT											
	January 1 2 3 4	February 1 2 3 4	March 1 2 3 4 5	April 1 2 3 4	May 1 2 3 4	June 1 2 3 4 5	July 1 2 3 4	August 1 2 3 4 5	September 1 2 3 4	October 1 2 3 4	November 1 2 3 4	December 1 2 3 4
Example Audit 1 A111.1.1.1 Name												
ACLU												
Dash Cam - Traffic Stops Auditor 1												
Dash Cam - Frisks Auditor 2												
Body Cam Field Interviews Auditor 3												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 2												
Dash Cam - Field Interviews Auditor 1												
Dash Cam - Search Auditor 3												
Body Cam - No Action Encounters Auditor 4												
Body Cam - Frisks Auditor 4												
Body Cam - Frisks Auditor 4												
Citizen Complaint MPD Auditor 2												
Dash Cam - No Action Encounters Auditor 1												
Body Cam - Traffic Stops Auditor 3												
FPC Rules Auditor 4												
P11 wait times Auditor 2												
FPC Rules Auditor 1												
Citizen Complaint Data Data analysis Auditor 1												
Dash Cam - Traffic Stops Auditor 4												
Dash Cam - Frisks Auditor 3												
Body Cam Field Interviews Auditor 2												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 4												
Dash Cam - Field Interviews Auditor 1												
Dash Cam - Search Auditor 3												
Body Cam - No Action Encounters Auditor 2												
Body Cam - No Action Encounters Auditor 1												
Citizen Complaint MPD Auditor 4												
Dash Cam - No Action Encounters Auditor 1												
Body Cam - Traffic Stops Auditor 3												
Body Cam - Frisks Auditor 2												
Fire Interaction with Public Auditor 4												
Body Worn Camera Inspections Auditor 3												
Citizen Complaint Data Data analysis Auditor 1												

Audit Audit Number Auditor	Planned											
	Auditor Complete											
	DRAFT											
	January 1 2 3 4	February 1 2 3 4	March 1 2 3 4 5	April 1 2 3 4	May 1 2 3 4	June 1 2 3 4 5	July 1 2 3 4	August 1 2 3 4 5	September 1 2 3 4	October 1 2 3 4	November 1 2 3 4	December 1 2 3 4
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Body Cam Field Interviews Auditor 3												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 1												
Dash Cam - Field Interviews Auditor 2												
Dash Cam - Search Auditor 3												
Body Cam - No Action Encounters Auditor 4												
Body Cam - Frisks Auditor 1												
Citizen Complaint MPD Auditor 2												
Dash Cam - No Action Encounters Auditor 4												
Body Cam - Traffic Stops Auditor 3												
FPC Rules Auditor 1												
Use of Force Auditor 2												
FPC Rules Auditor 3												
Citizen Complaint Data Data analysis Auditor 4												
Dash Cam - Traffic Stops Auditor 1												
Dash Cam - Frisks Auditor 3												
Body Cam Field Interviews Auditor 2												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 4												
Dash Cam - Field Interviews Auditor 1												
Dash Cam - Search Auditor 2												
Body Cam - No Action Encounters Auditor 3												
Citizen Complaint MPD Auditor 3												
Dash Cam - No Action Encounters Auditor 4												
Body Cam - Traffic Stops Auditor 3												
Body Cam - Frisks Auditor 2												
Fire Interaction with Public Auditor 4												
Body Worn Camera Inspections Auditor 3												
Citizen Complaint Data Data analysis Auditor 1												

Audit Audit Number Auditor	Planned											
	Auditor Complete											
	DRAFT											
	January 1 2 3 4	February 1 2 3 4	March 1 2 3 4 5	April 1 2 3 4	May 1 2 3 4	June 1 2 3 4 5	July 1 2 3 4	August 1 2 3 4 5	September 1 2 3 4	October 1 2 3 4	November 1 2 3 4	December 1 2 3 4
Example Audit 1 A111.1.1.1 Name												
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Dash Cam - Frisks Auditor 1												
Body Cam Field Interviews Auditor 3												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 1												
Dash Cam - Field Interviews Auditor 4												
Dash Cam - Search Auditor 3												
Body Cam - No Action Encounters Auditor 4												
Body Cam - Frisks Auditor 2												
Citizen Complaint MPD Auditor 2												
Dash Cam - No Action Encounters Auditor 4												
Body Cam - Traffic Stops Auditor 3												
FPC Rules Auditor 1												
Complaint comparison MPD/FPC Auditor 2												
FPC Rules Auditor 3												
Citizen Complaint Data Data analysis Auditor 4												
Dash Cam - Traffic Stops Auditor 1												
Dash Cam - Frisks Auditor 3												
Body Cam Field Interviews Auditor 2												
Body Cam - Search Auditor 4												
Citizen Complaint FPC Auditor 1												
Dash Cam - Field Interviews Auditor 4												
Dash Cam - Search Auditor 2												
Body Cam - No Action Encounters Auditor 3												
Citizen Complaint MPD Auditor 3												
Dash Cam - No Action Encounters Auditor 4												
Body Cam - Traffic Stops Auditor 3												
Body Cam - Frisks Auditor 2												
Police Interaction with Public Auditor 4												
Complaints Internality - Survey Auditor 3												
Citizen Complaint Data Data analysis Auditor 1												

Complications:

Sample Sizes

- It is not clear what an acceptable sample size would be for each of the audits.
- Unknown what the sample sizes-identifiers will be when reviewing the cam footage.

Schedule

- In order to complete all 14 audits in 6 months, the FPC will need additional auditors.
- Risk Auditor is transferring to the Comptroller's Office in April.
- Is it possible to split the audits?:
 - The first audit of dashcam footage would be the review, then the next phase would be a supervisory review of the dashcam footage, and the last phase of the audit would be a review of the training efforts in place in order to comply with the Settlement Agreement.

Looking Forward

Continue to work with the Investigator to standardize and document processes

Continue to work with CJI to provide proof of compliance and make recommended changes

- Community Policing in Promotional Exams
- Investigations proofs provided quarterly

Continue to improve data upload quality and speed

Maintain schedules for complaint material restocking at libraries and district stations

Return to practice of holding Community Hours

Begin citizen complaint reviews and audits

Hire and train auditors to begin dash and body cam audits