



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: March 18, 2026

RE: 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 March 19, 2026.

FPC Staffing

Twenty-eight full-time staff positions are assigned to the FPC. There are currently three existing vacancies:

1. *Program Assistant I*. We are waiting for DER to send us the eligible list for this position. That list is currently being used by the Department of Public Works, which anticipates completing its hiring process soon. Thereafter, we will schedule interviews to fill this vacancy.
2. *HRIS Auditor*. We recently received a comparable eligible list for this position and are in the process of setting up interviews.
3. *Investigator (Bilingual)*. We have requested a new recruitment to fill this vacancy. The job posting is currently only open through March 20, 2026. Once we receive the eligible list from DER, we will schedule interviews to fill the position.

FPC Operations

1. Audit & Compliance

In addition to the audits required by the *Collins* Settlement Agreement, the FPC's Audit Unit is currently working on the following two audits as part of its 2026 Audit Plan:

- MPD Animals Policy (SOP 060)
- MPD Airborne Assessment Team (Drones)

Following these audits, the Audit Unit will conduct the following three audits/reviews:

- MPD Automated License Plate Readers (ALPR) (SOP 735)
- MPD Resources/Dispatch Responses
- MFD Resources/Dispatch Responses

Other Related Matters

The FPC's Compliance Auditor timely submitted all required proofs for Year 8 of the *Collins* Settlement Agreement, which were due on or before February 27, 2026. The final annual report is scheduled for release on July 20, 2026.

2. Community Engagement

FPC Community Outreach Coordinator Carlos Martinez-Rivera continues to advance the FPC's community engagement and transparency efforts through various initiatives and events. Some of his recent efforts include:

- **FPC Website Modernization.** Mr. Martinez-Rivera dedicated a significant portion of this month to enhancing the functionality, transparency, and accessibility of the FPC's website. Several key sections of the site were updated to better serve community members, including the addition of new video content highlighting FPC initiatives and public information resources. Mr. Martinez-Rivera also uploaded and organized recent FPC audit reports and continued expanding the website's **Meetings** section, which now includes an advanced notice feature that allows visitors to view upcoming key agenda items in advance.

A major focus was also placed on improving the website's accessibility and usability. Mr. Martinez-Rivera conducted updates across multiple pages to strengthen compliance with Americans with Disabilities Act (ADA) accessibility standards. These improvements included adjustments to page structure, clearer navigation elements, enhanced readability, and other

technical refinements intended to make the site more inclusive and user-friendly for all visitors.

Overall, these updates represent a continued effort by Mr. Martinez-Rivera to modernize the FPC's digital presence, improve public access to important information, and ensure that the FPC's work remains transparent and accessible to the Milwaukee community.

- **Community Crime and Safety Engagement and Outreach Preparation.** During this reporting period, Mr. Martinez-Rivera attended several community Crime and Safety Meetings to remain informed about neighborhood concerns, ongoing initiatives, and emerging public safety issues affecting Milwaukee residents. Participation in these meetings allows the FPC to maintain a strong connection with community members while also identifying opportunities for collaboration with local organizations, neighborhood groups, and potential partner agencies.

In addition to attending these meetings, Mr. Martinez-Rivera updated the FPC's official PowerPoint presentation used during community outreach and public engagement events. The updated presentation includes revised information about the Commission's role, responsibilities, and processes, along with clearer visuals and improved organization to better communicate key information to community members. These updates will allow Mr. Martinez-Rivera to provide more effective and informative presentations at future events, including Crime and Safety Meetings and other community gatherings, helping residents better understand the FPC's work and the resources available to them.

- **Interdepartmental Housing Initiative Collaboration.** During this reporting period, Mr. Martinez-Rivera represented the FPC in a city-wide workgroup formed in response to the Mayor's designation of this year as the "Year of Housing." The initiative brings together multiple city departments to collaborate, share resources, and coordinate strategies aimed at addressing housing-related priorities across the city. Through this collaborative forum, departments are working collectively to align outreach efforts, share information about upcoming events, and maximize the impact of existing resources. Mr. Martinez-Rivera's involvement allows the FPC to contribute to these discussions while also identifying ways the Commission can support broader city initiatives through community engagement, communication, and partnership building.

3. Investigations

Thus far in 2026, the FPC has received a total of 47 citizen complaints: 31 involved MPD members, 4 involved MFD members, and 12 involved matters outside the FPC's jurisdiction. Out of the 47 complaints, 32 have been closed and 16 remain open.

The categories of citizen complaints received in 2026 are as follows:

- Department Services 13
- Department Procedure 12
- Discourtesy 0
- Disparate Treatment 2
- Use of Force 6
- No Allegation 14

The dispositions for 2026 closed cases are as follows:

Milwaukee Police Department

Dispositions of Complaints for MPD

Unfounded	6
Sustained	1 (policy review/counseling)
Not Sustained	9 (no COC violation)
Referred MPD/IAD	1
Exonerated	0
<u>No FPC Jurisdiction</u>	<u>14 (untimely, no juris, complaint process, etc.)</u>

31 complaints

Milwaukee Fire Department

Dispositions of Complaints for MFD

FPC Dismissed	0
Unfounded	0
Sustained	0
Not Sustained	1 (no COC violation)
<u>No Allegation</u>	<u>0</u>

1 complaint

Department of Emergency Communication

Dispositions of Complaints for DEC

FPC Dismissed	0
Unfounded	0
Sustained	0
<u>Not Sustained</u>	<u>0</u>

0 complaints

(Please note that some citizen complaints may have more than one allegation)

Commendations

Thus far in 2026, the FPC has received one commendation involving an MPD member.

4. Legal

There were five disciplinary appeals filed in 2025 that remained scheduled for trials in the beginning of 2026. One of those disciplinary appeal trials has been held in 2026 to date. Another trial began in March and is scheduled for a fourth trial day in April 2026. Additionally, three appeals have now been dismissed following negotiated settlements.

Three new appeals have been filed and scheduled for trial in 2026, and one additional new 2026 appeal has been scheduled for trial in 2027 due to the appellant's military leave.

In total, four new disciplinary appeals have been filed to date in 2026.

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.

- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities and/or eligibility for promotion to the lieutenant position.
- Pulled data on the *Collins* settlement agreement for the city's new consultant.
- Drafted the FPC's 2025 Annual Policy Review.
- Drafting the 2025 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:

- Police Officer and Police Aide physical readiness tests (PRT) were conducted on March 14-15, 2026 for the classes scheduled to begin in August 2026.
- A very successful candidate engagement event called MKE Badge Bound was held on February 26, 2026, for incoming recruits (and their families) who will take part in the police officer class starting March 30, 2026 (MPD Class 1-2026).
- A new ECO recruitment is underway, which will close April 10, 2026.

Recruitment:

- Emergency Communication Officer I (ECO I) job posting has been uploaded to Indeed, WILENET, and social media.
- Fire Cadet fit camps are ongoing.
- Police Officer bus advertisements will go live in March and April in Waukesha and Racine.
- Police Officer Facebook and Instagram campaigns are currently live.
- Written exam and interview prep sessions are being held monthly for Police Officer candidates.
- Completed a police officer presentation for UWM's Criminal Justice Department.
- Completed a Bryant & Stratton police officer presentation.
- Continuing to work on a forthcoming Firefighter newsletter.