



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: November 18, 2025

RE: Update on FPC Staffing and Operations – November 20, 2025, Regular FPC Meeting

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 November 20, 2025.

FPC Staffing

Twenty-seven full-time staff positions are currently assigned to the FPC. There is one existing vacancy:

1. *Program Assistant I*. The Department of Employee Relations has provided us with the eligible list for this position, along with a few additional eligible lists for comparable positions. We will be interviewing candidates from these lists in the near future.

FPC Operations

1. Audit & Compliance

Collins Settlement Agreement Audits – Year Eight (2025-2026)

Current Audit Status

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

- MPD Citizen Complaints Q3-4 2024
- MPD Field Interviews Q1-2 2025

Completed Audit Status

The Audit Unit has completed the following six audits for Year Eight (2025-2026) of the agreement:

- MPD Traffic Stops Q1-2 2025
- MPD Field Interviews Q3-4 2024
- MPD Traffic Stops Q3-4 2024
- FPC Citizen Complaints Q3-4 2024
- MPD Citizen Complaints Q1-2 2025
- MPD No-Action Encounters Q1-2 2025

Non-Collins Audits

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

- MPD Overtime
- MPD Discipline Matrix
- MPD ShotSpotter
- MPD Domestic Violence Calls for Service
- MPD In-Car Camera System
- MPD Supervisor Training

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. Recently, Mr. Martinez-Rivera attended **Trunk or Treat** events at Districts 2, 6, and 7. The District 2 event drew approximately **1,350 attendees** and featured participation of **over 15 community organizations**. The District 6 event welcomed approximately **450 attendees** and featured participation from **over 20 community organizations**. The District 7 event saw a turnout of approximately **300 attendees**. Mr. Martinez-Rivera was joined by FPC Paralegal **Mike Allen** at each event, who distributed informational materials about **MKE Alerts**, the city’s free emergency alert system.

Mr. Martinez-Rivera also recently attended the **Walker Square Trunk or Treat** event, a neighborhood event that welcomed approximately **75 community members**. Despite its smaller size, the event provided meaningful one-on-one engagement opportunities with residents. Alongside Mr. Allen, the pair continued their dual outreach efforts, with Mr. Allen distributing materials promoting **MKE**

Alerts, while Mr. Martinez-Rivera shared information about the Fire and Police Commission's mission, oversight role, and avenues for community involvement.

In addition, Mr. Martinez-Rivera attended **Centro Latino MKE's inaugural coalition meeting**, where participating organizations introduced themselves and discussed their respective missions and community roles. The group also engaged in a collaborative brainstorming session to outline the topical focus for each monthly forum over the next six months. For **November**, the coalition selected a session on **ICE interactions and community member rights** as the primary topic.

Mr. Martinez-Rivera also participated in Centro Latino MKE's **first Forum and Resource Fair**, which saw attendance of approximately **15 participants at the forum** and **20 attendees at the resource fair**. The event was scheduled to feature a one-hour training by **Voces de la Frontera** on understanding ICE, its functions, and the rights individuals can exercise during encounters. However, Voces was unable to attend due to an impromptu protest at the proposed ICE detention center on Milwaukee's northwest side. In its absence, **Alderman José Pérez** and **State Senator Tim Carpenter** addressed the attendees, sharing their goals, perspectives, and hopes for future policy outcomes impacting immigrant and Latino communities.

3. Investigations

Thus far in 2025, the FPC has received 180 citizen complaints: 122 involve MPD members, five involve DEC members, 16 involve MFD members, and 37 involve matters outside the FPC's jurisdiction.

In 2025, the FPC has received eight commendations involving seven MPD members and one MFD member.

4. Legal

Thus far 2025, 14 disciplinary appeals have been filed with the FPC, three of which have been dismissed following negotiated settlements. Four disciplinary appeal trials have been held in 2025 to date. There are four other appeals that are currently scheduled for trials through the end of 2025. In addition, there are three appeals that are scheduled for trials in January 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.
- Drafted the Q3 911 Call Wait Times Report.
- Drafted the Q3-4 Dispatch Times Report.
- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities.
- Analyzing 2024 police officer applicant progression through the testing process by race and gender.

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:

- Continuous recruitment for the Police Officer position (entry-level) remains ongoing.
 - As of November 11, 2025, we have received 1,590 applications that meet the minimum qualifications in 2025. On average, this amounts to approximately 37 applications per week, a significant improvement from 2024, when the FPC averaged 27 applications per week and received a total of 1,291 applications.
 - MPD Class 3-2025 is scheduled to start December 8, 2025.
- The Police Lieutenant and Detective promotional assessment centers are taking place this week.
- A new Fire Lieutenant eligible list is being presented at today's meeting for Board approval.
- Applications for Fire Cadet and Police Aide opened in August and will close in early December.
- A new Emergency Communications Officer (ECO) recruit class of twelve ECOs is schedule to start in early February 2026.

Recruitment:

Recently, the FPC's recruitment team has been working on the following projects and initiatives:

- Creating a retention plan that will take effect once Police Aide and Fire Cadet applications close on December 5, 2025. The plan includes outreach, orientations, text message updates, and mailing a checklist of the testing process timeline to candidates.
- Police Aide and Fire Cadet presentations continue at local high schools.
- Mayfair Mall Police Officer advertisement is currently ongoing.
- Digital Display Ad on 6th and Michigan is live for the Police Officer position.