



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: October 15, 2025

RE: Update on FPC Staffing and Operations – October 16, 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 October 16, 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 recently 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 those 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 Traffic Stops Q1-2 2025
- MPD Field Interviews Q1-2 2025

Completed Audit Status

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

- 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 is currently working on two non-*Collins* audits:

- MPD Squad Accidents
- MPD Use of Force

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. One major development this period was the launch of a new online tool to make it easier for residents to participate in the public comment process for FPC Board meetings. The new "**Public Comment Form**" button, now featured prominently on the FPC's website, allows residents to submit feedback to be included and reviewed at upcoming meetings.

In addition to digital outreach efforts, Mr. Martinez-Rivera represented the FPC at several key community events. He attended the **grand opening ceremony of Centro Latino MKE**, which brought together over 50 attendees, including Mayor Cavalier Johnson, Alderman José Pérez, and other city leaders. The event offered an excellent opportunity to connect with community organizations on Milwaukee's south

side and to express the FPC's support for Centro Latino MKE's new coalition, of which the FPC is now a proud member.

Mr. Martinez-Rivera also attended the **150th Anniversary Celebration of the Milwaukee Fire Department (MFD)** to show the FPC's support and gain a deeper understanding of the department's achievements. The event showcased important resources and demonstrations, including side-by-side displays of how a room appears after a fire with vs. without sprinklers, highlighting the impact of fire safety initiatives. This engagement allowed for meaningful interaction with MFD personnel while emphasizing the FPC's commitment to supporting all public safety departments.

In addition, Mr. Martinez-Rivera attended two **Coffee with a Cop** events, where he engaged with officers and community members to discuss district-level challenges and ideas for strengthening community relations.

To continue fostering collaboration, Mr. Martinez-Rivera participated in the **District 2 MPD Open House**, which drew an estimated 250 attendees. The event allowed residents to engage directly with their local police district, learn about available resources, and connect with local organizations that hosted informational tables.

Mr. Martinez-Rivera also participated in the **District 3 Community Festival**, which hosted approximately 50 attendees and featured officers from MPD's specialty MPD units such as the **Motorcycle Unit** and the **Mounted Patrol Unit**. Finally, Mr. Martinez-Rivera attended the **District 3 Community Engagement Meeting**, the first of its kind in the district, where six local business leaders met with MPD leadership to discuss issues like crime prevention, community engagement, and nuisance properties. The discussion offered valuable perspectives on how law enforcement and business owners can collaborate to create safer, more connected neighborhoods.

3. Investigations

Thus far in 2025, the FPC has received 158 citizen complaints: 107 involve MPD members, five involve DEC members, 12 involve MFD members, and 32 involve matters outside the FPC's jurisdiction.

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

4. Legal

Thus far 2025, 14 disciplinary appeals have been filed with the FPC, two of which have been dismissed following negotiated settlements. One disciplinary appeal

trial was held on July 15, 2025, and another on October 14, 2025. There are eight other appeals that are currently scheduled for trials through the end of 2025. In addition, there are two appeals that are scheduled for trial 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.
- Drafting the Q3 911 Call Wait Times Report
- Reviewing the FPC's 2024 Annual Report
- Drafting 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 October 14, 2025, we have received 1,368 applications that meet the minimum qualifications in 2025. We have now surpassed the total number of applicants we received during all of 2024 (1,291).
 - Class 1-2025 graduated on October 10th with 25 recruits and 3 laterals.
 - Class 3-2025 is scheduled to start in December 2025.
 - The eligible list for Class 1-2026 is being presented at today's board meeting.
- The Fire Lieutenant Assessment Center will take place later this month.
- The Police Lieutenant and Detective promotional written exams will occur next week.
- Applications for Fire Cadet and Police Aide opened in August and will close in early December.

Recruitment:

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

- Finalized ad for the Milwaukee Journal Sentinel's Bucks Edition.
- Created scripts for MPD command staff to record video messages to help keep candidates engaged in the testing and hiring process.
- Finalized partnership with View Outdoor to run a digital display ad near 6th and Michigan during November and December.
- Running ad on Facebook with Officer Alicia Walker to encourage "older" candidates to apply to the department.
- Partnered with MATC to have police officer ads displayed at a kiosk at its downtown campus.