



2025 Annual Audit Work Plan

FPC Oversight & Accountability
Meeting March 25, 2025

Agenda

- 2025 Audits
 - Priority Audits
 - Settlement Related
 - 2025 Audits
 - Non-Settlement Related
- Audits in Progress

Priority Audits – Settlement Agreement

The Fire and Police Commission (FPC) is required to conduct 12 audits on traffic stops, Terry stops (Field Interviews), No-Action Encounters (NAE), and on MPD & FPC Citizen and Internally Generated Complaints.

Settlement Agreement (SA) Audits:

- Every six (6) months:
 - Traffic Stops
 - Field Interviews
 - No-Action Encounters
 - MPD Internally Generated Complaints
 - MPD Citizen Complaints
 - FPC Citizen Complaints

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF WISCONSIN	
CHARLES COLLINS, DALLAS ADAMS, CALEB ROBERTS, STEPHEN JANSEN, GREGORY CHAMBERS, ALICIA SILVESTRE, DAVID CROWLEY, and JEREMY BROWN,	Case No. 17-CV-234-JPS
Plaintiffs,	
v.	
CITY OF MILWAUKEE, MILWAUKEE FIRE AND POLICE COMMISSION, and CHIEF ALFONSO MORALES, <i>in his official capacity as the Chief of the Milwaukee Police Department,</i>	ORDER and SETTLEMENT AGREEMENT
Defendants.	

2025 Non-Settlement Related

1. Domestic Violence (DV) Call for Service
2. ShotSpotter
3. In-Car Video Camera System
4. Use of Force (UOF)
5. MPD Overtime (OT)
6. MPD Discipline Matrix Audit
7. Supervisor Training Review

Domestic Violence (DV) Call for Service

- Ensure MPD's compliance with **Standard Operating Procedure 114** – Domestic Violence (DV).
- Ensure compliance with **Standard Operating Procedure 710** – Victim / Witness Rights and Assistance.
- Ten (10) Key Objectives:
 1. Incident Outcome
 2. Incident Probable Cause
 3. Reports
 4. Locating the Suspect
 5. Question of Prisoner (QP)
 6. Prior Domestic Violence History
 7. Domestic Violence Hotline
 8. Required Handouts
 9. Evidence
 10. Professionalism

ShotSpotter Gunshot Location System

- Ensure MPD's compliance with **Standard Operating Procedure 745** – ShotSpotter Gunshot Location System.
- Five (5) Key Objectives:
 1. Initial Investigation
 2. Timely Completion of Reports
 3. Body Worn Camera (BWC) Usage
 4. Citizen Contacts
 5. Accountability

In-Car Video Camera System - Squad Cameras

- Ensure MPD's compliance with **Standard Operating Procedure 730** – *In-Car Camera Systems*.
- The in-car camera system is used to accomplish several objectives that include, but not limited to:
 1. Enhanced officer safety.
 2. Maximized effectiveness of officer reporting, evidence collection, and court testimony.
 3. The ability to review arrests, arrest procedures, and officer and suspect interaction.
 4. Officer training.
 5. The investigation of citizen complaints.

Use of Force (UOF)

- Ensure MPD's compliance with **Standard Operating Procedure 460 – Use of Force**.
- Ensure MPD is resolving conflict through professional communication skills, crisis intervention, and de-escalation tactics when feasible.
- It also ensures proper use of force by police members, provides a fair and impartial review of use-of-force incidents, determines whether the actions of police members were justified, and maintains public confidence in the Milwaukee Police Department.

MPD Overtime

- Ensure MPD are prudent stewards of the public's resources.
- Also ensures proper fiscal responsibility and management of tax dollars.
- This is also related to the *City of Milwaukee Resolution File #221236*.



City of Milwaukee

200 E. Wells Street
Milwaukee, Wisconsin 53202

Legislation Details (With Text)

File #:	221236	Version:	0
Type:	Resolution	Status:	In Committee
File created:	12/13/2022	In control:	FINANCE & PERSONNEL COMMITTEE
On agenda:		Final action:	
Effective date:			
Title:	Resolution relating to annual reporting of Police overtime to the Common Council.		

MPD Discipline Matrix Audit

- Ensure discipline is imposed consistently and fairly.
- Ensure compliance with the established Discipline Matrix and **Standard Operating Procedure (SOP) 870 – Suspensions / Official Discipline**.
- Also, it ensures that the application of consequences for conduct that are not in keeping with the department's expectations is based upon a balanced consideration of factors.
- The matrix is based on:
 - Employee Motivation
 - Degree of Harm
 - Employee Experience
 - Intentional / Unintentional Errors

MPD SUPERVISOR TRAINING REVIEW

- This review also will ensure compliance with **Standard Operating Procedure 082 – Training and Career Development.**
- MPD seeks to influence officer behavior to achieve organizational goals that serve the public while developing individuals, teams, and the organization for future service.
- This will be a review of MPD's Supervisor Training.
- It will ensure that MPD supervisors are provided with the tools and resources to help them promote, improve, and maintain professional standards and integrity.
- It will also focus on first-line supervision (Sergeants).

Communication of Audit Updates

- Updates on all of the FPC audits are provided at the FPC's Regular Agenda meetings.
- These updates are communicated by the Executive Director when he provides the commission with staffing and operations updates.

Current Audit Update

The following is the current update of the non-Settlement Agreement audits:

- **DV Audit**
 - Under Director's Review
- **ShotSpotter Audit**
 - Auditor finalizing the draft report
 - Member currently on vacation and will finalize upon their return
- **MPD In-Car Camera System**
 - Auditor working on a draft report
- **MPD Supervisor Training Review**
 - MPD Supervisor training March 24 – April 11, 2025

Additional Information


The audit authority sources (SOPs, Code of Conduct, Discipline Matrix) are available on MPD's [website](#)

Milwaukee Police Department

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[Code of Conduct & Standard Operating Procedures](#)

Code of Conduct



The Milwaukee Police Department hereby establishes a Code of Conduct comprised of our Vision Statement, Mission Statement, Core Values and Guiding Principles, and Standard Operating Procedures. This Code establishes fundamental standards of conduct and performance consistent with the highest professional standards of policing. Our vision statement describes what we as a police department seek to achieve. Our mission statement describes how we as department members will achieve that vision. Our core values and guiding principles shape our conduct and performance both on and off duty. Our policies and procedures guide our standards of practice for situations most likely to be encountered in the course of our duties.

In the spirit of partnership with the community, the Milwaukee Police Department strives to make our department as accessible as possible to the people we serve. With that in mind, we have included our Standard Operating Procedures (SOP's) on our website. These procedures provide direction to our members in a wide variety of situations that occur as they carry out the mission of the Milwaukee Police Department. We believe public access to these guidelines provides clarity concerning our operations and offers a level of transparency that will benefit both our agency and our community.

Some Standard Operating Procedures are currently under development and are not posted on the site at this time. When additions or modifications occur, those updated procedures will be posted as well. For more information regarding these Standard Operating Procedures contact the Office of Management, Analysis, and Planning at omap@milwaukee.gov

[Download MPD's Code of Conduct](#)

[Download MPD's Discipline Matrix](#)

Keywords

[Submit](#)

[BOARD-UP SERVICES - 540](#)

[CIVIL LITIGATION - 890](#)

[LICENSED PERSON / PREMISE INVESTIGATIONS - 390](#)

[MISSING PERSONS - 180](#)

[RECORDS MANAGEMENT - 263](#)

[ABSENCE - 010](#)

[ADMINISTRATION OF NALOXONE - 175](#)

[ALARMS - 280](#)