



## Fire and Police Commission

**Leon Todd**  
Executive Director

**Nicole Fleck**  
Deputy Director

**Miriam Horwitz**  
Chair

**Bree Spencer**  
Vice-Chair

**LaNelle Ramey**  
**Dana World-Patterson**  
**Ruben Burgos**  
**Ramon Evans**  
**Jeff Spence**  
**Christopher Snyder**  
Commissioners

## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: January 14, 2025

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 January 16, 2025.

### FPC Staffing

Twenty-seven full-time positions are currently assigned to the FPC. We have two existing vacancy:

1. *Human Resources Representative.* The Department of Employee Relations (DER) conducted a new recruitment for this position from November 15, 2024, to December 6, 2024. We are currently waiting for DER to provide us the eligible list, after which we will schedule interviews.

2. *Position Control Specialist.* We have hired Xee Vue as our new Position Control Specialist. Ms. Vue previously worked as a human resources specialist/manager for the Wisconsin Department of Employee Trust Funds, Securitas Inc., and Xee Staffing, LLC. Her first day with the FPC will be January 21, 2025.

## FPC Operations

### 1. Audit & Compliance

#### Collins Settlement Agreement Audits

##### *Current Audit Status*

#### Year Six (2023-2024)

The Audit Unit completed all 12 required audits for Year Six of the *Collins* Settlement Agreement. Proofs were sent to the Crime and Justice Institute (CJI), which deemed the FPC “Compliant” for this requirement in the Year Six Report. That report can be located on the FPC’s website ([Crime and Justice Institute Reports](#)):

##### **Year Six Assessment**

| Settlement Agreement Paragraph   | Compliance Status |           |
|--|-------------------|-----------|
|  | MPD               | FPC       |
| <b>IV.E.1</b> – Defendant FPC shall audit data, dashboard camera footage, and body camera footage on traffic stops, field interviews, no-action encounters, frisks, and searches, every six (6) months to identify:<br><br>a) Officers who fail to conduct these encounters in compliance with constitutional standards and principles set forth in this Agreement;<br>b) Officers who fail to properly document these encounters in accordance with the terms of this Agreement;<br>c) Supervisors who fail to properly review subordinate officers’ reports to identify officers who fail to conduct traffic stops, field interviews, no-action encounters, frisks, and/or searches in compliance with constitutional standards and this Agreement, or to ensure that the encounters are properly documented in compliance with the terms of this Agreement; and<br>d) Supervisors who fail to require re-training and/or discipline for subordinate officers who conduct unreasonable, unreported, or insufficiently documented encounters. | N/A               | Compliant |

❖ Source: CJI Year Six Report

#### Year Seven (2024-2025)

##### *Completed Audit Status*

The Audit Unit has completed the following 10 audits:

- MPD Traffic Stops Q3-4 2023
- MPD Traffic Stops Q1-2 2024
- MPD Field Interviews Q3-4 2023

- MPD No-action Encounters Q1-2 2024
- MPD Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q3-4 2023
- FPC Citizen Complaints Q1-2 2024
- MPD Internally Generated Complaints Q3-4 2023
- MPD Internally Generated Complaints Q1-2 2024
- MPD Non-Disciplinary Corrective Actions (NDCAs) Q1–4 2023
  - This audit is not required by the Settlement Agreement, but was created to ensure MPD members are administered NDCAs for failing to comply with the agreement’s terms.

*Current Audit Status*

The Audit Unit is currently researching and gathering data for the following two audits:

- MPD No-action Encounters Q3-4 2024
- MPD Field Interviews Q1–2 2024

Non-Collins Audits

The Audit Unit is currently working on one non-*Collins* audits:

- MPD Domestic Violence Calls for Service

The Audit Unit completed the following three non-*Collins* audits in 2024:

- Policies, Procedures, and Practices to Lessen Police Overtime
- MPD Vehicle Pursuits
- MPD Use of Force
  - This audit is under review by FPC leadership.

**2. Community Engagement**

The FPC’s Community Outreach Coordinator Carlos Martinez-Rivera continues to attend community meetings and events to disseminate information about the FPC’s mission and operations, and to gather input from community members about their priorities. One such recent event/meeting included:

- **Three Kings Day Event:** Mr. Martinez participated in organizing and hosting the highly successful Three Kings Day event. This celebration brought together 21 adults and 56 children from underserved communities, offering them a moment of joy and support during challenging times. With the help of the Milwaukee Police Department (MPD), Mr. Martinez personally helped

select individualized gifts for each child, ensuring the event felt meaningful and special for every attendee.

The event was made possible through the generous contributions of 27 sponsors, including Dr. Hector Lopez, Mitchell Street BID, Nucor, Salon Voga, the Cops and Kids Foundation, El Rey, St. Augustine, and many more. Attendees enjoyed a range of offerings, including personalized gifts, free haircuts, food, seasonal drinks, free winter coats with gloves and scarves provided by the Knights of Columbus, and traditional treats like Rosca and cake.

This heartwarming event was further supported by numerous dedicated volunteers from organizations such as Nucor, DNS' Employment Resource Group Avanzando, Parents and Friends of Clarke Square, Safe & Sound. Together, this team created a community-driven effort that showcased the strength and compassion of Milwaukee's residents and organizations, making a meaningful impact on those who needed it most.

### **3. Investigations**

In 2024, the FPC has received a total of 208 citizen complaints. One hundred-fifty-three complaints involved MPD members, four involved DEC members, and seven involved Milwaukee Fire Department (MFD) members. Forty-four complaints involved matters outside the FPC's jurisdiction.

The FPC received 15 citizen commendations for MPD members and one commendation for an MFD member in 2024.

Thus far in 2025, the FPC has received seven citizen complaints. Four complaints involve MPD members, one complaint involves a DEC member, and two involve matters outside the FPC's jurisdiction.

### **4. Legal**

In 2024, 11 disciplinary appeals were filed with the FPC. Two of those appeals are currently scheduled for trials in January and March 2025. Two appeals were resolved in a consolidated trial in May 2024. One appeal was resolved by way of trial in November 2024. Further, four disciplinary appeals were voluntarily withdrawn by the appellants and two other appeals were dismissed for lack of subject matter jurisdiction.

### **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/instructions.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Researching and vetting potential marketing/consulting firms to assist with police officer recruitment.
- Participating in an ongoing police recruitment and retention workgroup.
- Participating in MPD promotions workgroup for *Collins* reporting.
- Starting the 2024 Annual Policy Review.
- Preparing the Q4 2024 911 Call Wait Times 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:

- Lateral/transfer police officer posting closed on December 22, 2024.
  - FPC received a total of 56 applications, 16 of which currently meet the minimum qualifications.
- Continuous recruitment for the police officer position (entry-level) is set to reopen on January 17, 2025.