



## Fire and Police Commission

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Commissioners

### Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: November 15, 2023

RE: Monthly Update on FPC Department Staffing and Operations

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The following report is an update on Fire and Police Commission (FPC) department staffing and operations. The FPC Executive Director will present the report at the next regular board meeting on November 16, 2023.

#### FPC Department Staffing and Vacancies

Twenty-six full-time staff positions are currently assigned to the FPC. The following two vacancies were recently filled (both of the new hires will start November 27, 2023):

1. *Human Resources Representative.*
2. *Test Administration Coordinator.*

The following four vacancies currently exist:

1. *Auditor.* The application period for this position closed on November 10, 2023. We anticipate receiving an eligible list in the near future from the Department of Employee Relations (DER).

2. *Community Outreach Coordinator.* We have requested that DER conduct a new recruitment for this position. We anticipate that the position will be posted soon for candidates to apply.

3. *Human Resources Assistant*. We conducted interviews for this position in October 2023; however, were unable to find a suitable candidate. We recently requested that DER conduct a new recruitment for this position.

4. *Program Assistant I*. We conducted interviews for this position in October 2023; however, we have decided to interview additional candidates prior making a final selection. The additional interviews will be conducted in the near future.

## **FPC Department Operations**

### **1. Audit & Compliance**

Pursuant to the *Collins* Settlement Agreement, the Audit Unit is tasked with reviewing all Milwaukee Police Department (MPD) internally generated complaints; conducting audits of traffic stops, field interviews, no-action encounters, frisks, and searches every six months; and conducting audits of citizen complaints filed with the FPC and MPD every six months. This undertaking has been carefully structured and scheduled with input from the Crime and Justice Institute (CJI), the consultant for the *Collins* Settlement Agreement. Audit plans and schedules have been created for this work, which remains ongoing.

#### *Collins Settlement Agreement Audits*

##### *Completed Audit Status*

The Audit Unit has completed the following four audits for Year 6 of the *Collins* Settlement Agreement. These audits have been sent to MPD for review:

- MPD Citizen Complaints (CC) Q3-4 2022
- MPD Internally Generated Complaints (IGC) Q3-4 2022
- No-Action Encounters (NAE) Q1-2 2023
- Traffic Stops Q1-2 2023

##### *Current Audit Status*

The Audit Unit is in the process of doing fieldwork for the following audit.

- MPD Field Interviews (*Terry* Stops) Q1-2 2023

## Non-Collins Related Audits

### *Completed Audit Status*

The Audit Unit has completed the following non-*Collins* related audit, which is currently under review by the FPC Executive Director. Once approved, it will be presented at an upcoming FPC board meeting.

- Policies, Procedures, and Practices to Lessen MPD Overtime

### *Current Audit Status*

The Audit Unit is currently working on the following non-*Collins* related audit:

- MPD Use of Force (UOF)

### *Future Non-Collins Related Audits*

The Audit Unit is also in the process of researching the following audit:

- MPD Vehicle Pursuits (VP)

### Other Related Audit Items:

CJI recently provided the parties with its “Semiannual Analysis of Traffic Stops, Field Interviews, No-Action Encounters, and Frisks.” This report, along with CJI’s previous reports, can be located on the FPC’s website:

<https://city.milwaukee.gov/ImageLibrary/Public/ImageLibrary/Photos/IOARS-Report-CORRECTED-11-10-2023.pdf>

MPD will provide the Audit Unit and other parties with their Quarterly Data for Q3 2023 on November 15, 2023. This data will then be used in future audits on traffic stops, field interviews, and no-action encounters.

## **2. Community Engagement**

As noted above, we are currently in the process of recruiting a new Community Outreach Coordinator. FPC staff have nevertheless continued to participate in community engagement events, such as the Public Safety Listening Session for Aldermanic Districts 5 and 9, which was hosted at Safe & Sound on October 28, 2023. Additional Public Safety Listening Sessions are being planned for December 2023 and January 2024.

### **3. Emergency Management**

Recently, Emergency Management Director Ryan Zollicoffer has been working on the following:

- Continue to post pre-scripted social medial emergency preparedness messages on the city's emergency management Twitter/website pages in alignment with the National Preparedness Calendar. In November, the city's messages focused on Thanksgiving cooking safety, holiday online shopping safety, and winter weather safety.
- Working with the Information Technology Management Division (ITMD) and AT&T to enhance FirstNet capabilities in the Police Administration Building.
- Development of the Civil Unrest Jeopardy Game and Table Top Exercise. The product will be utilized to re-educate and validate the Civil Unrest Annex.
- Working on coordinating special and sports incident management training for December 19-21, 2023, provided by TEEX. The training will be hosted at the Department of Natural Resources (DNR) facility.
- Working on coordinating the executive education seminar for January 8, 2024, provided by the Center for Homeland Security and Defense.
- Published Soft Targets/Crowded Spaces High Hazard Target Calendar for November 2023. Information is shared with the Emergency Management Support Team in case of citywide emergency operations center (EOC) activations. The November event calendar lists 38 potential high-hazard activities.
- Updated and finalized the Severe Weather Emergency Policy.
- Participating in monthly Republican National Convention Consequence Management Subcommittees (Co-Chair).
- Completed local response capabilities based on information within the Democratic National Convention 2020 plan.
- Working with Public Health to develop a shelter management plan annex.
- Submitted EOC layout configuration to the DEC as part of the capital redevelopment project.

- Monitor and track the seaway negotiations and work with the MKE Port Director on any impacts it may have on the city.
- Working with the American Red Cross to increase building inventory related to emergency shelters within the city for no-notice incidents, fire displacements, extreme cold weather emergencies, etc.

#### **4. Investigations**

Thus far in 2023, the FPC has received 152 citizen complaints (15 formal and 137 informal). Of the formal complaints, three involve MFD and twelve involve MPD. Fifteen complaints remain open and 137 have been closed.

#### **5. Legal**

As of November 7, 2023, three disciplinary appeal trials have been held in 2023, one of which involved two appellants. There are four pending disciplinary appeals currently scheduled for trial. Four disciplinary appeals were dismissed after the appellants voluntarily withdrew from the process, settlements were reached, or the appellant retired.

One citizen complaint trial was also dismissed due to the failure of the complainant to follow the rules and direction of the hearing examiner related to procedure and decorum.

#### **6. Research and Policy**

FPC Research and Policy Analyst Barbara Cooley has recently been working on the following projects:

- Researched and prepared memorandum on police promotional best practices.
- Conducting research related to the impact of the COVID-19 pandemic on arrest rates.
- Completed Q3 2023 9-1-1 Call Wait Times report.
- Finalizing report for Q3 2023 dispatch times.
- Prepared analysis and report on the demographics of the candidates from the November 2022 police officer recruitment as they progressed through the application, testing, and hiring process.
- Reviewed and finalized the 2022 FPC Citizen Complaint Report.

## **7. Staffing Services**

The Staffing Services Unit is engaged in ongoing testing, hiring, and recruiting to fill positions within the Milwaukee Fire and Police Departments and the Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- The physical readiness test (PRT) for police officer candidates was held October 28-29, 2023, followed by oral board interviews from October 30-November 1, 2023. This testing group will be used for the first 2024 police officer recruit class in March 2024.
- The Detective and Police Lieutenant Assessment Centers are taking place the week of November 12, 2023.
- We are currently accepting applications for Police Officer, Police Aide, and Fire Cadet. All three posting will close on December 1, 2023.
- To date this year, FPC staff has attended 109 recruitment events and 98 prep sessions, for a total of 207 events/sessions.