



## Fire and Police Commission

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Commissioners

## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: March 19, 2025

RE: Update on FPC Staffing and Operations

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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 March 20, 2025.

### FPC Staffing

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

1. *Human Resources Representative.* We have conducted interviews to fill this position and recently extended an offer to our top candidate. It is anticipated that he will start on or around April 7, 2025. This will bring the FPC back to full staffing.

### FPC Operations

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

##### Collins Settlement Agreement Audits – Year Seven (2024-25)

##### *Current Audit Status*

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

- MPD Field Interviews Q1-2 2024



- MPD Field Interviews Q3-4 2024

### *Completed Audit Status*

The Audit Unit has completed the following 11 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 No-Action Encounters Q3-4 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.

### Non-Collins Audits

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

- MPD In-Car Camera System

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

- MPD Domestic Violence Calls for Service
  - This audit is under review by FPC leadership.

### *Other Related Audit Matters*

The FPC received the Crime and Justice Institute’s (CJI) most recent Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks report. That report and CJI’s other reports are available on the FPC’s [website](#).

## **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. Some of his recent work has included:

- **Milwaukee County Sheriff Town Hall:** Mr. Martinez-Rivera attended the Milwaukee County Sheriff Town Hall, where he engaged with residents about the FPC's role and MPD Standard Operating Procedure (SOP) 575-Video Release Policy. After the Sheriff addressed a question regarding SOP 575, Mr. Martinez-Rivera took the opportunity to ask for feedback from residents and offer some clarification, explaining the policy's impact and how the FPC ensures oversight and accountability. These conversations helped strengthen public awareness of the FPC's mission and encouraged community members to stay engaged with public safety policies.
- **OneMKE Partnership:** Mr. Martinez-Rivera successfully established an official partnership between the FPC and OneMKE. This collaboration aims to enhance community engagement, increase public awareness of FPC initiatives, and create more opportunities for residents to voice their concerns regarding public safety issues. Through this partnership, the FPC will work alongside OneMKE to host outreach events, share educational resources, and strengthen trust between the community and public safety agencies.

### **3. Investigations**

Thus far in 2025, the FPC has received 29 citizen complaints: 16 involve MPD members, one involves a DEC member, one involves an MFD member, and 10 involve matters outside the FPC's jurisdiction.

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

### **4. Legal**

As of January 1, 2025, two disciplinary appeals filed in 2024 were still pending with the FPC. Two additional appeals have been filed in 2025. One of these appeals was resolved by trial in March 2025. The three remaining appeals are scheduled for disciplinary appeal trials in April and May 2025.

### **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.
- Completed the 2024 Vehicle Pursuit Report.
- Assisting with the FPC's 2024 Annual 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:

- The lateral/transfer police officer testing process is underway.
  - 11 candidates remain in the process, who are scheduled to take the physical readiness test (PRT) (along with other entry-level police officer and police aide candidates) on March 22-23, 2025.
- Continuous recruitment for the police officer position (entry-level) remains ongoing.
- A firefighter recruit class of 50 started on March 3, 2025.
- A police officer recruit class of 32 is set to start on March 31, 2025.
- Emergency Communications Officer recruitment is currently open, which closes on March 21, 2025.
- Promotional applications for Heavy Equipment Operator (HEO) will be accepted from March 21, 2025, through April 18, 2025.

### *Recruitment Update:*

Over the last two weeks, FPC recruiters have:

- Attended five career fairs.
- Spoke at two Marquette class presentations.

- Shot police officer advertisements with CBS 58 in Spanish and English, which will also be used for our FOX 6 ad campaign.
- Sent text message reminders to police officer and firefighter candidates currently in the testing process.

Upcoming events include: Greater Milwaukee Urban League Career Fair, MPS High School Junior Career Day, and UWM Criminal Justice Presentation.

Finally, on March 17, 2025, the FPC released its [2025 Recruitment and Hiring Plan](#) for the police officer and firefighter positions. This plan provides a comprehensive overview of the FPC's key strategic efforts to expand applicant outreach, improve and modernize our testing and hiring process, and promote diversity, equity, and inclusion within the police and fire departments.