



Fire and Police Commission

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Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: October 30, 2025

RE: MPD Organizational Chart

Organizational Chart

The manager of the Office of Community Relations, Engagement, and Recruitment currently reports directly to the Chief of Police. It is proposed to be divided into

- Office of Community Outreach and Engagement, reporting to the Chief of Staff,
- Recruiting and Retention Unit under the Training Division

In addition, a new Community Resource Division is to be created under the Patrol Bureau.

The proposed changes are as follows:

1. Office of Community Outreach and Engagement.
This office “shall be responsible for increasing the number of community members engaged with police, bridging the gap between the resources of the department and the potential audiences who can benefit from said resources, as identified in the police strategic plan. This component works strategically and collaboratively with the Public Information Office to increase community awareness of police services and to build the perception of police relevance in their lives. This component shall be responsible for providing services that assist the community in preventing crime and building relationships through educational programs, partnerships and collaboration with community-based organizations. This component augments the department through the Citizen Academy, Police Auxiliary Program and by connecting youth in the community with the Milwaukee Police Athletic League (MPAL) and services that

promote education, develops social skills and reduces the likelihood of future involvement in criminal activity. This component shall be responsible for executing the Chief of Police's community engagement strategy."

2. Recruitment and Retention Unit

Among other things, this will place a greater emphasis on retention of officers. "This component shall be responsible for working with the Fire and Police Commission in recruiting applicants for employment by the department and ensuring applicants remain educated and engaged throughout the process. This component shall be responsible for the Citizen Academy, Police Auxiliary Program and connecting youth in the community with the Milwaukee Police Athletic League (MPAL) and services that promote education, develops social skills and reduces the likelihood of future involvement in criminal activity

3. Create the new Community Resource Division, composed of the School Resource Officers and Crisis Assessment Response Team (moved from the Training Division), reporting to the Assistant Chief of the Patrol Bureau, as follows:

School Resource Officers

This component shall be responsible for providing educational resources, law enforcement information and advice, and serving as a positive law enforcement presence within Milwaukee Public Schools. School Resource Officers shall collaborate with Milwaukee Public School staff, parents and students using community-oriented policing philosophies to build relationships, solve problems and enforce the law.

Crisis Assessment Response Team

This component is a collaborative effort between the Milwaukee Police Department and Psychiatric Crisis Service (PCS). The component is comprised of crisis team clinicians and police officers and shall be responsible for responding to situations when police intervention may be needed for individuals with mental illness who are in crisis.