



## Fire and Police Commission

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## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: May 17, 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 this report at the next regular board meeting on May 18, 2023.

### **FPC Department Staffing and Vacancies**

Twenty-five full-time staff positions are assigned to the FPC. The following four vacancies currently exist:

*Investigator (bilingual).* We are conducting interviews for this position this week and hope to have the position filled in the near future.

*Program Assistant I.* This position is currently posted as a transfer/promotional opportunity for current City employees. The application period closes on May 26, 2023.

*Senior Auditor.* This is a new position that was added as part of our 2023 budget. DER recently completed classifying the position, which will now be posted for candidates to apply.

*Test Administration Coordinator.* This is a new vacancy that was created by the promotion of Aamek McAuliffe to Human Resources Representative. The position will be posted for candidates to apply in the near future.

## FPC Department Operations

### 1. Audit

Pursuant to the *Collins* Settlement Agreement, the Audit Unit is tasked with reviewing all 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.

#### Completed Audits

To date, the Audit Unit has fully completed the following nine audits during year-five of the *Collins* Settlement Agreement:

- No-action encounters Q1-2 2021
- Traffic stops Q1-2 2021
- Field Interviews Q1-2 2021
- MPD Citizen Complaints Q1-2 2021
- MPD Citizen Complaints Q3-4 2021
- MPD Citizen Complaints Q1-2 2022
- MPD Internally Generated Q3-4 2021
- MPD Internally Generated Q1-2 2022
- FPC Citizen Complaints Q3-4 2021

#### Audits Pending MPD Action:

- IV.E.4 – *“Defendants shall ensure that data and findings from the FPC audits described in paragraphs IV.E.1. and IV.E.2 shall be incorporated into the MPD’s AIM System...”*
- The following four audits have been entered into MPD’s AIM system and NDCAs need to be communicated to officers by MPD:
  - Field Interviews Q1-2 2022
  - Traffic Stops Q1-2 2022
  - No-Action Encounters (NAE) Q1-2 2022
  - No-Action Encounters (NAE) Q3-4 2022
- The following three audits need to be entered into MPD’s AIM system:
  - Field Interviews Q3-4 2021

- Traffic Stops Q3-4 2021
- No-Action Encounters Q3-4 2021

### Ongoing Audits

The fieldwork for the following one audit has been started. We anticipate completion by June 2023:

- FPC Citizen Complaints Q1-2 2022

The fieldwork for the following one audit has been started. We anticipate completion during the month of May 2023:

- Field Interviews Q3-4 2022
  - Audit Announced 02/16/2023

The following one audit is complete and a draft report has been sent to MPD. We anticipate a response by June 2023:

- Traffic Stops Q3-4 2022
  - Audit Announced 03/09/2023

### Additional Required Audits

To date, the FPC has completed all required audits for year five of the Collins Settlement Agreement, with the exception of the FPC Citizen Complaints Q1-2 2022 audit, which is currently in process. This final audit will be completed prior to the June 12, 2023 proof submission deadline. All audits will be sent to the Crime and Justice Institute (CJI) as proof of our compliance.

### Non-Collins Related Audit

FPC Audit Manager Sean Raclaw is currently working on MPD's overtime audit. This includes a review of MPD's Standard Operating Procedures (SOPs), overtime cards, and Captains' Overtime Control Plans.

- Audit Manager Raclaw will be providing an update to the Board on the audit process at the May 18, 2023 regular meeting.

## **2. Community Engagement**

FPC Community Outreach Coordinator Maritza Ugarte continues to attend community engagement meetings and events to disseminate information about the

FPC's operations and priorities. Recently, she attended/participated in the following events/meetings:

### Community Facing

- *Public Listening Session in Aldermanic District 9* – Ms. Ugarte attended the April Public Safety Session hosted at the Good Hope Library in Aldermanic District 9. This session is set to be rescheduled as the resident attendance was low. Ms. Ugarte was nevertheless able to use the time to connect with and introduce herself to several community stakeholders who were present, including Alderwoman Larresa Taylor.
- *Safe & Sound Safe Summer Kickoff* – Ms. Ugarte attended the Safe Summer Kick-off event hosted by Safe & Sound. At this event, Ms. Ugarte was able to connect with community members regarding upcoming recruitments, the upcoming Public Safety Listening Session, Camp HERO, and other opportunities.
- *Informal Community Engagement Opportunity* – Ms. Ugarte joined an informal clean-up and spoke to several business owners along Cesar Chavez Drive where two critical incidents had taken place the previous night. Most of the business owners had cleaned up the area and expressed their safety concerns regarding the incidents and gatherings that Friday. A particular business owner indicated he was happy that MPD responded quickly and hopes he and other community stakeholders can work on preventative ways of addressing some of these concerns.

### Partnerships

- Director Todd and Ms. Ugarte connected with Pathfinders Executive Director Tim Baack to discuss hosting a conversation with a group of young people about alternative activities this summer.
- Ms. Ugarte attended the Community Justice Council regular meeting to learn more about current initiatives to share with residents and learn of potential ways to collaborate.
- Ms. Ugarte attended the monthly MPD CLO/CPU meeting. This month MPD had the Mexican Consulate present to this group of officers, which provided an overview of services provided by the consulate. Ms. Ugarte was able to connect with the consulate to explore if we can host an information table.
- National Night Out event planning has begun with some MPD districts, and Ms. Ugarte has been invited to attend some of the planning sessions.

## Information

- Ms. Ugarte shared and created various Facebook posts regarding Sexual Assault Awareness Day, meeting reminders, and other community engagement opportunities hosted by the departments FPC oversees.
- Ms. Ugarte continues to share a list of relevant news articles with the FPC Board.

### **3. Emergency Management**

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

- Continue to post pre-scripted emergency preparedness messages on the City's emergency management Twitter/website pages (messages for May: 911 Is NO Joke, See Something Say Something, Siren Testing, Emergency Preparedness for Disabled People, Learn CPR, Stop the Bleed, and Run Hide Fight).
- Working with ITMD and Public Health to develop a "Community Hazard Map" that will be incorporated into the OEM webpage. The map will display shelter locations, snow plow priority routes, heat maps, cooling centers, warming centers, flood inundation areas, 511 traffic/cameras, etc.).
- Social media content is now posted on the City's emergency management webpage along with its Twitter page.
  - <https://city.milwaukee.gov/Emergency-Management>
  - <https://mobile.twitter.com/milwaukeeemhs>
- Published Soft Targets/Crowded Spaces High Hazard Target calendar for April. Information is shared with the Emergency Management Support Team in case of citywide EOC activations. The special event calendar lists 34 potential high-hazard activities (13 Brewers games, 3 hockey games, 18 concert/theater shows, etc.).
- Working with the Wisconsin Emergency Management Agency to utilize homeland security grant funds to offer active shooter training this August. The venue location is still pending by the "Countywide All Hazards Committee."
- Attending FEMA National Preparedness Symposium in Emmitsburg, Maryland on May 23-25, 2023. This year's theme is "Enhancing your Preparedness Toolbox," which will be leveraged to help strengthen RNC preparedness efforts for the City.

- Continuing conversations with Wisconsin Emergency Management Agency relating to the migrant busing plan. As Title 42 is to expire this month, a mock rehearsal of the plan is underway. There is no credible information that the City would receive migrants at this time.
- Awaiting review of the Bio-Watch Exercise-After Action Report from April 17-19, 2023. Project Bio-Watch is an aerosol detection system providing early warning across all levels of government to support public health and emergency management in response to biological incidents.
- Coordinating final details of EOC all hazards training that has been scheduled for May 23-24, 2023.
- Updated City's Severe Weather Emergency Policy; awaiting approval by Mayor's office.
- Working with the Mayor's Office to develop an All Hazard Public Information Team that can be mobilized for large-scale emergencies in the City.
- Working with the Port of Milwaukee on the DHS Port Security Grant.
- Continue to participate in the State Homeland Security Advisory Working Group and evaluate terrorism-related project proposals for the City.

#### **4. Investigations**

Thus far in 2023, the FPC has received 57 citizen complaints (four formal and 53 informal). Of the formal complaints, two involves MFD and two involve MPD. Eleven complaints remain open and **46** have been closed.

#### **5. Legal**

As of May 2, 2023, one disciplinary appeal trial has been held in 2023. There are four pending disciplinary appeals currently scheduled for trial. One disciplinary appeal was recently dismissed after the appellant voluntarily withdrew from the process. 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**

Thus far in 2023, MPD has submitted 15 amended SOPs for Board review, as well as three amended SOIs. Seventeen SOPs and one SOI have been approved by

the Board, and 34 SOPs and one SOI have been reviewed by FPC Research and Policy Analyst Barbara Cooley.

Besides reviewing proposed SOP and SOI amendments, Ms. Cooley has been working on the following projects:

- Gathering and analyzing data for the FPC's *Collins* proof submissions to CJI.
- Writing the first quarter 2023 9-1-1 call wait times report.
- Updating analysis of appeals of both pre-employment and disciplinary matters.
- Completed report on hiring process attrition rates for applicants for the first testing group of the FPC's March/April 2022 police officer recruitment to identify potential changes in the process.
- Beginning work on a second hiring process attrition analysis for the second testing group from the March/April 2022 police officer recruitment.
- Surveyed police departments nationally for overtime avoidance best practices to provide information for an audit for the Common Council.

## **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:

- A new police officer class of 65 recruits began on March 20, 2023. The next police officer class of 50 recruits is scheduled for August 2023.
- One police aide class is scheduled for July 2023.
- One fire cadet class scheduled for August 2023.
- One firefighter class is scheduled for 2023: an August class of 35 firefighters.
- A new firefighter recruitment is also planned to open this summer.
- Two 911 telecommunicator classes are scheduled for May and June 2023
- One community service officer (CSO) class is scheduled for end of summer

- Police officer continuous recruitment is set to begin on May 19, 2023