



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: May 14, 2024

RE: Monthly 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 May 16, 2024.

FPC Department Staffing and Vacancies

Twenty-six full-time staff positions are currently assigned to the FPC. The vacancy for the Auditor position was recently filled, leaving four remaining vacancies:

1. *Community Outreach Coordinator*. We received the eligible list from the Department of Employee Relations (DER) for this vacancy on April 11, 2024. Interviews are scheduled for the weeks of May 12 and May 19, and we hope to have this position filled shortly thereafter.

2. *Human Resources Assistant*. We conducted initial interviews for this position in early April 2024. Additional candidates were interviewed during the weeks of April 28 and May 5. We have scheduled second interviews with two finalists for the week of May 12, and hope to have the position filled shortly thereafter.

3. *Program Assistant I*. We received the eligible list for this vacancy from DER on May 1, 2024. We plan to schedule interviews in the near future.

4. *Senior Auditor*. This is a new vacancy that was created by the recent resignation of the previous incumbent. We plan to promote an internal candidate to fill this position.

FPC Department Operations

1. Audit & Compliance

Pursuant to the *Collins* Settlement Agreement, the FPC 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 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

Current Audit Status

The Audit Unit is in the process of auditing the following two (2) audits:

- MPD Field Interviews Q3-4 2023
- MPD Traffic Stops Q3-4 2023

New Auditor

The new FPC auditor started on Monday, May 13, 2024, and is currently receiving the necessary Settlement Agreement and audit training. Once the training is complete, the new auditor will start the next audits.

Completed Audit Status

The Audit Unit has completed the 12 required audits for Year Six of the Settlement Agreement. Those 12 audits are as follows:

1. Traffic Stops Q3-4 2022
2. Traffic Stops Q1-2 2023
3. Field Interviews Q3-4 2022
4. Field Interviews Q1-2 2023
5. No-Action Encounters Q1-2 2023
6. No-Action Encounters Q3-4 2023
7. MPD Citizen Complaints Q3-4 2022
8. MPD Citizen Complaints Q1-2 2023
9. MPD Internally Generated Complaints Q3-4 2022
10. MPD Internally Generated Complaints Q1-2 2023

11. FPC Citizen Complaints Q3-4 2022
12. FPC Citizen Complaints Q1-2 2023

Other Related Matters

In May 2024, CJI will issue its “Semi-Annual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks.”

- This report will contain CJI’s semiannual analyses of MPD’s adherence to standards for documenting individualized, objective, and articulable reasonable suspicion (IOARS) for police encounters.
- Completed CJI reports can be found on the [FPC’s website](#).

Non-Collins Audits

The Audit Unit has completed the following three (3) non-*Collins* audits in 2024:

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

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 and meetings, including:

Weekly Radio Broadcasts. FPC Recruiter Jordan Dickerson and Police Officer Ralph McClain continue to host weekly radio broadcasts on Joy 1340 AM and 98.7 FM, where they interview guests and talk about issues related to the Milwaukee community. Those broadcasts air weekly on Sundays at 6:30 p.m. and Mondays at 2:30 p.m.

Community Brainstorming. FPC Executive Director Leon Todd and members of MPD’s command staff participated in a panel discussion, moderated by Commissioner Dana World-Patterson, at the Community Brainstorming Conference

on Saturday, April 27, 2024. The panel answered questions from community members and discussed initiatives related to public safety, police-community relations, and recruitment of new police officers.

MPD District 7 Crime & Safety Meeting. At the next District 7 Crime and Safety Meeting on Monday, May 20, 2024, at 5:00 p.m., FPC Investigators will provide an overview of the FPC, with a focus on our citizen complaint process. The meeting will be held at Epikos Church, located at 3737 North Sherman Boulevard.

WPF Common Ground Report. On May 8, 2024, the Wisconsin Policy Forum (WPF) released its report *Common Ground: Enhancing Community Oriented Policing in Milwaukee*. The report summarizes the themes from the community listening session that MPD held in collaboration with the FPC, the Community Collaborative Commission (CCC), and the Office of Community Safety and Wellness, from the summer of 2022 through the winter of 2024. The listening sessions were designed to gather community input to inform the creation of a community-oriented policing plan. The report also contains an overview of noteworthy community-oriented policing initiatives in other cities, as well as recommendations for potential policy considerations in Milwaukee. The full report can be found on [WPF's website](#).

3. Emergency Management

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

- Continue to post pre-scripted social media emergency preparedness messages on the city's emergency management webpages in alignment with the National Preparedness Calendar. In May 2024, the city's preparedness messages focused on Active Shooter, "See Something, Say Something," People Living with Disabilities, and Older Adults 65 or older.
- Completed building out all the citywide departments in the CodeRed alerting platform. CodeRed now consists of 22 departments, and nine department leads that have alerting rights.
- Worked with the city's branding specialist to create a marketing campaign around CodeRed. A branding and marketing campaign called "MKE Alert" has been established.
- Completed Senior Officials Workshop with 31 attendees. The workshop provided a forum for city senior officials to understand strategic and executive-level issues related to all-hazard disaster preparedness.

- Working with the Milwaukee Metropolitan Sewer District on potential projects that can be tied to Wisconsin Act 265. This act provides direct grants aimed at improving flood vulnerabilities and resilience priorities in the city.
- Assisted with finalizing several RNC consequence management plans related to mass evacuation, mass care, search and rescue, etc.
- Working on developing an exercise with FEMA to test the consequence management plans that were developed to test and validate concepts of operations.
- Published Soft Targets/Crowded Spaces High Hazard Target Calendar for May 2024. Information is shared with the Emergency Management Support Team in case of citywide emergency operation center (EOC) activations. The May event calendar listed 46 potential high-hazard activities.
- Continue to work on developing a staff plan for the EOC during the RNC, working alongside Fire and Police.
- Completed the Integrated Emergency Management Course. This is a four-day, exercise-based training activity for emergency operations center personnel to practice simulated RNC situations that we may encounter.
- Working to put together a City Disaster Response Cadre in which city employees may be able to volunteer their time to serve during localized emergencies. The American Red Cross has limited volunteers in the metro area and this program may be a strategy to subsidize those gaps.
- Continue to monitor the seawall that was affected on May 6 due to the rain storm. Collapsing seawall on the Menomonee River near MMSD property and Plankinton Avenue.

4. Investigations

Thus far in 2024, the FPC has received 72 citizen complaints. Fifty-nine complaints involve MPD members, three involve MFD members, and ten were no-FPC jurisdiction.

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

5. Legal

As of the date of this memo, there were a total of seven disciplinary appeals pending before the FPC, five of which are currently scheduled for trials in May, June, and July 2024. Further, to date during 2024, one disciplinary appeal was voluntarily withdrawn by the appellant and two other appeals were dismissed for lack of subject matter jurisdiction.

Two citizen complaint dismissal review meetings were concluded on April 16, 2024, with the FPC Board upholding the Executive Director's disposition in both cases.

6. Research and Policy

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

- Continuing review of amendments to MPD standard operating procedures/instructions.
- Researching new potential police officer recruitment incentives and initiatives
- Drafting the 2023 Citizen Complaint Report
- Updating MPD/MFD Residency Report
- Analyzing promotions survey results by race and gender
- Reviewing data and drafting report on MPD staff deployments by race and gender

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 Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Continuous recruitment for police officer remains ongoing.
 - The next police officer recruit class will start in July 2024.

- A written test for the police officer position was conducted on May 11, 2024. This groups of candidates will be used to fill the recruit class starting in November 2024.
- Police sergeant examinations have been completed, and a new eligible list will be presented to the Board for approval at the next regular meeting on May 16, 2024.
- A new 911 Telecommunicator recruitment is planned for June 2024.
- A new recruitment for firefighter is currently open (from May 3 to June 21).
 - The next firefighter recruit class will start in August 2024.

Recruitment Update

- FPC recruiters have attended 33 recruitment events and hosted 34 prep sessions to date in 2024, for a total of 67 events/sessions.
- Recent events include:
 - MPS Junior Student Job Fair
 - UW-Platteville Criminal Justice Career Day
 - MPS Senior Student Job Fair
 - City of Milwaukee: Vendor Fair
 - Milwaukee Public Library: Trades & Tech Fair
 - Running Rebel Career Fair
 - City Wide: Hip Hop Career Fair
 - Cinco De Mayo Festival
- The FPC created police officer recruitment cards to handout to prospective applicants
- Marcus Movie Theater digital advertisement for police officer is being conducted, alongside physical advertisement at Mayfair Mall.
- CampHERO advertisement was conducted in April via Facebook.