



## Fire and Police Commission

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### Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: November 17, 2022

RE: Monthly Update on FPC Department Operations

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The following report is an update on Fire and Police Commission (FPC) department operations. The FPC Executive Director will present the report at the next regular board meeting on November 17, 2022.

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

Twenty-four staff positions are currently assigned to the FPC. The following vacancy was recently filled:

*Auditor.* I am pleased to report that we have hired Natasha Anderson to fill the last vacancy in the Audit Unit. Ms. Anderson will be a great addition to the FPC audit team. Most recently, she worked as an audit and compliance analyst for La Causa, Inc. Ms. Anderson has a Bachelor of Business Administration-Finance from the University of Wisconsin-Milwaukee (UWM). Her first day with the FPC will be November 18, 2022.

The following one remaining vacancy currently exist:

*Program Assistant I.* We recently received the eligible list for this position from the Department of Employee Relations (DER). We will be setting up interviews in the near future.

We also plan to interview additional candidates to fill a third HR Representative position. This position will be funded through DER's Auxiliary Resource Program for the remainder of the year. We anticipate that the position will

be made permanent in next year's budget. We are working with DER to obtain a new eligible list to fill the position.

## **FPC Department Operations Update**

### **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 CJI. Audit plans and schedules have been created for this work, which remains ongoing.

The Audit Unit first presents its audit results to MPD after completion. Shortly thereafter, the Audit Unit sends a draft report to MPD, which then has 30 days to respond. FPC staff then review and consider MPD's responses in generating the final report.

To date, the Audit Unit has fully completed the following 11 audits:

- Internally generated Q1-2 2020
- No-action encounters Q3-4 2020
- MPD citizen complaints Q3-4 2020
- FPC citizen complaints Q3-4 2020
- Internally generated Q3-4 2020
- No-action encounters Q1-2 2021
- Traffic stops Q1-2 2021
- FPC citizen complaints Q1-2 2021
- Field interviews Q1-2 2021
- MPD citizen complaints Q1-2 2021
- Internally generated Q1-2 2021

The following additional 5 audits have begun and are currently in process:

- Field Interviews Q3-4 2021: The audit has been completed. A draft report has been sent to MPD.
- Traffic Stops Q3-4 2021: The audit has been completed. A draft report will be sent to MPD within the next 2 weeks.
- No-action encounters Q3-4 2021: The audit has been completed. A draft report has been sent to MPD.

- MPD citizen complaints Q3-4 2021: The audit has been completed. A draft report will be sent to MPD within the next 2 weeks.
- Field interviews Q1-2 2022: The fieldwork for this audit is in progress. We anticipate completion during the month of November 2022.

## **2. Community Engagement**

Over the last month, FPC Community Outreach Coordinator Maritza Ugarte has attended various community engagement meetings and events. Ms. Ugarte hosted a resource table and trunk at a Trunk or Treat event in the Metcalfe Park Neighborhood. At this holiday-based event, she spoke to attendees about upcoming recruitments and the open house we recently held at the Training Academy for community members to learn more about the various career opportunities in the departments. Ms. Ugarte also attended the Public Safety Listening Session hosted in Alderman Murphy's district for the development of MPD's community-oriented policing plan.

Ms. Ugarte also coordinated the Community Meeting for FPC appointee, Miriam Horwitz, on Wednesday, November 16<sup>th</sup> at the Hillside Family Resource Center. This meeting allowed community members to meet and interact with Ms. Horwitz, who was recently nominated by the Mayor to serve on the FPC Board.

In addition, Ms. Ugarte participated in canvassing with members from the VIA Community Development Corporation in the Layton Park Neighborhood to promote various events including the FPC community meeting.

Lastly, Ms. Ugarte will be working with MPD District 2 and their community partners in planning their upcoming 8<sup>th</sup> Annual Three Kings Event. This has been a highly successful event over the past years in promoting positive engagement opportunities between law enforcement and the community.

## **3. Emergency Management**

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

- Developed a Guide to Emergency Operations for Senior Elected Officials. This guide provides direction to the authoritative body on how the City responds to disasters and what types of assistance can be provided to residents.
- Developed a response contingency plan for the City to address the (small) possibility of migrants coming to Milwaukee. The plan in collaboration with

the County and State identifies lead agencies that will support the following critical functions: shelter operations, food, social services, employment, education, etc.

- Working with ITMD to identify any vulnerability gaps associated with their tabletop exercise that was conducted this month to safeguard the integrity of the City's data management systems.
- Developed and published a high-hazard calendar for tracking special events within the City. This calendar exposes potential soft targets, crowded spaces that are susceptible to potential terrorist attacks.
- Reviewed the City's alert notification system and working toward streamlining our approach as to how we alert the public and employees of potential emergency incidents.
- Working with ITMD to develop an Emergency Management webpage that is forward-facing for the community. The site will become an information hub for the community on current threats.
- Working with the Wisconsin Emergency Management Agency on coordinating the Integrated Preparedness Planning Workshop. This workshop is to identify the training and exercise needs based on plausible hazards and threats related to the RNC.
- Working with City Public Health, Equity and Inclusion, Red Cross, and County Emergency Management to acquire a list of ADA-compliant shelter locations within the City. These efforts will begin the development of an all-hazard shelter management plan for the City.
- Developed a Citywide Emergency Management Committee in an effort to evaluate and unify our emergency management processes. The official kick-off meeting is planned for December.

#### **4. Investigations**

As of October 3, 2022, the FPC has received 140 citizen complaints (41 formal and 99 informal). Twelve of those complaints are remain open.

To date in 2022, the average time to close formal cases is 32 days. The average time to close all cases (both formal and informal) is 20 days. By comparison, the average time to close formal cases in 2021 was 39 days (20 days for all cases) (110 total complaints). In 2020, average time to close formal cases was 73 days (115 total complaints).

## **5. Legal**

To date this year, there have been a total of 11 disciplinary appeals filed with the FPC (2 for MFD and 9 for MPD). Two of those appeals were resolved by way of settlement shortly before trial. Two other cases were resolved by the voluntary withdrawal of the appellant from the process. Four appeals have led to Board trials and decisions. The remaining 3 appeals are currently scheduled for trial in January and February 2022.

In addition, 1 citizen complaint trial that was scheduled for trial in June 2022 was resolved by the voluntary withdrawal of the complainant from the process. One additional citizen complaint trial is currently scheduled for trial on November 16 and 17, 2022.

## **6. Research and Policy**

Thus far in 2022, 69 updated MPD SOPs and SOIs have been submitted to the FPC, 33 of which have been reviewed and analyzed by FPC Research and Policy Analyst Barbara Cooley. The Board has approved 59 updated MPD SOPs/SOIs in 2022.

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

- Continued monitoring the Police Satisfaction Survey contract; surveying is continuing, although over 900 responses have been collected, a high enough number for sophisticated data analysis. The report will be completed by the end of the year.
- Completed the second quarter 2022 911 Call Wait Times Report, including analysis of the effect of the 911 telecommunicator salary increase on hiring and retention, and the relationship of staffing levels and call volume vs. call response time. Received the Q3 data and will begin writing the report.
- Released consultant's 2020 Use of Force Report; the completed 2021 report is expected this quarter. Provided additional data not included in past reports on investigations and outcomes.
- Received from consultant and released the 2019 and 2020 Citizen Complaint Reports. Monitoring the 2021 report, which may be out by year end.

- Analyzed results of questionnaire to determine police officers' and firefighters' reasons for moving out of Milwaukee; writing report.
- Analyzing and reporting the demographic attrition rates for MPD/MFD candidates through the hiring process to identify needed changes in the process.
- Writing reports on data related to appeals for both disciplinary actions and pre-employment examinations to determine relevant trends.
- Completed compilation of examples of legislation/policies for use as a reference in writing the FPC's body cam footage release SOP.

## **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. The following is a list of recently started and upcoming scheduled classes/recruitments:

- A police officer class started on October 17, 2022 (class of 61).
- An MPD 911 telecommunicator class started on September 19, 2022 (class of 7). An MFD 911 telecommunicator class also started September 19, 2022 (class of 3). A separate MFD 911 telecommunicator class started on October 31, 2022 (class of 2).
- Recruitments for police aides and fire cadets are currently open. For police aides, the application period will be open until November 18, 2022. For fire cadets, the application period will be open until December 2, 2022.
- A new 911 telecommunicator recruitment will open on November 21, 2022 and run through December 16, 2022.
- A new police officer recruitment will open on November 21, 2022 and run through December 16, 2022.
  - For this recruitment, as well as for police aide, fire cadet, and 911 telecommunicator, we hosted an open house at the Training Academy on Saturday, November 12<sup>th</sup>.
  - FPC Recruiter Josselin Morales has created a partnership with La Grande (104.7) and La Z (107.1) to engage the Spanish speaking community to promote recruitment and discuss safety tips.

- The first radio engagement took place on November 10<sup>th</sup> and promoted the open house and open and upcoming recruitments.
- A bus advertisement for police officer and 911 telecommunicator recruitments will begin soon.