



## 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, 2022

RE: Monthly Update on FPC Departmental Operations

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The following report is an update on Fire and Police Commission (FPC) department operations. This report will be presented by the Executive Director at the FPC regular board meeting on May 19, 2022.

#### **I. FPC Staffing and Vacancies**

Of the 24 staff positions assigned to the FPC, there are 8 current vacancies. The following recent efforts have been taken to fill staff vacancies:

##### Administration Unit

*Program Assistant I.* This is a new vacancy that was created by the resignation of former Program Assistant I Veronica Wilson, which was effective May 13, 2022. We will be working with the Department of Employee Relations (DER) to post this position for candidates to apply through a transfer/promotion opportunity.

##### Audit Unit

*Auditor Manager.* This vacancy was created by the resignation of former FPC Audit Manager Michael Doherty, which was effective April 8, 2022. This position has been posted for candidates to apply through an open recruitment. The application period closes on June 3, 2022.

*Auditor.* This vacancy was created by the resignation of former FPC Auditor Crystal Weatherall, which was effective March 11, 2022. We have requested and

received existing eligible lists from DER and are in the process of surveying those lists to see who is still interested in the position. After we do so, we will be setting up interviews to fill this vacancy.

### Staffing Services Unit

*Staffing Services Manager.* This is a new vacancy that was created by the resignation of our current Staffing Services Manager La’Neka Horton, which is effective May 20, 2022. This position has already been posted for candidates to apply through an open recruitment. The application period closes on May 20, 2022

*Human Resources Representative.* I am pleased to report that we have hired Lynnette Crump to fill this vacancy. Lynnette started with the FPC on May 2, 2022 and will be a great addition to our team. She has extensive human resources and management experience. Most recently, Lynnette worked as the Human Resources Manager for Broad Scope Disability Services. She also has a Master of Business Administration from Cardinal Stritch University.

*Recruiter.* This vacancy was created by the resignation of the former FPC Recruiter Kischa Buford, which was effective February 4, 2022. DER has posted this position for candidates to apply through an open recruitment. The posting closed on April 22, 2022. Once we receive the referral list from DER, we will schedule interviews.

*Test Administration Coordinator.* This vacancy was created by the promotion of the previous Test Administration Coordinator, Molly Kuether-Steele, to the position of HR Representative, which occurred on November 15, 2021. We had considered using an existing eligible to fill this position; however, based on the age and status of that eligible list, we have determined that it is necessary to post this position for candidates to apply through an open recruitment. The position has now been posted. The application period closes on June 3, 2022.

### Office of Emergency Management

*Director of Emergency Management.* We conducted interviews to fill this position the week of April 17, 2022. This a cabinet-level position, which requires appointment by the Mayor and confirmation by the Common Council. I have forwarded a list of top candidates to Mayor for his consideration.

*Administrative Support Specialist (Office of Emergency Management).* Once a new Director of Emergency Management is confirmed, this position will be posted for candidates to apply. This will allow the new director to lead the hiring process for a position that will report directly to him or her.

## II. Update on FPC Operations

### A. 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.

To date, the Audit Unit has fully completed the following 4 audits:

- Internally generated Q1-2 2020
- No-action encounters Q3-4 2020
- MPD citizen complaints Q3-4 2020
- FPC citizen complaints Q3-4 2020

The following additional 8 audits have begun and are currently in process:

- Internally generated Q3-4 2020: This report has been finalized and is now ready for publication.
- No-action encounters Q1-2 2021: This report is currently under review by MPD. We anticipate receiving MPD's response this week.
- Field interviews Q1-2 2021: A draft report will be sent to MPD by mid-May 2022. We anticipate completion by mid-June 2022.
- Traffic stops Q1-2 2021: A draft report will be sent to MPD by mid-May 2022. We anticipate completion by mid-June 2022.
- FPC citizen complaints Q1-2 2021: This report is currently under review by FPC Management. We anticipate completion by mid-June 2022.
- MPD citizen complaints Q1-2 2021: The audit has been completed. Results were presented to MPD on May 6, 2022. A draft report will be sent to MPD within the next 2 weeks.
- Internally generated Q1-2 2021: The audit has been completed. Results were presented to MPD on May 6, 2022. A draft report will be sent to MPD within the next 2 weeks.

- Field Interviews Q3-4 2021: Fieldwork is completed. The report is anticipated to be completed by late May 2022.

## **B. Community Engagement**

Regarding our recruitment efforts, FPC Community Outreach Coordinator Maritza Ugarte and colleague Jordan Dickerson met with a vendor that did some marketing/advertising for the police officer and 911 recruitments. They discussed strategies and data from these recruitments which will help inform future recruitment efforts. The intention is to continue to implement various strategies to attract a diverse pool of candidates.

With respect to community outreach efforts, Ms. Ugarte has been attending various planning sessions with members of MPD and the CCC for a series of upcoming town hall meetings aimed at developing a city-wide community-oriented policing (COP) plan.

Ms. Ugarte has also continued to attend various community-based meetings and events to inform community members of various current information related to the FPC. For example, she attended a community open house hosted by County Executive David Crowley to introduce herself to community partners and learn more about other departments with whom we could partner on future projects that align with our community outreach efforts

Ms. Ugarte has recently attended five additional community events and meetings since the last report. Included in this list was an evening community walk hosted by various faith-based leaders in the MPD District Two area. The community walk was done to reach out to residents in an area that had recently experienced numerous incidents of gun violence and connect those residents to various resources.

In addition, Ms. Ugarte has been updating commissioners on relevant news coverage and has been using social media to engage with the public and share updates on the FPC's work. Updates that were posted to social media included photos taken at different community events, a congratulations post for recently appointed Assistant Chief Sharon Purifoy-Smoots, and general meeting reminders.

## **C. Emergency Management**

As noted above, the Mayor is in the process of considering candidates for the position of Emergency Management Director. Notwithstanding this vacancy, the FPC has continued its involvement with the Executive Steering Committee (ESC) of the Public Safety Enhancement Program (PSEP), which seeks to improve 911/emergency communication center operations. Part of PSEP includes the creation

of a new Department of Emergency Communications (DEC), which will combine both MPD and MFD 911/call processing and dispatch operations.

#### **D. Investigations**

To date this year, the FPC has received 48 citizen complaints. Eleven of the complaints have been designed as formal complaints. We currently have 16 open complaints that we are actively investigating

#### **E. Legal**

To date this year, there have been a total of 8 disciplinary appeals that have been filed with the FPC. One of those appeals was resolved by way of settlement shortly before trial in February 2022. Another case was resolved by the voluntary withdrawal of the appellant from the process in April 2022. Two appeals led to Board trials and decisions in April and May 2022. The remaining 4 appeals are scheduled for trial between May and August 2022. There is also 1 citizen complaint trial scheduled for June 2022.

#### **F. Research and Policy**

Thus far in 2022, 32 updated MPD SOPs/SOIs have been submitted to FPC, 20 of which have been reviewed and analyzed by FPC Research and Policy Analyst Barbara Cooley. Twenty-four updated MPD SOPs/SOIs have been approved by the Board in 2022.

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

- Analyzing MPD recruitment and promotional demographic data to identify needed changes/updates in the selection processes.
- Monitoring the contract for the 2022 Police Satisfaction Survey.
- Producing quarterly 911 Call Wait Times reports and reviewing report design.
- Providing the data for and monitoring the 2021 Use of Force Report.
- Providing the data for and monitoring the 2021 Citizen Complaint Report.
- Produced and monitoring FPC's recommendations for the Mayor's Vision Zero safe driving initiative.
- Creating and coordinating with MFD/MPD a questionnaire for police officers and firefighters who move out of Milwaukee to determine their reasons for doing so.
- Establishing baseline data for measuring the effect of the 911 telecommunicator salary increase on hiring and retention.

- Analyzing data related to appeals of both disciplinary actions and pre-employment matters to determine relevant trends.
- Researching body cam policies in other jurisdictions.

### **G. 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 fire cadet class is scheduled to begin on August 22, 2022 (class of 30).
- A spring firefighter class started April 4, 2022 (23 recruits), and a fall class is scheduled to start August 8, 2022 (class of 50)
- A new recruitment for police officers closed on April 1, 2022.
- A police officer class started on April 18, 2022 (58 recruits). Two additional police officer classes are scheduled for October 17, 2022 and January 23, 2023. The start dates for these two classes were recently pushed back to permit candidates from the new recruitment to participate in both classes, which permit full classes of 65 recruits for both classes.
- An MPD 911 telecommunicator class started on May 16, 2022 (9 recruits), An MFD 911 telecommunicator class is scheduled to start May 31, 2022 (2 recruits).
- A new 911 telecommunicator recruitment also recently closed on April 1, 2022. The target start date for this recruitment is July 11, 2022.

LWT