



Fire and Police Commission

Leon Todd
Executive Director

Naomi Gehling
Deputy Director

Edward Fallone
Chair

Amanda Avalos
Vice-Chair

Fred Crouther
LaNelle Ramey
Dana World-Patterson
Bree Spencer
Gerard Washington
Ruben Burgos
Miriam Horwitz
Commissioners

Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: June 13, 2023

RE: Monthly Update on FPC Department Staffing and Operations

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 June 15, 2023.

FPC Department Staffing and Vacancies

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

Investigator (bilingual). We conducted interviews to fill this position the week of May 14, 2023. We have identified a top candidate and are in the process of conducting the Criminal Justice Informational Services (CJIS) background check. We hope to have this position filled soon.

Program Assistant I. The application period closed on May 26, 2023. We have received the eligible list from the Department of Employee Relations (DER) and will be scheduling interviews in the near future.

Senior Auditor. This is a new position that was added as part of the FPC's 2023 budget. DER has completed classifying the position, which can now be posted for candidates to apply.

Test Administration Coordinator. This is a new vacancy that was created by the promotion of Ameer McAuliffe to Human Resources Representative. The position

has been posted for candidates to apply. The application period closes on June 16, 2023.

FPC Department Operations

1. Audit & Compliance

Pursuant to the *Collins* Settlement Agreement, the 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 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.

Collins Settlement Agreement Audits

Completed Audits. To date, the Audit Unit has fully completed the following 17 audits during Year Five of the *Collins* Settlement Agreement:

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

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

- FPC Citizen Complaints Q3-4 2022

The fieldwork for the following one audit has been completed and the report is in draft form. We anticipate sending the report to MPD by the end of June 2023:

- Field Interviews Q3-4 2022

The following one audit is complete and a draft report has been sent to MPD. We are waiting for a response from MPD:

- Traffic Stops Q3-4 2022

Other *Collins* Settlement Agreement Work

Compliance Auditor Kris Williams has been busy sending proofs of the FPC's compliance efforts to the Crime and Justice Institute (CJI). The FPC submitted all of its proofs by the June 12, 2023 deadline. The proofs included all the required audits for Year Five of the Settlement Agreement.

Non-*Collins* Related Audit

The Audit Unit is now working on the following Non-*Collins* related audits:

- MPD Use of Force
 - The Audit Unit is in the research and planning phase for this new audit. The anticipated audit objectives will address:
 - ✓ De-escalation
 - ✓ Amount of force/objective reasonableness
 - ✓ Duty to intervene
 - ✓ Rendering aid
 - ✓ Reporting and documenting
 - ✓ Notifications
 - ✓ Accountability
- MPD Overtime
 - This audit includes a review of MPD's Standard Operating Procedures (SOPs) related to overtime, overtime cards, and Captains' Overtime Control Plans. We anticipate the audit being completed September 2023.

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 6.* Ms. Ugarte attended the May Public Safety Listening Session hosted at the Hillside Family Resource Center in Aldermanic District 6. This was a well-attended session with good feedback from community members. Those present included residents, community-based organization representatives, and pastors of nearby churches.
- *MPD Public Safety Cadets Competition.* FPC staff members attended this year's MPD Public Safety Cadets Competition and were able to share information on the Police Aide and Police Officer recruitments for interested participants. FPC staff members also assisted by running a mock physical readiness test (PRT) course for participants to familiarize them with the process.
- *Emergency Gun Violence Summit.* Ms. Ugarte attended and hosted a resource table at this summit hosted by Forward Latino. The conference was attended by various community members, including representatives of public health agencies, the Office of Violence Prevention (OVP), faith-based groups, as well as residents who had lost loved ones to gun violence.
- *Heal the Hood Event.* FPC Recruiter Josselin Morales hosted a resource table at this event and spoke to community members about the current open recruitment for police officers.
- *Clippers and Cops.* FPC staff joined this event and hosted a resource table to provide information about the FPC in general and also specifically about the current police officer recruitment. The event was hosted by the Milwaukee Christian Center at Gee's Clippers. It provided an opportunity for positive community engagement between police officers and young people.

Partnerships

- Ms. Ugarte and MPD Community Relations and Engagement Manager Marcey Patterson presented to a group of community organizers about the upcoming Public Safety Listening Sessions and asked for assistance in spreading the

word to increase attendance at future sessions. The group provided a number of great suggestions relating to continued outreach efforts.

- Ms. Ugarte attended the On the Issues session hosted at Marquette's Lubar Center. Director Derek Mosley moderated a discussion with Sherriff Denita Ball and Chief Jeffrey Norman regarding the public safety concerns their agencies face.

Information

- Ms. Ugarte shared and created various Facebook posts regarding Pride Month participation, including an MPD resource table at this year's festival at the Summerfest grounds. The table included recruitment flyers for our current police officer recruitment. Thank you to Police Officers Dellian Mendez and Emilio Alaniz from MPD District 2 for hosting the resource table.

3. Emergency Management

Recently, 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 June: "If you see something say something"; Heimlich Maneuver; Senior Citizen Emergency Preparedness; Tornado Siren Test; Run, Hide, Fight; Teach Kids How to Call 9-11 To Save A Life)
- Social media content is now posted on the City's emergency management webpage, along with its Twitter page. Looking to update the website with "Say Something See Something" information in preparation for summer festivals:
 - <https://city.milwaukee.gov/Emergency-Management>
 - <https://mobile.twitter.com/milwaukeeemhs>
- Community Hazard Map still in development. The map will display information on the following: shelter locations, snow plow priority routes, heat maps, cooling centers, warming centers, flood inundation areas, 511 traffic/cameras, etc.
- Meeting with the New York City Office of Emergency Management to discuss "Notify NYC." The Office of Emergency Management (OEM) is interested in the application and considering adopting their approach.

- Published Soft Targets/Crowded Spaces High Hazard Target calendar for May 2023. Information is shared with the Emergency Management Support Team in case of citywide emergency operation center (EOC) activations. The special event calendar lists 39 potential high-hazard activities (12 Brewers games, 2 hockey games, 11 concert/theater shows, 14 festivals, etc.).
- Active Shooter training scheduled for the week of August 20, 2023, provided by C3 Pathways, which is part of the National Domestic Preparedness Consortium.
- Planning workshop scheduled with MPD to finalize the Civil Unrest Response Annex.
- Attended FEMA National Preparedness Symposium in Emmitsburg, Maryland on May 23-25, 2023.
- Special Event Emergency Planning underway for Harley-Davidson's 120th Anniversary and MKE Air & Water Show.
- Need to re-evaluate the busing migrant plan as the Tommy Thompson facility will no longer be a resource for the City as the State Fair Park Festival has priority. 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.
- Completed EOC all hazards training that was scheduled for May 23-24, 2023.
- Updated the City's severe weather emergency policy and awaiting approval by the Mayor's Office.
- Developed two training Public Information Office (PIO) task books for the All Hazard Public Information Team. Working to establish a citywide PIO team.
- Meeting scheduled with the Emergency Management Support Team to discuss a citywide alert notification platform. Currently, the City does not have its own community alerting system. OEM has reviewed three quotes and is planning to make a recommendation to the City.

4. Investigations

Thus far in 2023, the FPC has received 72 citizen complaints (five formal and 67 informal). Of the formal complaints, two involves MFD and three involve MPD. Seventeen complaints remain open and 55 have been closed.

5. Legal

As of June 1, 2023, one disciplinary appeal trial has been held in 2023. There are three pending disciplinary appeals currently scheduled for trial. Two disciplinary appeals were dismissed after the appellants 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 18 amended SOPs for Board review, as well as four amended SOIs. Thirty-five amended or new SOPs and three amended SOIs have been approved by the Board in 2023, and 41 SOPs and three SOIs have been reviewed by FPC Research and Policy Analyst Barbara Cooley.

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

- Completed the Q1 2023 9-1-1 call wait times report.
- Updating analysis of appeals of both pre-employment and disciplinary matters.
- Gathered and analyzed data for the FPC's *Collins* Settlement Agreement proof submissions to CJI, including a report on the testing/examination process attrition analysis for the full March-April 2022 police officer recruitment.
- Researched and gathered police department overtime avoidance best practices for a Common Council-requested audit.

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, continuous police officer recruitment opened on May 19, 2023

- The next police officer class of 60 recruits is scheduled to start August 7, 2023 (the size of the class was recently increased from 50 to 60)
- One police aide class is scheduled for July 2023.
- A new firefighter recruitment is set to open on June 19, 2023
- One firefighter class of 60 recruits is scheduled to start August 7, 2023 (the size of the class was recently increased from 35 to 60 recruits)
- One fire cadet class is scheduled for August 2023.
- The next 911 telecommunicator class is scheduled to start June 26, 2023
- One community service officer (CSO) class is scheduled for fall 2023