

City of Milwaukee FIRE & POLICE COMMISSION

Executive Director Update to the
Public Safety & Health Committee
June 24, 2021



Overview

1. **Staffing & Vacancies**
2. **Testing & Hiring**
3. **Recruitment Efforts**
4. ***Collins* Settlement Agreement**
5. **Department Policy Reviews**

Staffing & Vacancies

- **At the time I became Executive Director on December 30, 2020, approximately 40% of the positions at FPC were vacant (9 out of 23 positions).**
- **Since that time, the following 5 positions have been filed:**
 - Auditor
 - Chief of Staff
 - Human Resources Representative
 - Program Assistant II (Staffing Services Depart.)
 - Staffing Services Manager
- **There are currently 6 remaining vacancies:**
 - Auditor – submitted request for approval of negotiated salary amount for top candidate
 - Community Outreach Coordinator – new vacancy; eligible list will be available soon
 - Program Assistant I (Admin. Depart.) – new vacancy; recruitment will begin soon
 - Program Assistant II (Emergency Management Depart.) – position is being reclassified
 - Research and Policy Analyst – DER recently referred additional candidates; interviews planned for July
 - Test Administration Coordinator – initial interviews unsuccessful; DER recently referred additional candidates
- **Recruitment and hiring has also been conducted for 4 new positions within the Office of Emergency Communication:**
 - Public Safety Project Manager
 - Public Safety Systems Administrator (2 positions)
 - Public Safety GIS Analyst

Testing & Hiring

- **Milwaukee Police Department Recruitments**
 - **911 Operator Class Start Date 7/12/2021**
 - Accepted applications 9/28/2020 – 10/30/2020
 - Testing and interviews
 - Written Test 2/28/2021 – 3/4/2021
 - Oral Interviews 3/11/2021 – 3/12/2021
 - Psychological Evaluations 5/2021
 - Pre-employment medical/drug 5/2021 – 6/2021

Testing & Hiring

- **Milwaukee Police Department Recruitments**

- **Police Officer Class Start Date 8/23/2021**

- Using an existing list
- Testing and interviews
 - Oral Interviews 4/27/2021 – 4/28/2021
 - Physical Readiness Test 6/24/2021 – 6/25/2021
 - Psychological Evaluation 6/2021 – 7/2021
 - Pre-employment medical/drug 7/12/2021 – 7/21/2021

Testing & Hiring

- **Milwaukee Police Department Recruitments continued...**
 - **Community Service Officer Class Start Date 9/7/2021**
 - Accepted applications 3/17/2021 – 4/7/2021.
 - Testing and interviews
 - Oral Interviews conducted by MPD
 - Psychological Evaluation 8/2021
 - Pre-employment medical/drug 8/2/2021 – 8/6/2021

Testing & Hiring

- **Milwaukee Fire Department Recruitments**

- **Firefighter Class Scheduled* Start Date 7/26/2021**

- Using an existing list
- Testing and interviews
 - Candidate Physical Ability Test 7/2/2021 & 7/16/2021
 - Psychological Evaluation 6/2021 – 7/2021
 - Pre-employment medical/drug 6/7/2021 – 6/25/2021

*There has been a delay with background checks beyond the FPC's control

- *This delay may push back the class's start date*

Testing & Hiring

- **Milwaukee Fire Department Recruitments**
 - **Fire Cadet Class Start Date 8/9/2021**
 - Applications accepted 10/16/2020 – 12/2/2020
 - Testing and interviews
 - Written Test 1/29/2021 – 1/30/2021
 - Oral Interviews 3/9/2021 – 3/10/2021
 - FC Physical Ability Test 5/8/2021
 - Psychological Evaluation 6/2021 – 7/2021
 - Pre-employment medical/drug 6/28/2021 – 7/7/2021

Recruitment Efforts

- **Recruitment for police officers and firefighters is conducted through a lens of equity and inclusion**
 - Emphasis on recruiting events tied to MPS activities to build a pipeline of diverse candidates.
 - Recruiting at cultural hubs like Sherman Phoenix, Latino Family Expo, and Mexican Fiesta, as well as other strategic locations within the community.
 - Flyers and advertisements that illustrate diversity within the police and fire departments; materials available in English, Spanish, and Hmong.
 - *CampHERO*—a camp introducing girls to protective service careers; a collaboration between FPC, MPD, MFD, Girls Scouts, and MATC (June 2021).
 - With the pandemic limiting in-person opportunities, we have utilized social media platforms including Facebook, Twitter, and Instagram to reach a broader audience of potential candidates.
 - Text message and email reminders and increased communication to promote recruitment have increased show rates for applications, events, and exams.
 - As an equity strategy, hosting extensive prep sessions has helped prepare candidates for testing.

Collins Settlement Agreement

- **Currently in Year 3 of the 5-year settlement agreement**
- **Significant progress has been, and is being made, in the area of settlement compliance:**
 - Extensive changes have been made to Board Rule XV and the Complaint Guidelines to conform to the language of the settlement and conform policy to compliance mandates.
 - Data is posted and publicly available regarding all stops made in 2019 and 2020 and all complaints received by MPD and the FPC through Q1 of 2021.
 - Complaint materials are now available online as well as at all MPD district stations and Milwaukee Public Libraries.
 - FPC employees tasked with settlement activities have completed training on the *AIM system*, which is central to report creation, complaint tracking, and auditing, as well as *Evidence.com*, which is central to the auditing requirements and complaint investigation process.

Collins Settlement Agreement

- **To build on previous successes, the FPC is focused on:**
 - **Audits:**
 - The first audit of internally generated complaints has been completed
 - An audit of *No Action Encounters* has begun and is nearly completed
 - An audit of *Citizen Complaints* has also begun
 - Audit plans and schedules have been drafted for additional required audits and workflows are being established for data entry, required at the conclusion of the audits
 - Two additional auditors are expected to start in late June and July of 2021
 - **Compliance:**
 - Of the 19 clauses that are assigned solely to the FPC, 16 clauses (84%) are now deemed in compliance or in process toward compliance.
 - CJI has counselled that “compliance is a process, not an event,” and the FPC is working diligently to meet the challenge that that process presents.
 - The third annual report on overall compliance authored by CJI will be publicly released in September of 2021.
- **Recruiting, retention, and promotional efforts are continuously assessed to measure equity and reflect Milwaukee’s diverse population.**

Department Policy Reviews

- **The FPC is tasked with reviewing and approving or denying policy changes sought by the departments.**
- **These policy changes are analyzed by FPC staff, who provide information and analysis to the Board to consider in their decision-making.**
 - Notably, the Board recently removed any exception for the use of chokeholds from SOP 460 – Use of Force
 - The Board also recently adopted SOP 003 – Community Oriented Policing
- **The Policies and Standards Committee will be considering a number of policies at upcoming meetings, including:**
 - SOP 114 – Domestic Violence
 - SOP 970 – Search Warrants
 - SOP 320 – Canines
 - Traffic Safety Unit Standard Operating Instruction
 - Sensitive Crimes Division Standard Operating Instruction