



Fire and Police Commission

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Executive Director

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Commissioners

Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: July 23, 2025

RE: Update on FPC Staffing and Operations – July 24, 2025, Regular FPC Board Meeting

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 July 24, 2025.

FPC Staffing

Twenty-seven full-time staff positions are assigned to the FPC. We currently have one vacancy:

1. *Program Assistant I.* The Department of Employee Relations recently conducted a recruitment for this position and is in the process of creating an eligible list. We will conduct interviews once the eligible list is complete.

FPC Operations

1. Audit & Compliance

Collins Settlement Agreement Audits – Year Eight (2025-2026)

Current Audit Status

The FPC Audit Unit is currently working on the following two audits:

- MPD No-Action Encounters Q1-Q2 2025

- FPC Citizen Complaints Q3-Q4 2024

Completed Audit Status

The Audit Unit has completed the following two audits for Year Eight (2025-2026) of the agreement:

- MPD Field Interviews Q3-4 2024
- MPD Traffic Stops Q3-4 2024

Non-Collins Audits

The Audit Unit is currently working on two non-*Collins* audits:

- MPD Discipline Matrix
- MPD Use of Force

The Audit Unit has completed the following three non-*Collins* audits in 2025:

- MPD ShotSpotter
 - This audit is under review by MPD leadership
- MPD Domestic Violence Calls for Service
 - This audit is under review by MPD leadership.
- MPD In-Car Camera System
 - This audit is under review by FPC leadership

2. Community Engagement

Some of the FPC's upcoming community outreach and engagement work includes:

- **MPD's National Night Out:** These events will be held in each of MPD's seven districts throughout the month of August. FPC staff will host tables at each of these National Night Out events to disseminate recruitment information and engage with community members.

3. Investigations

Thus far in 2025, the FPC has received 94 citizen complaints: 58 involve MPD members, four involve DEC members, six involve MFD members, and 26 involve matters outside the FPC's jurisdiction.

In 2025, the FPC has received seven commendations involving six MPD members and one MFD member.

4. Legal

Thus far 2025, four disciplinary appeals have been filed with the FPC, two of which have been dismissed following negotiated settlements. One disciplinary appeal trial was held on July 15, 2025. One disciplinary appeal is scheduled for trial on October 14, 2025.

5. Research and Policy

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

- Reviewing amendments to MPD standard operating procedures/instructions.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Participating in an ongoing police recruitment and retention workgroup.
- Drafted semiannual dispatch/response times report.
- Drafted 2024 Citizen Complaint Report.
- Drafting Q2 911 Call Wait Times Report
- Reviewing and finalizing the FPC's 2024 Annual Report

6. Staffing Services

The Staffing Services Unit is engaged in ongoing testing, hiring, and recruiting to fill positions within the public safety departments. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Continuous recruitment for the Police Officer position (entry-level) remains ongoing.
 - As of July 22, 2025, we have received 749 applications that meet the minimum qualifications in 2025.
 - Class 2-2025 is scheduled to start on August 4, 2025.
 - The eligible list for the December 2025 class (Class 3-2025) will be presented for approval at this meeting.
- A new recruitment for the Firefighter position closed on June 30, 2025.

- We received 1,056 applications that met the minimum qualifications. This represents a 37% increase from the previous year.
- The next Firefighter recruit class will start on August 4, 2025 (recruits for this class will be drawn from the prior recruitment).
- The next Emergency Communications Officer (ECO) class is scheduled to start on August 18, 2025.
- The next Fire Cadet class will start on August 18, 2025.
- The Police Aide class will also start on August 18, 2025.

Recruitment:

- IHeartRadio podcast advertisement is live until the end of this month
- Safeguard Recruiting has begun discussions with FPC staff regarding video and advertisement content.
- To date in 2025, FPC Recruiters have attended a total of 77 recruitment events and hosted 32 prep sessions, for a total of 109 events. Notable recent events include Pride Fest, Merrill Park Block Party, The Mil Football Camp, Puerto Rican Fest, and Juneteenth Day.
- The FPC and MFD recently partnered with Crunch Fitness for two months, allowing us to host a resource table in two separate gyms.
- CampHERO had a total of 22 campers out of 24 available spots, far surpassing the number of girls enrolled the last two year.