



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: September 13, 2022

RE: Monthly Update on FPC Department Operations

The following report is an update on Fire and Police Commission (FPC) department operations. The report will be presented by the Executive Director at the FPC regular board meeting on September 15, 2022.

I. FPC Staffing and Vacancies

There are 24 staff positions currently assigned to the FPC. The following vacancies currently exist:

Administration Unit

Program Assistant I. We recently received the eligible for this position from the Department of Employee Relations (DER). We intend to schedule interviews in the coming weeks.

Audit Unit

Auditor Manager. The FPC conducted interviews for this position in August 2022. We anticipate making an offer soon.

Auditor. We conducted interviews for this position in late May 2022; however, a potential candidate we had identified recently withdrew from the process. We are currently in the process of evaluating our options for moving forward.

Staffing Services Unit

Staffing Services Manager. We conducted interviews for this position in August 2022. We expect to have the position filled soon.

Test Administration Coordinator. We conducted interviews for this position in August 2022. We have identified a top candidate and are waiting for the approval of a special rate letter by DER.

Office of Emergency Management (OEM)

Administrative Support Specialist. It is anticipated that this position will be eliminated as part of the 2023 budget. Recruitment for this position is therefore on hold.

We are also conducting second interviews on September 14, 2022 to fill an additional Human Resources Representative position, which will be funded using 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.

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.

Audit results are first presented to MPD after completion. Shortly thereafter, the Audit Unit will send a draft report to MPD, which then has 30 days to respond. MPD's responses are then reviewed and considered by FPC staff in generating the final report.

To date, the Audit Unit has fully completed the following 9 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

The following additional 7 audits have begun and are currently in process:

- MPD citizen complaints Q1-2 2021: The FPC has received MPD's response to this draft audit report. The final report will be sent this week.
- Internally generated Q1-2 2021: The FPC has received MPD's response to this draft audit report. The final report will be sent this week.
- Field Interviews Q3-4 2021: The audit has been completed. A draft report will be sent to MPD within the next 2 weeks.
- 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 will be sent to MPD within the next 2 weeks.
- MPD citizen complaints Q3-4 2021: The fieldwork for this audit is in progress. We anticipate completion by October 2022.
- Field interviews Q1-2 2022: The fieldwork for this audit is in progress. We anticipate completion by November 2022.

B. Community Engagement

Over the last month, FPC Community Outreach Coordinator Maritza Ugarte has attended various end-of-summer community events. This allowed Ms. Ugarte to speak to various community members about upcoming recruitments and other public safety efforts. Ms. Ugarte has focused her recent efforts on promoting the police aide and fire cadet recruitments, which are great opportunities for young people in the City of Milwaukee.

In addition, the FPC hosted information tables at MPD's National Night Out events in Districts 2, 3, 6, 7, and the combined event for Districts 1 and 5. Participation at these events included approximately 200-500 residents from the community, as well as an array of community partners who shared information on their services/programming.

Ms. Ugarte also attended this year's Puerto Rican festival and was invited to partner with DER and Avanzando members to host an information table at this event.

Also, Ms. Ugarte worked with MPD Community Relations & Engagement Manager, Marcey Patterson, and Safe & Sound District 7 members to spread the word about a Public Safety Listening session hosted at Wellpoint on August 27, 2022.

Lastly, Ms. Ugarte has been using social media to post various updates on current FPC-related events and news. Through these posts, she hopes to increase awareness and engagement among community members and stakeholders who are active on these platforms. Among others posts, Ms. Ugarte created a post about a commendation received by Police Officer Chad Stiles from a city resident. The commendation post received an overwhelmingly positive response from the community. The post is currently our top liked post which has reached over 20,000 people and was shared over 42 times.

C. Emergency Management

As previously reported, Ryan Zollicoffer recently started as the new Emergency Management Director on August 22, 2022. Among other recent initiatives, Mr. Zollicoffer has reached out to the State and FEMA Region 5 and scheduled a meeting to discuss potential training/exercise plans related to the Republican National Convention (RNC). He also met with the Cleveland Emergency Management Director regarding lessons learned from the 2016 RNC and is currently in the process of reviewing their after-action report.

In addition, Mr. Zollicoffer has communicated with the State regarding hazard mitigation projects related to prior winter storms and flooding at the Port, in order to ensure potential issues or hazards are mitigated for future weather events. He has contacted city department heads and developed an emergency management support team to assist OEM in the future with emergency planning, training, and exercises. Mr. Zollicoffer has also held a joint meeting with the County Emergency Management Director and team to discuss the City's emergency plans, alert notification systems, and opportunities to develop a joint integrated training/exercise plan. Finally, he is in the process of re-establishing OEM's social media pages, such as Twitter and Facebook.

The FPC has also 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.

D. Investigations

To date this year, the FPC has received 112 citizen complaints. Twenty-five of the complaints have been designated as formal complaints. We currently have 11 open complaints that we are actively investigating.

E. Legal

To date this year, there have been a total of 10 disciplinary appeals that have been filed with the FPC (2 for MFD and 8 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 2 appeals, which have been joined, are currently scheduled for trial in September 2022, but are in the process of being rescheduled.

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 in November 2022.

F. Research and Policy

Thus far in 2022, 55 updated MPD SOPs and SOIs have been submitted to the FPC, 30 of which have been reviewed and analyzed by FPC Research and Policy Analyst Barbara Cooley. Fifty-four updated MPD SOPs/SOIs have been approved by the Board 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; survey launch is scheduled to take place in September.
- Completed the second quarter 2022 911 Call Wait Times report, including analysis of effect of 911 telecommunicator salary increase on hiring and retention, and relationship of staffing levels and call volume v. call response time.
- Monitoring the 2020 and 2021 Use of Force Reports. Provided additional data not included in past reports on investigations and outcomes.
- Monitoring the 2021 Citizen Complaint Report. Also produced additional complaint report for the Complaints and Discipline Committee.
- Wrote report on FPC's recommendations for the Mayor's Vision Zero safe driving initiative.

- Have received results of questionnaire to determine police officers' and firefighters' reasons for moving out of Milwaukee. Will analyze and write 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.
- Researched and completed report on time limits for release of body cam footage in critical incidents, including body cam practices 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 started on August 22, 2022 (class of 24).
- A spring firefighter class started April 4, 2022 (23 recruits), and a fall class started on August 8, 2022 (class of 44)
- 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 March 20, 2023 (65 recruits per class).
- A new 911 telecommunicator recruitment closed on April 1, 2022
- An MPD 911 telecommunicator class started on July 11, 2022 (29 recruits). An MFD 911 telecommunicator class also started July 11, 2022 (4 recruits).
- Additional 911 telecommunicator classes for both MFD and MPD are scheduled for September 18, 2022 (11 recruits for MPD and 3 recruits for MFD).
- New recruitments for police aides and fire cadets recently opened. 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.