



Fire and Police Commission

2023 Budget Presentation



2022 Highlights & Notable Achievements

- ▶ **Two new Commissioners** confirmed in September 2022, expanding the FPC Board beyond seven members for the first time in its history
- ▶ **New Department of Emergency Communications (DEC)** placed under the jurisdiction of the FPC
- ▶ The FPC's continued efforts to fill staff vacancies have created a **diverse, talented, and high-performing team**
- ▶ The FPC's targeted recruitment efforts produced a **highly diverse police officer applicant pool** in 2022, one that is truly reflective of the Milwaukee community
- ▶ The FPC has approved **54 changes to MPD Standard Operating Procedures (SOP)**, including numerous policies of great public interest
- ▶ **Chief Lipski reappointed** to a new four-year term in April 2022



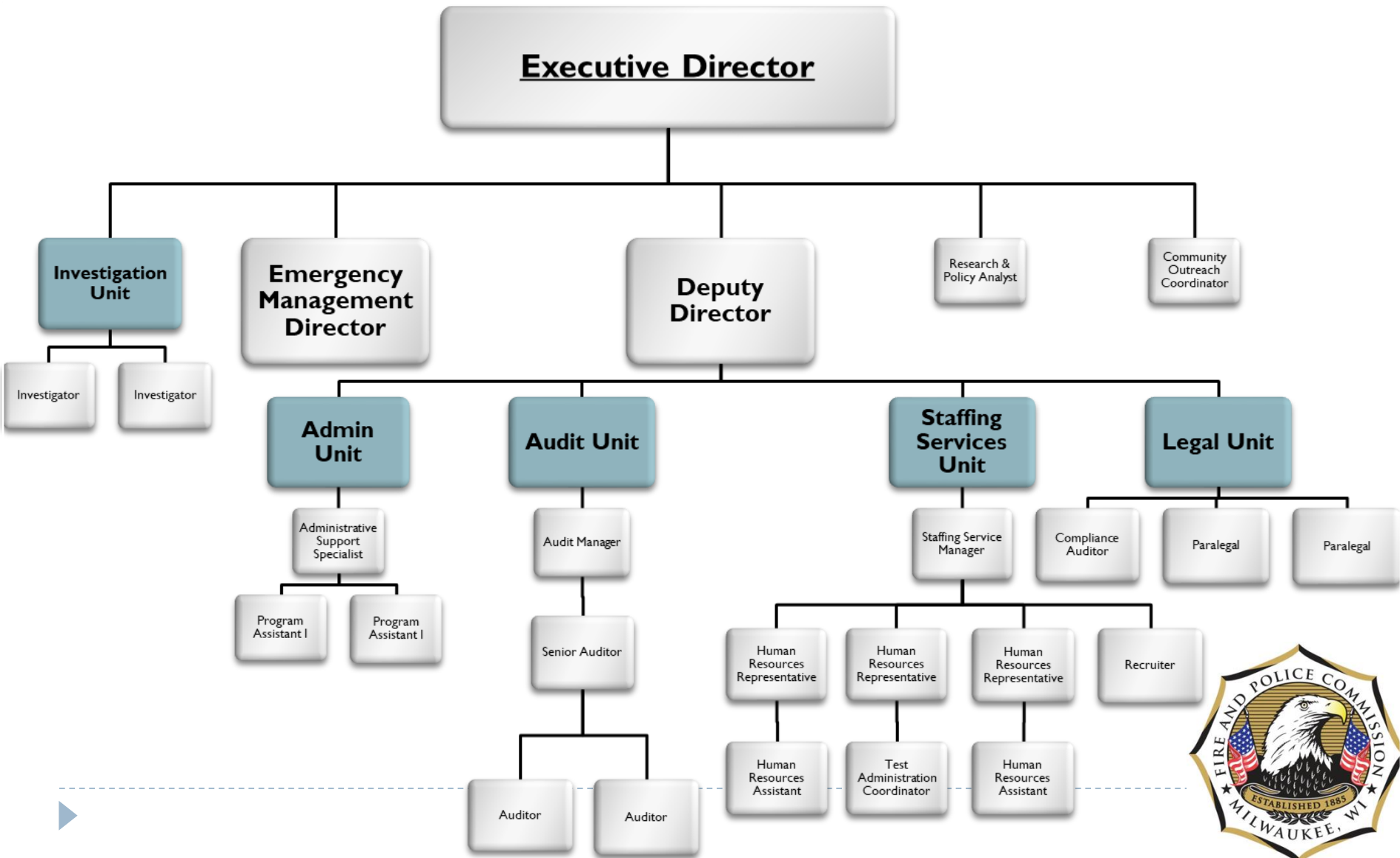
FPC Staff and Needs

FPC Staff:

- ▶ 20 staff in current positions
- ▶ Notable changes in 2023 budget
 - ▶ 2 positions added
 - ▶ Human Resources Representative
 - ▶ Senior Auditor
 - ▶ 1 position eliminated
 - ▶ Administrative Support Specialist (OEM)
- ▶ 3 Current Vacancies
 - ▶ Auditor – interviews conducted; background check pending
 - ▶ Auditor Manager – interviews conducted; final selection pending
 - ▶ Program Assistant I – interviews will be conducted in October 2022



FPC Organizational Chart



Recruitment and Diversity Efforts

Recruitment for Police Officers, Firefighters, and 911 Operators is conducted through a **lens of equity and inclusion**

- Emphasis on events tied to MPS activities to build a **pipeline of diverse candidates**
- Recruiting at open houses, career fairs, community events, and **cultural hubs** like Sherman Phoenix, Latino Family Expo, Mexican Fiesta, and Puerto Rican Fest, as well as other strategic locations
- Utilize flyers and advertisements that illustrate the **diversity within the departments**, as well as our commitment to increasing diversity
- Recruiting using social media, as well as text message and email reminders to **increase show rates** for applications, events, and exams
- As an **equity and retention strategy**, hosting extensive prep sessions to help prepare candidates for testing



Campaign: [Now Hiring 911 Telecommunicators](#)
Date Sent: September 22nd @ 2:37 pm CDT
Sent To: [All Contacts](#)
Count: 1,032 people

Hi! This is the Recruiter from the MKE Fire & Police Commission. We are now accepting applications for 911 Telecommunicator! For more information and to apply, visit: slkt.io/DPD4/{{#####}}.

Reply STOP to cancel, HELP for help. Msg&data rates may apply. Terms & privacy: slkt.io/6leC

Sent
1,032

All Contacts

Opt Outs

13

1% Opt Out Rate

Clicks

310

30% Click Rate

Police and Fire Classes and Recruitments in 2022

MPD

- **Police Officer Classes**
 - April 18, 2022 – 59 officers
 - Oct. 17, 2022 – 65 officers
- **Police Officer Recruitment**
 - New recruitment:
 - Feb. 18 to April 1, 2022
- **911 Operator Classes**
 - Feb. 21, 2022 – 5 operators
 - May 16, 2022 – 9 operators
 - July 11, 2022 – 30 operators
 - Sept. 19, 2022 – 7 operators

MFD

- **Firefighter Classes**
 - April 4, 2022 – 23 firefighters
 - Aug. 8, 2022 – 44 firefighters
- **Fire Cadet Class**
 - Aug. 22, 2022 – 24 cadets
- **911 Operator Classes**
 - Feb. 21, 2022 – 4 operators
 - April 4, 2022 – 2 operators
 - May 30, 2022 – 2 operators
 - July 11, 2022 – 4 operators
 - Sept. 19, 2022 – 3 operators
 - Oct. 31, 2022 – 2-3 operators



Upcoming Classes and Recruitments

MPD

- ▶ **Police Officer**
 - ▶ New Recruitment:
 - ▶ Nov./Dec. 2022
 - ▶ Classes:
 - ▶ Spring 2023 – 65 officers
 - ▶ Fall 2023 – 50 officers
- ▶ **Police Aide**
 - ▶ New Recruitment:
 - ▶ Sept. 2 to Nov. 18, 2022
 - ▶ Class start date: July 2023
- ▶ **911 Operator**
 - ▶ New Recruitment:
 - ▶ Nov./Dec. 2022
 - ▶ Class start date: May 2023

MFD

- ▶ **Firefighter**
 - ▶ New Recruitment:
 - ▶ Summer 2023
 - ▶ Classes:
 - ▶ Spring 2023 – 35 firefighters
 - ▶ Fall 2023 – 50 firefighters
- ▶ **Fire Cadet**
 - ▶ New Recruitment:
 - ▶ Sept. 2 to Dec. 2, 2022
 - ▶ Class start date: Aug. 2023
- ▶ **911 Operator**
 - ▶ New Recruitment:
 - ▶ Nov./Dec. 2022
 - ▶ Class start date: May 2023





Emergency Management

▶ Ryan Zollicoffer confirmed as Emergency Management Director (EMD) in July 2022

- ▶ In accordance with Wis. Stat. § 323.15 and MCO Ch. 6, the EMD is responsible for overseeing the City's Comprehensive Emergency Management Plan (CEMP), Hazard Mitigation Plan, development of the Continuity of Operations Plan (COOP), and overseeing the Emergency Operation Center (EOC)
- ▶ EMD serves as the primary point of contact and liaison to County OEM, WEM, and FEMA Region 5

▶ Current initiatives and priorities:

- ▶ Working toward the development of an EOC training and exercise plan associated with potential high hazards (hazmat, civil unrest, active shooter, winter storms, power outages, floods, excessive heat, etc.)
- ▶ Reviewing City specific functional emergency annexes (associated with public health emergencies, cybersecurity, mass casualty incidents, water security/contamination, etc.) in effort to integrate into CEMP

Emergency Management and Homeland Security 6-01

CHAPTER 6
EMERGENCY MANAGEMENT AND HOMELAND SECURITY

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6-01. Purpose. 1. PURPOSE. By reason of the existing and increasing possibility of an emergency existing within the city whenever conditions arise by reason of a riot or civil commotion, a disaster, or an imminent threat of a disaster that impairs transportation, food or fuel supplies, medical care, fire, health or police protection, or other critical systems of the city, and to insure that preparations of this city will be adequate to deal with such disasters; to provide for the common defense, and to protect the lives and property and to preserve the peace, health, safety and general welfare, it is declared to be necessary:

6-03. Definitions. In this chapter:

1. BIOLOGICAL AGENT means any of the following:

a. A select agent that is a virus, bacterium, rickettsia, fungus, or toxin that is specified under 42 CFR 72, Appendix A.

b. A genetically modified microorganism or genetic element from an organism under par. a that is shown to produce or encode for a factor associated with a disease.

LOCAL

Chapter 6 Emergency Management and Homeland Security

WISCONSIN STATE LEGISLATURE

Search statutes 1307

HOME SENATE ASSEMBLY COMMITTEES SERVICE AGENCIES DOCS OPTIO

(a) The governing body of each county government shall appropriate monies for its emergency management program under par. (b).

(b) Local units of government may cooperate under s. 66.030 to furnish services, combine offices, and finance emergency management programs.

(c) Local units of government may contract for emergency management services with political subdivisions, agencies, and facilities recognized in American Indian tribes as adjacent, present, with each enters in binding votes. A copy of each agreement shall be filed with the adjacent general within 10 days after the execution of that agreement.

(3) TERMS RELATIVE TO EMERGENCIES

(a) If the governing body of a local unit of government declares an emergency under s. 323.11 and intends to make use of volunteer health care practitioners, it is specified as soon as possible, notify the Department of Health Services of this action.

(b) During a state of emergency declared by the governor, a local unit of government situated within the area to which the governor's executive order applies may employ the plan adopted under sub. (1) (a) 1. or (c) 1. to cope with the problems that result in the governor declaring the emergency. Nothing in this chapter prohibits local health, safety, and resources consistent with the plan adopted under sub. (1) (a) 1. or (c) 1. to cope with the problems of local disasters except where such actions are imposed by the state government.

(4) POWERS DURING AN EMERGENCY

(a) The emergency power of the governing body conferred under s. 323.11 includes the general authority to order, by ordinance or resolution, whatever is necessary and proper and property within the local unit of government in the emergency and includes the power to: see, receive, or remove all unnecessary traffic, both vehicular and nonvehicular, from the area.

(b) In times of emergency conditions, the governing body of the local unit of government is unable to meet promptly, the chief executive officer or acting chief executive officer by proclamation or by resolution may, in accordance with s. 323.11, take any action necessary and expedient. This proclamation or resolution may be rescinded by the governing body as soon as that body convenes, but the subsequent action taken by the governing body shall not affect the prior validity of the proclamation.

History: 1979 a.s. No. 10, 101, 101, 254; 1981, 204; 1982, 204; 1983, 203, 204, 201, 1.

323.15 Heads of emergency management duties and powers

(1) OSOBSOLETE TERMS

(a) The head of emergency management for each local unit of government shall implement the plan adopted under s. 323.14 (1) (a), or (b) 1., whichever is applicable, management to use required by the governing body and the emergency management committee of the governing body, unless applicable. The emergency management system by all emergency response agencies, including local health departments, during a state of emergency declared under s. 323.13 or 323.11.

(b) The head of emergency management for each county shall coordinate and assist in developing city, village, and town emergency management plans within the county department of military affairs of all emergency management planning in the county and submit to the adjacent general the reports that he or she requires, direct and coordinate the county during a state of emergency, and direct countywide emergency management training programs and exercises.

(c) The head of emergency management in each city, village and town shall do all of the following:

1. Direct local emergency management training programs and exercises.

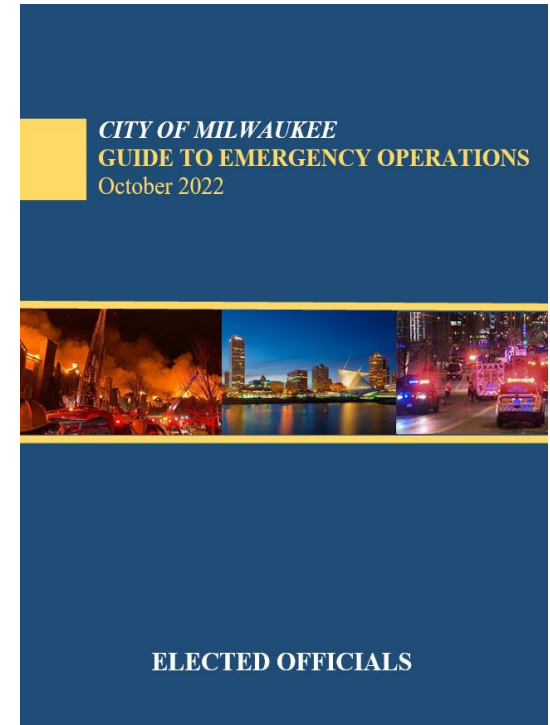
STATE

Chapter 323 Emergency Management



Emergency Management

- ▶ Re-established the City's Emergency Management social media accounts so they align with National Preparedness Directive #8 on the whole community preparedness/social media calendar
- ▶ Recently developed an emergency operations guide for elected officials that will be emailed to the Common Council next week
- ▶ Working with WEM and FEMA Region 5 on hosting a kick-off meeting for all City and County stakeholders on December 13-15 in preparation for the development of IPP for the RNC 2024
- ▶ Reviewing lessons learned from Cleveland 2016 RNC and pre-planning to address any emergency management concerns for the City



FPC Community Outreach



Goals per 2022 quarter



Q1: Introductions



Q2: Reached out to potential community partners



Q3: Continued information sharing efforts

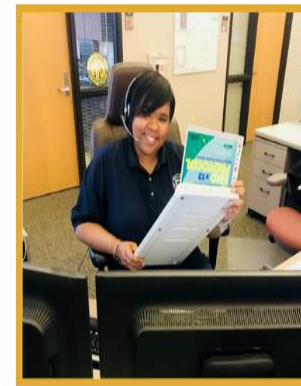


Q4: Build Rapport

Community Outreach

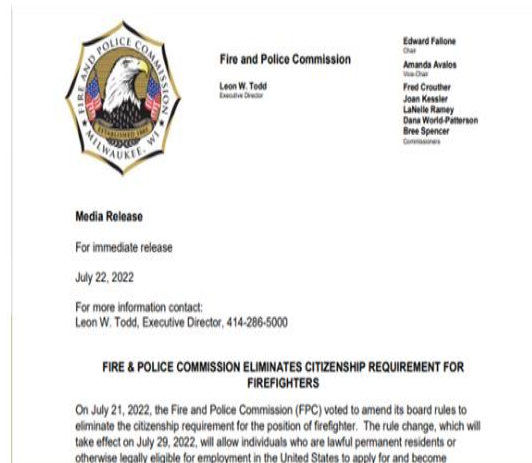
The FPC Community Outreach Coordinator works with community members to address and resolve critical issues related to the Fire and Police Commission's work, including:

- Ensuring the quality and effectiveness of the citizen complaint process
- Fostering opportunities for positive and collaborative interaction between the community and the public safety departments
- Supporting matters related to MPD's Community Oriented Policing initiative



STRATEGIES

Utilize various tactics to reach out to as many community members as possible through various strategies to inform them of current FPC updates and functions



Meeting people where they are

- Neighborhood based meetings
- Neighborhood based events
- Neighborhood walks (day/evening)

Communications

- Posters/flyers/brochures
- Emails
- Press Releases/press conferences
- 2021 Annual Report

Improved Social Media Presence

- Regular posts on Facebook and Instagram
- Increased number of followers and engagement

HIGHLIGHTS

3

FPC VIRTUAL
COMMUNITY
MEETINGS
HOSTED

39

COMMUNITY
MEETINGS
PARTICIPATED
IN

36

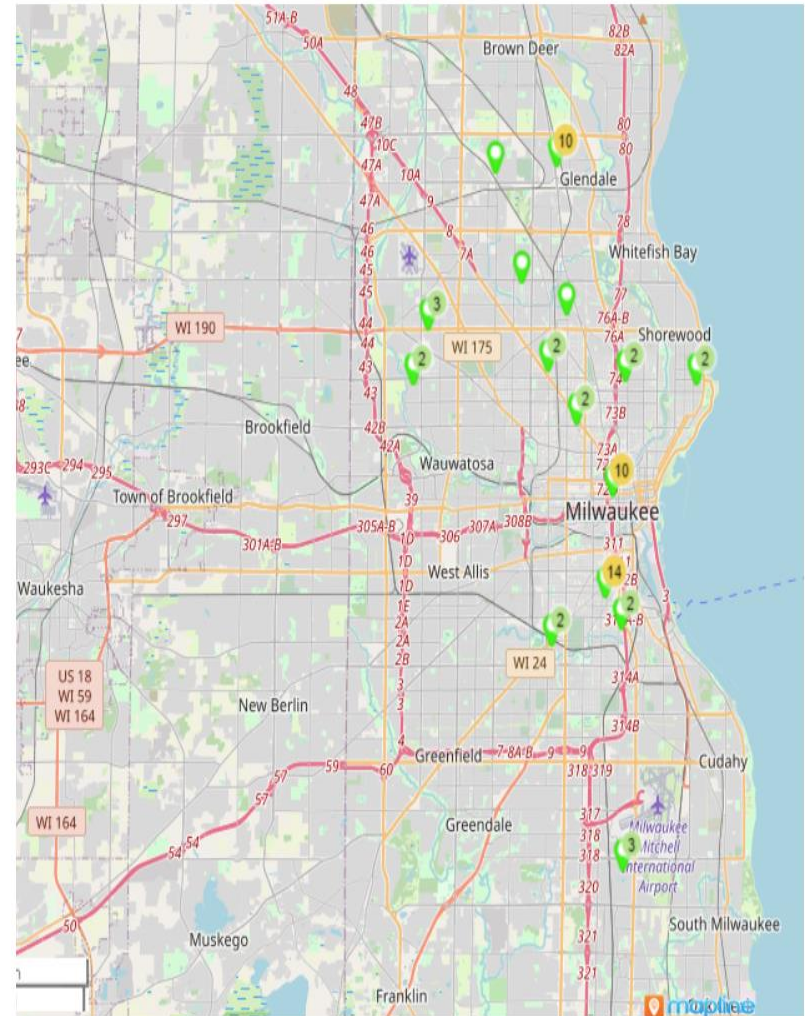
COMMUNITY
EVENTS
PARTICIPATED IN

62

PARTNER
MEETINGS

3,002

FACEBOOK
FOLLOWERS



Concentration of Community Outreach Efforts

Investigations/Citizen Complaints

- ▶ The FPC accepts citizen complaints via mail, email, phone, fax, and through online submission, as well as in person
 - ▶ The 2 FPC Investigators are responsible for investigations and resolutions of citizen complaints
 - ▶ While complaints are typically designated as “formal” or “informal,” all complaints are investigated thoroughly and professionally, from minor concerns to allegations of serious misconduct
 - ▶ To date in 2022, the FPC has received **122** citizen complaints (41 formal and 81 informal)
 - ▶ As of 10/3/22, there are **10** open citizen complaints
 - ▶ Average time to close formal cases to date in 2022 is **32** days (20 days for all cases)
 - ▶ By comparison,
 - ▶ Average time to close formal cases in 2021 was **39** days (20 days for all cases) (110 total complaints)
 - ▶ Average time to close formal cases in 2020 was **73** days (115 total complaints)
 - ▶ Average time to close formal cases in 2008 was **270** days (120 total complaints)



Policy Reviews

- ▶ The FPC Board is tasked with evaluating and voting on all changes to the policies of the Police and Fire Departments
- ▶ When a change is sought by the departments, the information is communicated to the FPC and staff review and outline the changes, with the goal of supplying the Board with the necessary information to make informed decisions
 - ▶ The policy oversight function of the FPC Board is key to community input into the day-to-day functions of the departments
- ▶ To date in 2022, the FPC has approved **54** policy changes. These have included items of great public interest, such as:
 - ▶ **SOP 004-Whistleblower Protections** – updating the policy to incorporate principles of MPD’s Active Bystandership for Law Enforcement (ABLE) training
 - ▶ **SOP 090-Prisoners and Booking** – increasing the number of times bookers must conduct visual cell block checks to 5 times an hour
 - ▶ **SOP 160-Persons with Mental Illness** – updating the policy to incorporate current practices, as well as recommendations from relevant community stakeholders
 - ▶ **SOP 610-Towing of Vehicles** – authorizing police officers to tow unregistered vehicles involved in reckless driving
- ▶ The FPC recently revised its Board Rules to **eliminate the citizenship requirement** for the firefighter and fire cadet positions
- ▶ The FPC is currently considering the creation of a SOP that would establish a **deadline for the release of MPD video footage of critical incidents**



Constitutional and Unbiased Policing

▶ **Collins Settlement Agreement:**

- ▶ Settlement agreement reached between various City of Milwaukee entities and a group of plaintiffs represented by the ACLU
- ▶ **Key elements:**
 - ▶ Changes to MPD policy
 - ▶ Strengthened training and supervision
 - ▶ Consistent documentation and enhanced data collection and analysis
 - ▶ Improved transparency and accountability
- ▶ The ultimate goal is **constitutional and unbiased policing** in the City of Milwaukee
- ▶ Pursuant to the settlement agreement, the FPC and MPD have the following obligations:
 - ▶ Audit complaints, traffic stops, field interviews, no-action encounters, and frisks
 - ▶ Recruit and promote a diverse corps of police officers
 - ▶ Improve training, supervision, and discipline
 - ▶ Ensure that fewer than 15% of police stops lack individualized, objective, and articulable reasonable suspicion (IOARS)
 - ▶ Ensure that no significant racial or ethnic disparities exist in the rate of police stops



Constitutional and Unbiased Policing

▶ Notable areas of progress

- ▶ The Crime and Justice Institute (CJI) now deems **all 20 clauses** that apply directly to the FPC as either compliant or in process toward achieving compliance; none of these requirements are deemed non-compliant
- ▶ The FPC has **continued its progress with the auditing requirements** of the settlement agreement; we have also requested an additional auditor position to expand our auditing capacity
- ▶ The FPC's targeted recruitment efforts produced a **highly diverse police officer applicant pool** in 2022, one that is truly reflective of the Milwaukee community in terms of race and ethnicity
- ▶ The FPC, MPD, and the Community Collaborative Committee (CCC) have worked cooperatively over the past year to launch to an ongoing series of community meetings to develop a **city-wide community-oriented policing plan** based on input from city residents

