



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: January 17, 2023

RE: Monthly Update on FPC Department Operations

The following report is an update on Fire and Police Commission (FPC) department operations. The FPC Executive Director will present this report at the next regular board meeting on January 19, 2023.

FPC Department Staffing and Vacancies

Twenty-five full-time staff positions are currently assigned to the FPC. This includes 2 new positions that were added as part of the FPC's 2023 budget. The following vacancy was recently filled:

Program Assistant I. We have hired Bridget Hughes to fill this vacancy within our Administrative Unit. Ms. Hughes will be a great addition to our FPC team. Most recently, she worked as an Office Assistant III for the Milwaukee Assessor's Office. Ms. Hughes has a Bachelor of Arts in Communication Arts from the University of Wisconsin-Madison. Her first day with the FPC was December 27, 2022.

The following 4 vacancies currently exist:

Program Assistant I. As previously reported, we conducted interviews to fill this position in late November 2022. We are currently evaluating our options for filling this vacancy.

Human Resources Representative (2). We now have 2 HR Rep vacancies. One of our HR Reps recently left the FPC in January 2023. In addition, a third HR Rep position was added to the FPC as part of our 2023 budget. A job announcement bulletin for this position closed on January 6, 2023. Once we receive the eligible list from DER, we will schedule interviews to fill both vacancies.

Senior Auditor. This is a new position that was added as part of our 2023 budget. We are currently evaluating our options for filling the position.

FPC Department Operations

1. 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 CJI. Audit plans and schedules have been created for this work, which remains ongoing.

To date, the Audit Unit has fully completed the following **5** audits during year-5 of the *Collins* settlement agreement:

- No-action encounters Q1-2 2021
- Traffic stops Q1-2 2021
- Field interviews Q1-2 2021
- MPD citizen complaints Q1-2 2021
- MPD citizen complaints Q3-4 2021

The following additional 8 audits have begun and are currently in process:

- Field Interviews Q3-4 2021: The audit has been completed. A draft report has been sent to MPD.
- Traffic Stops Q3-4 2021: The audit has been completed. A draft report has been sent to MPD.
- No-action encounters Q3-4 2021: The audit has been completed. A draft report has been sent to MPD.
- Field interviews Q1-2 2022: The audit has been completed. A draft report has been sent to MPD.

- No-action encounters Q1-2 2022: The audit has been completed. A draft report has been sent to MPD.
- Traffic Stops Q1-2 2022: The audit has been completed. A draft report has been sent to MPD.
- No-action encounters Q3-4 2022: The fieldwork for this audit is in progress. We anticipate completion during the month of March 2023.
- FPC Citizen Complaints Q3-4 2021: The fieldwork for this audit is in progress. We anticipate completion during the month of March 2023.

The following additional **3** audits will need to be completed during year-5 of the settlement agreement:

- Internally Generated Q3-4 2021
- Internally Generated Q1-2 2022
- FPC Citizen Complaints Q1-2 2022

Non-Collins Related Audit

On January 17, 2023, the Common Council adopted a resolution concerning annual reporting on MPD overtime use. The resolution requires the Executive Director to work with MPD to analyze MPD overtime use, research best practices to lessen overtime use, and report the findings to the Common Council on an annual basis. FPC Audit Manager Sean Raclaw is currently in the preliminary stages of creating an audit/work plan for this project.

2. Community Engagement

Recently, FPC Community Outreach Coordinator Maritza Ugarte hosted a resource table at the United Methodist Children's Services Center. She was joined at this even by FPC Recruiter Josselin Morales, who spoke about FPC recruitments. Ms. Ugarte also shared information about the upcoming Public Safety Listening Session, as well as the FPC citizen complaint process.

In addition, Ms. Ugarte participated in several planning meetings for MPD's 8th Annual Three Kings Event. This event was hosted by MPD District 2 and a group of community partners. This year, the event was hld at St. Augustine Preparatory Academy, at which the team served a total of 35 families who had been affected by crime or financial hardships with meals, entertainment, and other presents and giveaways.

Ms. Ugarte also attended last month's Public Safety Listening Session at the Milwaukee Urban Stables. This specific listening session was the best attended session thus far.

Lastly, Ms. Ugarte continues to work on drafting the FPC 2022 Annual Report.

3. Emergency Management

Recently, Emergency Management Director Ryan Zollicoffer has been working on the following projects:

- Continue to post pre-scripted emergency preparedness messages on the City's emergency management Twitter page (monthly themes for December: Share Joy Not Flu, Meet Your Neighbors Before an Emergency Strikes, Cold Weather Safety Tips).
- Published Soft Targets – Crowded Spaces High Hazard Target calendar for January 2023. The special event calendar lists 13 potential venues that met the criteria (8 Bucks games and 5 hockey games).
- Developed special events incident action plans related to target hazards for January 2023. These emergency action plans ensure operational coordination among onsite first responders and the venue target.
- Conducted monthly tests of the City's alert notification system "One Call." Working toward getting all departments onto the system as well as exploring communitywide alerting capabilities. ITMD is overseeing the alert notification contract for the City.
- Working with Water Works to finalize Water Contamination Response "Annex B." These annexes will align with the City's Comprehensive Emergency Management Plan (CEMP).
- Worked with the Wisconsin Emergency Management Agency and the County Emergency Agency to identify emergency management training for 2023.
- Met with the head of security for the Riverside Theater to discuss emergency response procedures associated with the Patti Labelle-bomb scare on Saturday, December 10, 2023. The City will be working more closely with the Pabst Theater Group emergency response team regarding their emergency planning efforts.

- Activated a virtual department operation center during the extreme cold/winter storms during the holiday break (12/22 to 12/27). The mission was called “Operation Freeze” and the team included representation from Public Health, Public Works, Water Works, Police, Fire, Milwaukee County Transit, Milwaukee County OEM, WE Energies, The Hop, Red Cross, and neighboring public safety agencies.
- Working on an emergency management webpage for the City.
- Met with AT&T First Net to discuss emergency communication. First Net is the only nationwide, high-speed broadband communications platform dedicated inclusively to first responders. The City currently uses Verizon Priority.
- Revised/updated the City’s draft plan “Operation Lone Star.” This draft plan anticipates a no-notice event of busing migrants into the City. Working with Public Health, County Human Health Services, Red Cross, Wisconsin Emergency Management Agency, and other supporting/community partners on this project.
- Working on the invitation list for City staff to attend the Integrated Preparedness Planning Workshop in advance of the Republican National Convention. The workshop will be held from Tuesday, February 7 through Thursday, February 9.

4. Investigations

In 2022, the FPC received 160 citizen complaints (44 formal and 116 informal). Eight of those complaints remain open. Of the 160 complaints received, the Executive Director referred 2 for citizen complaint trials. One complaint trial was completed in 2022 with sustained findings and discipline ordered by the Board. The other trial is scheduled for March 2023. Investigator Diana Perez is preparing a “year in review” summary for the 2022 citizen complaints, which will be presented at the next Complaints and Discipline Committee meeting on January 24, 2023.

The average time to close formal cases in 2022 was 22 days. The average time to close all cases (both formal and informal) was 12 days. By comparison, the average time to close formal cases in 2021 was 39 days (20 days for all cases) (110 total complaints). In 2020, average time to close formal cases was 73 days (115 total complaints).

5. Legal

There was a total of 11 disciplinary appeals initiated and/or active during 2022. Four appeals resulted in Board trials and decisions. Three appeals are currently scheduled for trial in January and February 2023. The remaining 4 appeals were resolved by way of settlement or the voluntary withdrawal of the appellant from the process.

In addition, as noted above, 1 citizen complaint referral resulted in a Board trial and decision. One additional citizen complaint trial is currently scheduled for trial in March.2023. Another citizen complaint trial was resolved by the voluntary withdrawal of the complainant from the process earlier this year.

6. Research and Policy

In 2022, MPD submitted 72 new or amended SOPs and SOIs to the FPC, 43 of which have been reviewed and analyzed by FPC Research and Policy Analyst Barbara Cooley. The Board approved 76 new or amended MPD SOPs and SOIs in 2022.

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

- Received and reviewed completed Police Satisfaction Survey from consultant.
- Writing the 2022 Q3 and Q4 911 Call Wait Times report for release in January 2023.
- Released consultant's 2021 Use of Force report.
- Received consultant's 2021 Citizen Complaint report.
- Analyzing and reporting on the demographic attrition rates for MPD/MFD candidates through the hiring process to identify needed changes in the process.

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:

- Recruitments recently closed for police officer and 911 telecommunicator in December 2022.
 - The demographics for police officer applicants who meet the minimum requirements are as follows:
 - Black: 42%; Hispanic: 17%; White: 32%; Native American/Alaska Native: 1%; Asian/Pacific: 5%; Declined to State: 2%
 - Male: 71%; Female: 27%; Unknown: 1%
 - Seven prep sessions have been conducted for the police officer written exam.
 - The demographics for 911 telecommunicator applicants who meet the minimum requirements are as follows:
 - Black: 71%; Hispanic: 9%; White: 14%; Native American/Alaska Native: 1%; Asian/Pacific: 1%; Declined to State: 3%
 - Male: 16%; Female: 82%; Non-Binary: 0.2%, Unknown: 0.2%
- Two Police Officer classes are scheduled for 2023: (1) a March class of 65 officer and (2) an August class of 50 officers
- One Firefighter class is scheduled for 2023: an August class of 35 firefighters
- A new Firefighter recruitment is also planned to open in June 2023
- A 911 Telecommunicator class is scheduled for May 2023