



## Fire and Police Commission

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## Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd  
Executive Director

Date: March 19, 2024

RE: Monthly Update on FPC Department Staffing and Operations

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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 March 21, 2024.

### **FPC Department Staffing and Vacancies**

Twenty-six full-time staff positions are assigned to the FPC. The following four vacancies currently exist:

1. *Auditor*. We completed second interviews for this position on March 1, 2024. We have identified a candidate we would like to hire, subject to this candidate passing the Criminal Justice Information Services (CJIS) background process, which is currently underway.

2. *Community Outreach Coordinator*. The application period for this position closed on December 15, 2023. We anticipate receiving an eligible list from the Department of Employee Relations (DER) soon.

3. *Human Resources Assistant*. The application period for this position closed on January 12, 2024. We received the eligible list from DER on March 15, 2024, and will be setting up interviews shortly.

4. *Program Assistant I*. The posting for this vacancy closed on March 15, 2024. We anticipate receiving an eligible list from DER in the near future.

## **FPC Department Operations**

### **1. Audit & Compliance**

Pursuant to the *Collins* Settlement Agreement, the FPC Audit Unit is tasked with reviewing all Milwaukee Police Department (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 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.

#### **Collins Settlement Agreement Audits**

##### ***Completed Audit Status***

The Audit Unit has completed the following 10 out of 12 audits for Year Six of the Settlement Agreement:

- Traffic Stops Q3-4 2022
- Traffic Stops Q1-2 2023
- Field Interviews Q3-4 2022
- Field Interviews Q1-2 2023
- No-Action Encounters Q1-2 2023
- No-Action Encounters Q3-4 2023
- MPD Citizen Complaints Q3-4 2022
- MPD Internally Generated Complaints Q3-4 2022
- FPC Citizen Complaints Q3-4 2022
- FPC Citizen Complaints Q1-2 2023

##### ***Current Audit Status***

The Audit Unit is in the process of auditing the following two audits:

- MPD Citizen Complaints Q1-2 2023
- MPD Internally Generated Complaints Q1-2 2023

These last two audits will complete the 12 required audits under the Settlement Agreement.

#### **Non-Collins Audits**

The Audit Unit has completed the following three Non-*Collins* Audits:

- Policies, Procedures, and Practices to Lessen MPD Overtime
  - This audit will be presented to the FPC Board in the near future
- MPD Use of Force Audit
  - This audit is under review.
- MPD Vehicle Pursuits Audit
  - This audit is also under review.

#### *Other Related Matters*

- During the first week of March 2024, staff from CJI visited Milwaukee and met in person with staff from MPD and the FPC.
- In March 2024, CJI will issue its Six-Month Report on Non-compliant Items.
  - This report will contain CJI's analysis of the city's progress on items deemed non-compliant in the Fifth Annual Report.
    - It should be noted that all of the FPCs rows are deemed Compliant or In-Process.
- In April 2024, CJI will issue its Semi-Annual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks.
  - This report will contain CJI's semiannual analyses on MPD's adherence to standards for documenting individualized, objective, and articulable reasonable suspicion (IOARS) for discretionary police encounters.
- Once the above reports are complete, they will be uploaded to the FPC's website:
  - <https://city.milwaukee.gov/fpc/Reports/Crime-and-Justice-Institute-Reports.htm>

## **2. Community Engagement**

As noted above, we are currently in the process of recruiting a new Community Outreach Coordinator.

### **3. Emergency Management**

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

- Continue to post pre-scripted social media emergency preparedness messages on the city's emergency management webpages in alignment with the National Preparedness Calendar. In March 2024, the city's messages focused on the "It's Not Luck" Campaign, Spring and Flood Safety, Caffeine Awareness, and Prepare a Disaster Kit.
- Developed a Code Red Alerting Team consisting of several key departments (Public Health, Fire, Police, Election Commission, DER, Information Technology, etc.) to help with the implementation process of setting up the employee/community registration portal.
- Developed a City Emergency Alerting Protocol that will provide guidance for how the city sends out emergency alerts versus general community alerts.
- Continue to work through the 31 emergency preparedness activities that were identified from the RNC Consequence Management Workshops in January as areas of opportunity.
- Working with the Salvation Army on the possibility of utilizing its warehouse space as an emergency supply distribution center for the RNC.
- Published Soft Targets/Crowded Spaces High Hazard Target Calendar for March 2024. Information is shared with the Emergency Management Support Team in case of citywide emergency operation center (EOC) activations. The March event calendar listed 59 potential high-hazard activities.
- Working with the Milwaukee Police Department on RNC EOC set-up structure.
- Hosted a Winter Storm After Action meeting with the city, county, WE Energies, Salvation Army, and the Red Cross to discuss areas of opportunities for improvement related to our winter storm processes.
- Coordinating RNC training for senior elected officials in April 2024.
- Working to identify a software vendor for the continuity of operations plan (COOP) in an effort to begin the process of updating the city's continuity of government plans.

#### **4. Investigations**

Thus far in 2024, the FPC has received 41 citizen complaints (all informal). Thirty-six complaints involve MPD members and 2 involve MFD members. The FPC has received two citizen commendation for MPD members.

#### **5. Legal**

As of the date of this memo, there is one pending disciplinary appeal with a trial date scheduled for May 2024. Four new appeals are in the process of being scheduled currently. To date during 2024, one disciplinary appeal was voluntarily withdrawn by the appellant and one other appeal was dismissed for lack of subject matter jurisdiction.

#### **6. Research and Policy**

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

- Continued reviewing requested amendments to MPD SOPs/SOIs.
- Sent all data to Dr. Steven Brandl for the 2024 Use of Force Report.
- Updated Dispatch Report through 2023.
- Updating the FPC annual policy review report for 2023.
- Drafting the Vehicle Pursuit Report for 2023.
- Preparing contracts for the 2024 Police Satisfaction Survey.
- Researching new potential police officer recruitment incentives/initiatives.

#### **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 Department of Emergency Communications. The following is a list of recently completed and upcoming recruitments, exams, and classes:

- Firefighter recruit class started on Monday, March 4, 2024.
- Police officer recruit class started on Monday, March 18, 2024.
- A 911 telecommunicator class will start in April 2024.

- Police Officer/Aide interviews and physical readiness tests were conducted in February 2024 (for the class that will be starting in Summer 2024).
- Fire Cadet oral interviews are being administered this week.