Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: June 16, 2026

RE: Update on FPC Staffing and Operations

This report is an update on Fire and Police Commission (FPC) staffing and operations. The FPC Executive Director will present the report at the next regular board meeting on June 18, 2026.

FPC Staffing

Twenty-eight (28) full-time staff positions are currently assigned to the FPC. There are five (5) existing vacancies:

1. *Program Assistant I.* We have completed interviews for this position and plan to make an offer to the top candidate after completing background and reference checks.

2. *HRIS Auditor*. We have completed interviews for this position and plan to make an offer to our top candidate soon.

3. *Investigator (Bilingual).* We have completed interviews for this position and plan to make an offer to the top candidate after completing background and reference checks.

4. *Research and Policy Analyst*. We have requested a new recruitment to fill this vacancy. The job posting closed on May 23, 2026. The Department of Employee Relations (DER) is currently in the process of creating the eligible list.

5. *Recruiter*. We have requested that DER conduct a new recruitment to fill this vacancy, as well. The job posting closes on June 26, 2026.

FPC Operations

1. Audit & Compliance

In addition to the audits required by the *Collins* Settlement Agreement, the FPC's Audit Unit is currently working on the following two (2) non-*Collins* audits:

- MPD Automated License Plate Readers (ALPR) (SOP 735)
- MFD Resources/Dispatch Responses

The Audit Unit has completed the field work and drafted reports for the following two (2) audits, both of which are currently under review by FPC management:

- MPD's Airborne Assessment Team (Drones)
- MPD Animals (SOP 060)

After these audits are completed, the Audit Unit will conduct an audit/review on MPD Resources/Dispatch Reponses as part of its 2026 Audit Plan:

2. Community Engagement

FPC Community Outreach Coordinator Carlos Martinez-Rivera continues to advance the FPC's community engagement and transparency efforts through various initiatives and events. Some of his recent efforts include:

- **Summer Guardian Initiative**. This past May, Mr. Martinez Rivera attending the Milwaukee Police Department's first meeting on its Summer Guardian initiative. Led by Assistant Chief of Police Paul Lough, the group kicked off the summer with a clear focus: getting officers out into the community in a way that feels approachable, not intimidating. Mr. Martinez Rivera will continue attending these meetings to stay informed of where the program is headed and to share anything relevant with Executive Director and the broader community.
- Part of initiatives includes bringing back community walks, showing up at parks, basketball courts, and other spots where young people actually spend their time. This portion of the initiative is not about stopping or questioning anyone. It is about showing up consistently, learning names, and building the kind of trust that does not happen overnight. One (1) of MPD's first moves as part of this initiative was a social media reel reminding residents about

summer curfew, a small but practical step toward keeping the community informed and safe.

- **PLACET National Conference – Dallas TX**. Mr. Martinez Rivera recently traveled to Dallas, Texas to attend the PLECET (Professionalizing Law Enforcement – Community Engagement Training) national conference, joining oversight and engagement professionals from agencies across the country. It was a chance to step back from the day-to-day and think bigger, looking at what is working elsewhere and how Milwaukee stacks up in the national conversation around public trust and community engagement.

  The conference covered a lot of ground. Mr. Martinez Rivera came back with a stronger understanding of structured engagement approaches, a closer look at how AI tools are being used to improve community outreach, and resources that could help the FPC think through responsible uses of technology in our work. Mr. Martinez Rivera plans to present on the key takeaways from this conference at the Board meeting on July 2nd.

- **FPC Website Updates – Accessibility & Accuracy**. Mr. Martinez-Rivera also spent time this month going through the FPC's public website with a fine-tooth comb; fixing broken links, correcting typos, and cleaning up content that was out of date. It may not be the flashiest work, but it matters: when someone visits our site looking for help with a complaint or trying to find a meeting record, a broken link or a confusing page can send them away with nothing. A clean, accurate website is part of how we show up for the public.

3. Investigations

Thus far in 2026, the FPC has received a total of 96 citizen complaints, 67 of which involved MPD members, four (4) involved MFD members, two (2) involved DEC members, and 23 involved matters outside the FPC's jurisdiction. Out of the 96 complaints, 63 have been closed and 33 remain open.

(Please note that the number of allegations and dispositions below do not exactly match the total number of complaints and closed cases, as some complaints contain multiple allegations)

The categories of citizen complaints received in 2026 are as follows:

- No Allegation - Information Only 5
- Excessive Use of Force 10
- Failure to Activate BWC 2
- Failure to File Report 7
- Failure to File Accurate Report 2

- Failure to Fully Investigate 11
- Failure to Take Action 3
- Failure to Treat Member of the Public with Courtesy and Respect 5
- Failure to Treat Another Member with Courtesy and Respect 2
- Illegal Stop 1
- Illegal Search and/or Seizure 6
- Member was Rude 4
- Unfair Arrest 3
- Unfair Citation 1
- Other Policy Violation 20
- Other 4
- No FPC Jurisdiction 18

The dispositions for 2026 closed cases are as follows:

Milwaukee Police Department

Unfounded	11
Sustained	5 (policy review/counseling)
Not Sustained	11 (no COC violation)
Referred MPD/IAD	2
Exonerated	0
No FPC Jurisdiction	17 (untimely, no juris, complaint process, etc.)

Milwaukee Fire Department

FPC Dismissed	0
Unfounded	1
Sustained	0
Not Sustained	4 (No COC violation)
No Allegation	0

Department of Emergency Communication

FPC Dismissed	0 (no jurisdiction)
Finding Pending	1
Unfounded	0
Sustained	0
Not Sustained	1 (No COC violation)

4. Legal

There were five (5) disciplinary appeals filed in 2025 that remained scheduled for trials in the beginning of 2026. Of those, two (2) appeals have now been tried. Additionally, two (2) of those appeals have been dismissed, one (1) following a negotiated settlement and the other after the appellant voluntarily withdrew from the process. One (1) 2025 appeal remains scheduled for trial; however, that trial will not be held until April 2027, due to the appellant's military leave.

Four (4) new disciplinary appeals have been filed in 2026 to date. Two (2) of those appeals have now been withdrawn by the appellants. Another 2026 appeal was dismissed for lack of prosecution by the appellant. One (1) 2026 appeal was tried and concluded on May 26, 2026.

5. 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:

- Fire Captain, Fire Lieutenant, and Police Sergeant promotional recruitments are open.
- ECO structured oral interviews were conducted this week.
- Firefighter, Fire Cadet, Police Officer, Lateral Police Officer, and Police Aide pre-employment is ongoing for August classes.
- MKE Badge Bound for Class 2-2026 will take place on July 1st.

Recruitment:

Some of the FPC recruitment team's recent efforts include the following:

- Police Officer video and static advertisements are being played at two (2) Crunch Fitness locations for the next 60 days. This is an effort to target individuals who might be interested in the physical aspect of the career.
- CampHERO recruitment closed with 14 girls registered to attend.
- The IHeartMedia podcast advertisement campaign recently closed with podcast ads reaching 29,793 people 8.0x.
- Police Officer physical readiness test (PRT) prep sessions are being held for all candidates.
- The FPC collaborated with MPD to attend Pride Fest 2026 and table during the

duration of the festival.

- The FPC will table at the Annual Merrill Park Block Party on Saturday, June 13th.