Milwaukee FIRE & POLICE COMMISSION MONTHLY NEWSLETTER

JANUARY 2020

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EXECUTIVE DIRECTOR'S MESSAGE

Welcome to the Fire & Police Commission's (FPC) new monthly newsletter!

Each edition will be focused on bringing city residents more timely and transparent information about current initiatives the department is working on and sharing critical data from the fire and police departments. Established in 1885 by the Wisconsin Legislature and Milwaukee City Code, the Milwaukee Fire & Police Commission is the country's oldest citizens review board, which currently has seven part-time citizen board members (Commissioners) out of 9 available seats. As a non-partisan, independent review board, the Commission serves as the policy and oversight entity charged with establishing recruitment and testing standards, approval of department promotions, and the hearing and adjudicating of disciplinary appeals for misconduct. With the Commission serving in a policy and oversight capacity, this allows the Fire Chief and Police Chief to manage the daily operations of their departments and implement the Commission's policy goals.

In addition, the Commission's full-time staff and operations are under the Office of the Executive Director. The Executive Director, who serves as the Commission's Secretary, is appointed by the mayor and confirmed by the Common Council. In this role as the department head, I manage the functions of the Executive Office and am responsible for the coordination of the Commission's agenda, cadet recruitment and testing classes, marketing, investigating citizen complaints, increasing community engagement, coordination of emergency management services, and representing the Commission at various meetings and events. While we are currently a small department with only 16 professionals out of 28 that are in the approved city budget, it takes an amazing team of people to continue promoting the highest ethical and professional standards of excellence and expectations in law enforcement and firefighting.

My staff takes great pride in the essential work that is accomplished every day, including the collaboration we have with the fire and police departments. **Collaboration** and **Engagement** are indeed essential; however, they are only pieces of the plan. Since taking office, I have restructured the department to ensure we are more efficient and providing meaningful **Oversight** of fire and police operations.

This is what I coin as creating a C.E.O model: Collaboration. Engagement. Oversight. I continue to also ask the community for help – we must hear from you, especially new voices, so that we may listen and learn of the many complex issues Milwaukee faces. We have a diverse city with diverse views and ideas – there isn't just one correct way of providing oversight that works for everyone or solves many of our interconnected community issues.

My pledge to the Mayor, Common Council, and most importantly to city residents, is that I am leading this department in a more transparent, data-driven approach. Part of this approach must also include reviewing policies that may hurt city residents, especially people of color.

However, this does not happen in only a few months. These gaps are systemic and must be addressed at the root cause, not simply attempt to treat the symptoms of deep transgressions. I hope you find these newsletters to be insightful and answer my call in working together to heal and help Milwaukee continue to be an amazing place to live, work, and visit.

Sincerely,

Griselda Aldrete

Griselda Aldrete
Executive Director

INCREASING THE IMPACT

Meet New Members of the Team

Kyle Mirehouse

Director, Emergency Management/Homeland Security & Communications

As the OEM/HS Director, Kyle is charged with daily operations for the Milwaukee Office of Emergency Management-Homeland Security & Communication. With an emergency management and military background, Kyle understands the complexities of this role, and works tirelessly on establishing plans, partnerships, and training exercises to minimize the danger and boost preparedness for Milwaukee. In addition to **collaborating** with other city departments as well as various government entities such as Milwaukee County, state of Wisconsin, and the Federal government – a **collaboration** with community residents, community & faith-based organizations, churches, schools, hospitals, and many others is key in preparing for emergencies.

An ongoing objective the OEM/HS is focused on is enhancing current emergency preparedness plans, which is coupled with one current paramount priority; planning for the upcoming Democratic National Convention (DNC). The DNC is designated as National Special Security Event (NSSE), which brings together dozens of organizations from local to federal entities. With nearly 30 different sub-committees focused on DNC planning objectives, the OEM/HS has a central role in facilitating the efficient collaboration and coordination between all stakeholders to confirm that the city of Milwaukee is in the best prepared-position for such a large-scale and visible event.

Milwaukee's OEM/HS is committed to the safety and preparedness of Milwaukee residents, businesses, and community organizations and strives to maintain the most continuous forward-leaning posture possible for all potential emergencies.

Ana Diaz

Community Outreach Coordinator

As the Community Outreach Coordinator, Ana is focused on strengthening current relationships within the community while developing new **engagement** opportunities for residents and businesses. Ana oversees and promotes all outreach events, presentation and workshop requests from community organizations, businesses, and municipalities, maintains a calendar of activities and events, and begin to identify communication opportunities for the Executive Director and FPC Commissioners.

Raised in Milwaukee, Ana is a proud MPS graduate and alumni of Marquette University as a Burke Scholar. Having been actively involved and volunteering at different organizations throughout the city, Ana has seen injustices at every level and strongly believes in the potential Milwaukee possesses to change for the better.

John McNally, J.D.

Legal Compliance Coordinator

In this newly created role as Legal Compliance Coordinator, John will be dedicated to the compliance and **oversight** of the legal settlement agreement and reporting directly to the Executive Director. Our continued pledge is to be in one-hundred percent compliance but to stay there as well. Previous to joining the FPC, John practiced as a criminal defense attorney in greater-Milwaukee. This unique perspective will allow John to also assist the department in reviewing FPC investigations and policies through a different lens.

INAUGURATIONS

On the morning of December 17, 2019, the Common Council voted to confirm the nomination of Ray Robakowski. He was sworn-in following that vote by Jim Owczarski, City Clerk. Milwaukee Police Chief Alfonso Morales was sworn-in for a full four-year term on the morning of December 19th, 2019, the morning after the Milwaukee Fire and Police Commission voted to reappoint him. He is sworn in by Griselda Aldrete, Executive Director of the Fire & Police Commission.

SETTLEMENT AGREEMENT UPDATE

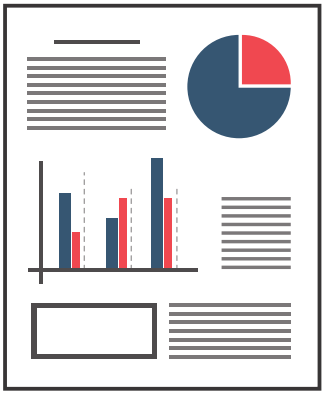
The FPC is continuing to make steady progress towards the requirements of the Settlement Agreement that resulted from Collins, et al. v. City of Milwaukee, et al. During the first year, we have updated policy, communication, and training. By putting this framework in place, we have been able to improve the complaint process, refine oversight methods for the rest of the Settlement Agreement requirements, and increase community outreach capacity and accessibility.

We have also begun the process of compiling and publishing Stop data and Complaint data (below) and updating promotional exams to test knowledge of community-oriented policing. In the year ahead, we will be structuring and implementing an audit work plan for Stop and Complaint data, as well as improving data entry and extraction methods to ease the publication process.

Working with MPD to address public and personnel privacy concerns, the FPC will utilize its oversight and auditing duties more than previously used. FPC will continue to publish our own periodic reports and on-going efforts to reach full compliance with the Settlement Agreement, which will be detailed in the Crime and Justice Institute's update reports throughout the year.

POSTING THE DATA

Per the requirements in the settlement to Federal Case 17-CV-234-JPS the Milwaukee Fire and Police Commission (FPC) is required to publish particular stop and search encounter data, on a quarterly basis, in compliance with Sec. IV(A)(10-13). Data is suitable for posting only after the Personally Identifiable Information (PII) gathered from each encounter has been removed. Due to ongoing technical issues, only a portion of the quarterly data is currently available in a form which excludes PII and that can be acceptably disseminated to the public. As technical challenges are solved the FPC anticipates that future data will allow for additional data elements to be included in the publicly posted data sets.



Data for the 3rd Quarter of 2019 is now available on the Milwaukee Open Data Portal

RECRUITING OUR FINEST TO MAKE OUR CITY THE BEST

Are you a 17 - 19 year old with high integrity who cares about Milwaukee and wants to represent positive change in our community? The Fire Cadet Program will be the ideal path for you to earn money while you develop the skills you'll use in a career as a Firefighter/Paramedic. This unique position provides the opportunity to help Milwaukee's citizens every day, while also focusing on your educational, physical fitness, personal and professional development.

Fire Cadets are full-time uniformed civilian employees who serve in a 2-year apprentice-style program. After completion of the program, Cadets are given preferential entry to the following Firefighter recruitment class. The Fire Cadet Program consists of academic and physical training conducted by the MFD along with several of our community partners at sites throughout Milwaukee County. The organization of the Fire Cadet Program closely follows the semester schedule of most Milwaukee Area Colleges and Universities.

If you or someone you know is interested, have them text us their Full Name and Position they are interested in to 414-269-3660.

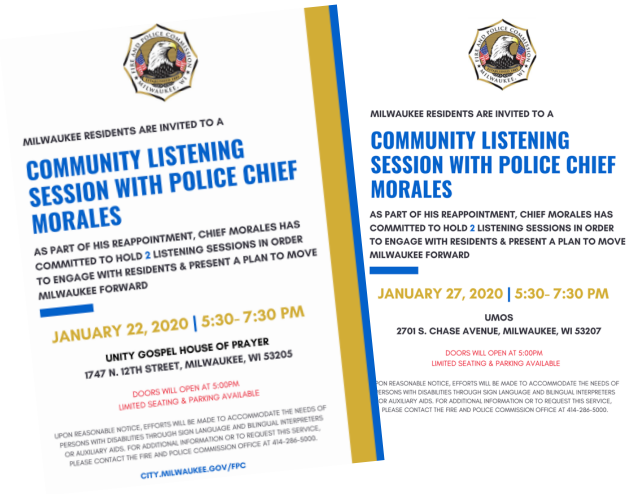
*Standard Texting Rates Apply

COMMUNITY LISTENING SESSIONS WITH POLICE CHIEF

The Fire & Police Commission facilitated two (2) community listening sessions with Milwaukee Police Chief Alfonso Morales. Chief Morales agreed to public meetings with residents on both the North and South-sides last month as a condition of his reappointment to a four-year term.

The community listening sessions occurred from **5:30 p.m - 7:30 p.m. on Jan.22 at Unity Gospel House of Prayer, 1747 N. 12th St.** and **5:30 p.m - 7:30 p.m. on Jan. 27 at UMOS, 2701 S. Chase Ave.**

Chief Morales was reappointed at a Dec. 18, 2019 special meeting after more than 2½ hours of public comment and discussion before the Fire and Police Commission. Four commissioners voted yes, two voted no and one abstained.



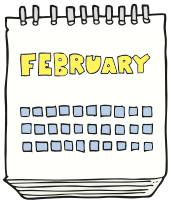
A STRONGER PRESENCE THROUGHOUT THE CITY

Having a stronger presence within the community is just one example of our commitment in creating safe spaces throughout the city for **residents to talk** and **for us to listen**. **An investigator from the FPC will be present to answer questions and help individuals through the complaint process**. Many times, those who have a complaint do not report it due to barriers that prevent them from accessing the people who can listen and help. This ranges from expensive or no parking options, the need to pay for transportation, long lines, and even venturing to other parts of the city that may be unfamiliar to you. **Their voices must be heard.**

In our continued pledge for stronger community outreach, the FPC is coming to you!

SUBMIT A COMPLAINT HERE

Below are the dates, times, and locations for next month's community hours:



February 3rd, 2020 from **2:00 pm – 4:00 pm** | **Zablocki Library – Conference Room** | 3501 W. Oklahoma Ave.

February 20th, 2020 from **11:00 am – 1:00 pm** | **Villard Square Library – Small Study Room** | 5190 N. 35th Street

February 27th, 2020 from **1:30 pm – 3:30 pm** | **Atkinson Library – Conference Room** | 1960 W. Atkinson Ave.

If your organization would like to hold community hours, please contact **Ana Diaz, Community Outreach Coordinator** at the FPC Office information below.

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