



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, 2026

RE: Update on FPC Staffing and Operations

The following report is an update on Fire and Police Commission staffing and operations. The FPC Executive Director will present this report at the next regular board meeting on January 22, 2026.

FPC Staffing

Twenty-eight full-time staff positions are currently assigned to the FPC. There are two existing vacancies:

1. *Program Assistant I.* The Department of Employee Relations has provided us with the eligible list for this position, along with a few additional eligible lists for comparable positions. We will be interviewing candidates from these lists in the near future.

2. *HRIS Auditor.* This is a new position that will support DER's new Workday System, which was added to the FPC as part of the 2026 budget. We anticipate that the Common Council will approve the recommended classification and pay range at its next meeting on January 20, 2026, after which we can publish the job posting.

Throughout all of 2025, the FPC experienced only two resignations/separations: (1) in April 2025, former FPC Deputy Director Nicole Fleck was appointed as the City Labor Negotiator; and (2) in June 2026, Ms. Fleck hired one of our Program Assistant I's as a Human Resources Analyst within DER's Labor Relations Division.

FPC Operations

1. Audit & Compliance

In addition to the audits required by the *Collins* Settlement Agreement, the FPC's Audit Unit completed the following seven non-*Collins* audits in 2025:

- MPD Squad Car Accidents
- MPD Overtime
- MPD Discipline Matrix
- MPD ShotSpotter
- MPD Domestic Violence Calls for Service
- MPD In-Car Camera System
- MPD Supervisor Training

The Audit Unit will present its 2026 Audit Plan to the FPC's Oversight and Accountability Committee at its next meeting on January 27, 2026.

The Audit Unit has also recently been working with the FPC Investigators on the transition to Milwaukee Police Department's new Benchmark System. This system is replacing the MPD's Administrative Investigative Management (AIM) System.

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 noteworthy recent and upcoming events include:

Three Kings Day Event. On January 3, 2026, the National Latino Law Enforcement Organization (NLELO), in partnership with MPD, hosted the 10th annual "Three Kings Day" celebration at St. Augustine Preparatory Academy. Approximately 50 families experiencing need during the holiday season were invited to this event.

Three Kings Day, traditionally marking the visit of the Three Wise Men and the conclusion of the Christmas season, continues to be an important cultural observance within Milwaukee's Latino community. Activities at this event included face painting, arts and crafts, free haircuts, and a visit from individuals portraying the Three Kings for the families in attendance.

Captain Erin Mejia highlighted the significance of the event for law enforcement personnel, stating that it provides meaningful positive interactions with children and families, and reinforces the motivation behind public service.

Mr. Martinez-Rivera served as the point of referral on behalf of the FPC, connecting a family to the celebration after learning they were eligible for assistance. The referral allowed for the family's participation and contributed to the Commission's broader commitment to connecting community members with supportive programming and positive engagement opportunities with public safety personnel.

CYCLE – Film Screening and Community Discussion. On February 4, 2026, the FPC will host a public screening of *CYCLE*, a documentary film that examines the use of deadly force by police during a 2019 incident in Racine, Wisconsin. The film explores the human, institutional, and community impacts that follow critical incidents involving law enforcement. Following the screening, attendees will be invited to participate in a facilitated discussion about police use of force and its broader impacts.

Mr. Martinez-Rivera has led the coordination of this event, working with the Milwaukee Public Museum to secure the venue, with Noble Catering & Events to manage the social and networking portion, and with the film directors to plan the post-screening discussion. He has also been responsible for ensuring that community organizations and residents are informed of the event, helping to broaden participation and foster meaningful engagement across diverse audiences.

This event is intended to provide space for learning, dialogue, and connection among community members, public safety stakeholders, and civic partners.

3. Investigations

During 2025, the FPC received a total of 202 citizen complaints: 134 involved MPD members, 4 involved DEC members, 15 involved MFD members, and 49 involved matters outside the FPC's jurisdiction.

Out of the 202 complaints, 188 have been closed and 14 remain open.

The categories of citizen complaints received in 2025 are as follows:

- | | |
|------------------------|-----|
| • Department Services | 126 |
| • Department Procedure | 13 |
| • Discourtesy | 13 |
| • Disparate Treatment | 9 |
| • Use of Force | 4 |
| • No Allegation | 46 |

The dispositions for 2025 closed cases are as follows (please note that some citizen complaints may have more than one allegation):

Milwaukee Police Department

Dispositions of Complaints for MPD

FPC Dismissed	45 (untimely, no juris, complaint process, etc.)
Unfounded	13
Sustained	4 (amend report, counseling, refer to dist.)
Not Sustained	56 (no COC violation)
Referred MPD/IAD	3
<u>Exonerated</u>	<u>2</u>
	123 complaints

Milwaukee Fire Department

Dispositions of Complaints for MFD

FPC Dismissed	1 (untimely)
Unfounded	1
Sustained	3 (counseling, referred to dept.)
Not Sustained	10 (no COC violation)
<u>No Allegation</u>	<u>1</u>
	15 complaints

Department of Emergency Communication

Dispositions of Complaints for DEC

FPC Dismissed	1 (no jurisdiction)
Unfounded	1
Sustained	1 (referred to DEC supervision)
<u>Not Sustained</u>	<u>1 (no COC violation)</u>
	4 complaints

Commendations

In 2025, the FPC received a total of 13 commendations involving MPD members and one involving an MFD member.

2026 YTD

Thus far in 2026, the FPC has received a total of seven citizen complaints.

4. Legal

There are five disciplinary appeals filed in 2025 that are scheduled for trials in 2026. One additional trial is scheduled for 2027 due to the appellant's military leave.

5. Research and Policy

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

- Reviewing amendments to MPD standard operating procedures and instructions.
 - We anticipate that MPD will present a draft policy on facial recognition technology (FRT) at the FPC's next meeting on February 5, 2026.
- Continuing to research potential police officer recruitment/retention incentives and initiatives.
- Participating in an ongoing police recruitment and retention workgroup.
- Researching the potential advantages and disadvantages of granting detectives preference points for other promotional opportunities.
- Reported on 2024 police officer applicant progression through the testing process by race and gender.
- Initiated the bid process for 2026 Citizen Complaint Survey.
- Researching and drafting the FPC's 2025 Annual Policy Review Report.

6. 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:

- Continuous recruitment for the Police Officer position (entry-level) reopened on January 1, 2026.
- A new recruitment for Police Lateral/Transfer Officers opened earlier this month.
- Police Officer and Police Aide written tests and oral interviews were completed on January 14, 2026. These Police Officer candidates will be part of the recruit class scheduled to begin in August 2026 (Class 2-2026).
- A new candidate engagement event called MKE Badge Bound is being planned for February for incoming recruits who will participate in the class scheduled to begin in March 2025 (Class 1-2026).

- A new Emergency Communications Officer (ECO) recruit class of up to 12 ECOs is schedule to start in early February 2026.