



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: May 20, 2026

RE: Update on FPC Staffing and Operations

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 May 21, 2026.

FPC Staffing

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

1. *Program Assistant I.* We have received the eligible list from Department of Employee Relations (DER) for this vacancy and are in the process of setting up interviews.

2. *HRIS Auditor.* We have completed the initial round of interviews for this position. We hope to make an offer soon following second interviews with the top candidates.

3. *Investigator (Bilingual).* The job posting for this position has closed, and DER is in the process of conducting the bilingual proficiency assessment. We anticipate receiving the eligible list soon, after which we will schedule interviews with the candidates that meet the minimum qualifications.

4. *Research and Policy Analyst.* This is a new vacancy. We have requested that DER conduct a new recruitment to fill the vacancy. The job announcement is currently posted and closes on May 23, 2026.



5. *Recruiter*. This is a new anticipated vacancy. The current incumbent plans to retire, effective June 12, 2026. We have requested that DER conduct a transfer/promotional recruitment to fill this vacancy. The job announcement has now been posted and is scheduled to close on May 29, 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 three non-*Collins* audits:

- MPD Animals (SOP 060)
- MPD Automated License Plate Readers (ALPR) (SOP 735)
- MFD Resources/Dispatch Responses

The Audit Unit has completed the field work and a draft report for its audit regarding MPD's Airborne Assessment Team (Drones), which is currently under FPC management review.

After these audits, the Audit Unit will conduct an audit/review on MPD Resources/Dispatch Responses 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:

- **2025 FPC Annual Report.** Mr. Martinez-Rivera has begun the process of developing the FPC's 2025 Annual Report. He has focused his initial efforts on establishing the foundational framework of the report, which will serve as the structural backbone for all incoming data and contributions from FPC units. Mr. Martinez Rivera has also been working on the report's design elements and table of contents, which will streamline the process of organizing and integrating unit data as it is submitted by FPC team members.
- **Website Optimization and Community Accessibility Updates.** Mr. Martinez Rivera has been optimizing the FPC website to ensure it serves as a comprehensive and accessible resource for the Milwaukee community. He has uploaded several critical documents to the site recently, including an updated Recruitment and Hiring Plan, the 2025 Use of Force Report, and the 2025 Vehicle Pursuit Report, ensuring that residents have direct access to

important public safety information. Throughout this process, Mr. Martinez Rivera has maintained strict adherence to ADA compliance standards, ensuring the website remains fully accessible to all community members. In addition, he has continued to keep the Meetings tab current, providing community members with advanced notice of upcoming meeting dates and key agenda items.

- **Community Outreach and Venue Assessment Efforts.** Mr. Martinez-Rivera has been taking a proactive, community-centered approach by visiting multiple libraries and community centers throughout Milwaukee to strengthen the FPC's presence and engagement at the neighborhood level. During these visits, he has distributed FPC brochures and informational materials, ensuring that residents throughout the city have direct access to information about the FPC's role, responsibilities, and available resources. Beyond material distribution, Mr. Martinez Rivera has made intentional efforts to connect personally with residents, fostering meaningful conversations and building awareness of the FPC within communities that may have limited exposure to the Commission. In addition to outreach efforts, he has also been surveying the visited locations as potential venues for future FPC events, assessing their suitability in terms of accessibility, capacity, and community reach. These sites have also been evaluated with an eye toward the possibility of hosting regular FPC Board meetings in the community, with the goal of bringing Commission meetings closer to the communities they serve and encouraging broader public participation.

3. Investigations

Thus far in 2026, the FPC has received a total of 87 citizen complaints, 60 of which involved MPD members, 4 involved MFD members, 2 involved DEC members, and 21 involved matters outside the FPC's jurisdiction. Out of the 87 complaints, 54 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	9
• Failure to Activate BWC	2
• Failure to File Report	7
• Failure to File Accurate Report	2
• Failure to Fully Investigate	10

• Failure to Take Action	2
• 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	5
• Member was Rude	4
• Unfair Arrest	3
• Unfair Citation	1
• Other Policy Violation	20
• Other	3
• No FPC Jurisdiction	15

The dispositions for 2026 closed cases are as follows:

Milwaukee Police Department

Unfounded	10
Sustained	5 (policy review/counseling)
Not Sustained	11 (no COC violation)
Referred MPD/IAD	2
Exonerated	0
No FPC Jurisdiction	14 (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 disciplinary appeals filed in 2025 that remained scheduled for trials in the beginning of 2026. Of those, two appeals have now been tried. Additionally, two of those appeals have been dismissed, one following a negotiated settlement and the other after the appellant voluntarily withdrew from the process. One 2025 appeal remains scheduled for trial; however, that trial will not be held until April 2027, due to the appellant's military leave.

Four new disciplinary appeals have been filed in 2026 to date. Two of those appeals have now been withdrawn by the appellants. Another 2026 appeal was dismissed for lack of prosecution by the appellant. One 2026 appeal is scheduled for trial on May 26, 2026.

5. Research and Policy

Before her retirement, FPC Research and Policy Analyst Barbara Cooley completed the following projects:

- 2025 Vehicle Pursuit Report
- 2025 Use of Force Report
- Q1 2026 9-1-1 Call Wait Times Report
- 2025 Annual Policy Review
- Memo on recruitment trends in comparable agencies

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:

- Fire Cadet eligible list was approved earlier this month.
- Firefighter (Fire Paramedic) lateral recruitment closed last week.
- ECO Critical testing was conducted earlier this month.
- Firefighter, Fire Cadet, Police Officer, Lateral Police Officer, and Police Aide pre-employment is ongoing for August classes.
- Sergeant job announcement with new six-year continuous service requirement is being presented at this meeting for approval.

Recruitment:

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

- Attended multiple career and job fairs
 - Owens Place Job Fair, UWM Criminal Justice Career Fair, Shechem Hope Street Tabling, MPS Senior Job Fair, MATC Criminal Justice Career Fair, and Running Rebels Collee Fair.
- Conducted multiple Police Officer/Police Aide Presentations:
 - MATC Dual Enrollment Presentation for Police Officer/Aide
 - WCTC Criminal Justice Presentation
 - St. Charles/Job Corp presentation
- Police Officer Facebook/Instagram ad featuring Officer Garrett Ulickey from MPD's Harbor Patrol was live in April. (2-week ad campaign)
 - Produced 33k views with 2k link clicks (to the FPC's recruitment page)
- Started Facebook/Instagram ad campaign for Firefighter (Fire Paramedic) Lateral recruitment toward the end of April.
 - Produced 154k views with 5.9k link clicks
- Finished MFD Newsletters which will be rolled out in the fall.