



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: July 14, 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 July 16, 2026.

FPC Staffing

Twenty-eight (28) full-time staff positions are currently assigned to the FPC. There are three (3) existing vacancies:

1. *Investigator (Bilingual)*. We have completed interviews for this position and made a conditional offer to our top candidate, which is contingent upon approval of a negotiated salary amount.
2. *Research and Policy Analyst*. We recently received the eligible list for this position from the Department of Employee Relations (DER). We are currently in the process of scheduling interviews.
3. *Recruiter*. The job posting for this position closed on June 26, 2026. We are currently waiting for DER to score the candidates and provide us with the eligible list.

The following vacancies were recently filled:

1. *HRIS Auditor*. This position was filled effective July 6, 2026.
2. *Program Assistant I*. This position was filled effective July 13, 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)
- MPD Resources/Dispatch Responses

The Audit Unit has completed the field work and drafted reports for the following three (3) audits, which are currently under review by FPC management:

- MPD's Airborne Assessment Team (Drones)
- MPD Animals (SOP 060)
- MFD Resources (Fire Apparatuses)

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:

- **Safe Summer Events.** During this reporting period, Mr. Martinez Rivera represented the FPC at the Safe Summer event in District 2, which drew approximately 75 attendees. The event was designed to give young people in District 2 safe and engaging summer activities while connecting families with local resources. Mr. Martinez Rivera used the opportunity to introduce attendees to the FPC's mission, as well as to distribute materials and brochures. He also made new connections with community organizations, including AchieveMKE, an organization focused on empowering youth and young adults.
- **PLACET National Conference Debrief.** Mr. Martinez Rivera briefed the FPC Commissioners on his attendance at the PLECET National Conference, presenting a summary of the key sessions and takeaways. The presentation covered community engagement frameworks applicable to civilian oversight bodies, the growing role of AI in public safety operations, and available COPS Office funding opportunities.
- **Community Meeting for New FPC Appointee – Jordan Morales.** Mr. Martinez-Rivera is coordinating the community introduction event for Jordan Morales, the Mayor's most recent nominee to the FPC. This event is scheduled for July 20, 2026, at 6:00 p.m., at UWM's Downtown Conference Center, located at 161 West Wisconsin Avenue, #7000, Milwaukee, WI.

Mr. Martinez-Rivera's planning to date has included identifying a venue accessible to Milwaukee community members, vetting and recruiting a moderator for the event, and building out a virtual attendance option to broaden participation. Mr. Martinez Rivera is also updating the FPC website to reflect the event and is coordinating promotion through Eventbrite and the FPC's Facebook page.

3. Investigations

Thus far in 2026, the FPC has received a total of 123 citizen complaints, 86 of which involved MPD members, four (4) involved MFD members, four (4) involved DEC members, and 29 involved matters outside the FPC's jurisdiction. Out of the 123 complaints, 79 have been closed and 44 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	12
• Failure to File Accurate Report	2
• Failure to Fully Investigate	14
• 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	3
• Illegal Search and/or Seizure	7
• Member was Rude	9
• Unfair Arrest	3
• Unfair Citation	1
• Other Policy Violation	21
• Other	9
• No FPC Jurisdiction	22

The dispositions for 2026 closed cases are as follows:

Milwaukee Police Department

Unfounded	12
Sustained	5 (policy review/counseling)
Not Sustained	15 (no COC violation)
Counseling	2
Referred MPD/IAD	2
Exonerated	0
No FPC Jurisdiction	21 (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	2 (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 Cadet and Police Aide job announcement bulletins (for 2027 classes) were submitted for approval at this meeting. Applications will open August 1, 2026, and close on December 4, 2026.
- Fire Captain, Fire Lieutenant, and Police Sergeant written promotional exams will be conducted next month.
- The Emergency Communications Officer (ECO) eligible list was approved at the July 2nd board meeting and pre-employment has begun. A class of 15 ECOs is scheduled to start on September 28, 2026.
- A Firefighter recruit class of 50 is scheduled to start on August 3, 2026.
- A Fire Cadet class of 28 is scheduled to start on August 17, 2026.
- A Police Officer recruit class of up to 31 is scheduled to start on August 3, 2026.
- A Lateral Police Officer class of up to 5 is scheduled to start on August 24, 2026, joining Class 1-2026.
- A Police Aide class of up to 15 is scheduled to start on August 17, 2026.
- MKE Badge Bound for Class 2-2026 was held on July 1, 2026.