

## Collaborative Reform Review - May 30, 2018, 1:30 p.m. PAB Rm. 707

A Collaborative Reform review session was conducted on Wednesday, May 30, 2018, at 1:30 p.m., in Rm. 707 of the Police Administration Building. The discussion was facilitated by OMAP Police Planning and Policy Director Regina Howard. In attendance were members of the Milwaukee Police Dept. Command Staff, as well as members holding the rank of Lieutenant of Police. Issues/ideas discussed during the session were as follows:

### Recruitment, Hiring, and Personnel practices

- MPD currently has only 1 recruiter; many other departments staff numerous recruiters. We need more.
- Recruitment remains a challenge. Look to incentivize recruitment of members to the MPD. Example: award of off days for successful recruitment of an employee(s).
- We could be hindered by the lack of an ongoing recruitment process by the FPC. Many applicants could be lost due to the short time frame. The hiring process requires a large pool of candidates to draw from. Example: to hire 100 people, the potential pool of candidates needs to be approx. 400. Ongoing recruitment should help in this area.
- We are having trouble transitioning from the Police Aide rank to the Police Officer rank due to failed psych exams; are we responsible for this? OCOE looked at methods to funnel Explorers into the Police Aide program.
- We still have very few female candidates.
- During recruitment process, it would be helpful to cast a wider net. Reach out to tech schools, universities, etc., in a larger geographical area. This could help to attract a greater amount of desirable candidates.
- The positional job analysis should incorporate desired qualifications.
- The promotional process is inconsistent. There is nothing codified after the Lieutenant rank. There should be a career development plan.
- A focus on recruiting different generations of candidates needs to be addressed. Social media can be a useful tool for younger candidates.
- The following question was raised: Is the FPC reviewing their respective procedures as it relates to hiring and promoting?

### Community Orientated Policing practices

- What is the definition of Community Oriented Policing? There should be a clear, consistent answer to this question.
- Will there be a new MPD vision/mission statement that incorporates this concept?

- How do we operationalize this concept? It needs to permeate through the entire MPD.
- Smaller squad areas and enhanced citizen engagement can help, but it is only a small part of the process of integrating the COPS concept into the culture of the MPD.

### Use of Force / Deadly Force

- No formal training for IAD supervisors currently exists. There is an attempt to have more IAD supervisors trained in Unified Tactics.
- The following question was raised: should there be a separation of procedures for uses of force and uses of DEADLY force?
- ALL supervisors should investigate uses of force as if they work in IAD.
- Checklists should be utilized when conducting these investigations. It was noted that checklists currently exist.
- It was pointed out that our SOP's can help guide supervisors in this area, but different interpretations can be made at times. SOP's should not be solely relied upon when conducting these investigations.
- Commanding officers need to review these reports; lieutenants should not be the only ones reviewing these.
- The practice of recording of officer statements, particularly witness statements, was brought up. Will officers talk if not compelled to do so? Will there be a union issue in this area?

### Stop and Search

- The concept of disparate impact on the African-American was addressed. Are municipal citations also a factor here, in addition to traffic stops? The victimization rates in many high-crime areas do not match those who are routinely stopped in the community.
- The time it could take officers to complete reports/forms pertaining to stops was brought up as a potential cause for concern.
- Training in this area needs to be conducted, and it is. But it also needs to be reinforced. Utilize roll calls to accomplish this.
- The FTO program should be reviewed. FTO's/peers are having an effect on the newer officers. FTO's themselves are young.
- We are a young department. Should the time required to be promoted be raised from 3 to 5 years?

- Professionalism is the key to effective interactions with the public. We need to reinforce the concept of “service” when dealing with the public. For example, we could offer an explanation to the citizens as to why we are increasing patrol in a high-crime area.

### Accountability

- How have the decisions of Executive Command Staff (past or present) affected the findings of the collaborative reform?
- Inconsistency in training opportunities was identified as a concern. Some of the same people are offered training time and again, while others are not afforded the same opportunity.
- Should those assigned to specialized units for an extended period of time be reassigned?