



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING INSTRUCTION

PUBLIC SAFETY CADET PROGRAM

ISSUED: October 4, 2024

EFFECTIVE: October 4, 2024

REVIEWED/APPROVED BY:
Assistant Chief Steven Johnson
DATE: August 22, 2024

ACTION: Amends SOI (October 25, 2021)

WILEAG STANDARD(S): 2.8.1

I. PURPOSE

The purpose of this standard operating instruction is to establish guidelines regarding the Public Safety Cadet Program.

II. DEFINITIONS (WILEAG 2.8.1)

A. MILWAUKEE PUBLIC SAFETY CADETS

An organization of youth citizen volunteers who are interested in a career in law enforcement. These youth are mentored by sworn officers and civilian department members, and they are given the training and basic skills needed to move forward in a career with the Milwaukee Police Department. In addition, public safety cadets receive training in and assist sworn police members with traffic and crowd control.
(WILEAG 2.8.1.2)

B. PUBLIC SAFETY CADET COORDINATOR

A sworn member designated by the Office of Community Relations, Engagement, and Recruitment Director to handle the administrative and day-to-day operational duties of the Public Safety Cadet Program.

C. PUBLIC SAFETY CADET ADVISOR

A sworn or civilian member who provides training, supervision and assignments to members of the Public Safety Cadet Program.

III. APPLICATION AND REGISTRATION PROCESS (WILEAG 2.8.1)

A. No member of the Public Safety Cadet Program shall enter upon any duty, activity or employment on behalf of the Milwaukee Police Department or its Public Safety Cadet Program until they have completed the registration process, including successfully passing a background investigation.

B. The Office of Community Relations, Engagement, and Recruitment Director will give final approval for any member of the Public Safety Cadet Program.

C. The minimum qualifications for members of the Public Safety Cadet Program are:

1. At least 14 thru 20 years old.
2. Enrolled in high school (unless he/she is a high school graduate).
3. No felony convictions, or adjudicated delinquent for an act that if committed by an adult would be a felony, or found not guilty by reason of mental disease or defect.
4. No violent misdemeanor convictions.
5. Have a good moral character.

D. Members while on authorized public safety cadet duty are acting in a non-sworn capacity and are indemnified when acting under the authority of the department in accordance with this policy.

(WILEAG 2.8.1.1, 2.8.1.5)

IV. STATUS OF PUBLIC SAFETY CADETS (WILEAG 2.8.1)

A. Public safety cadets will not receive compensation, monetary or otherwise, for their participation in the program. They are not employees of the Milwaukee Police Department and are not entitled to any benefits afforded to members of the Milwaukee Police Department.

B. Membership in the Milwaukee Police Department Public Safety Cadet Program does not grant or imply the authority to arrest persons in the same manner as is granted by law to sworn law enforcement officers. However, per state law, a law enforcement officer making a lawful arrest may command the aid of any person. When so called, public safety cadets acting under the direction of such law enforcement officer shall have the same power as that of the law enforcement officer ([Wis. Stat. § 968.07\(2\)](#)).

(WILEAG 2.8.1.2)

V. CHAIN OF COMMAND

A. Public safety cadet members shall be governed and controlled by the chain of command as prescribed for the department. When on duty, in the absence of a police supervisor, the member shall be guided by orders and instructions given by the public safety cadet coordinator or advisor.

B. Public safety cadet members, when on duty, shall promptly obey any lawful order emanating from any police member. Should any such order conflict with previous orders from any superior member, or with any information within this standard operating instruction or the Code of Conduct, the public safety cadet member to whom such order is given shall respectfully call such conflict to the attention of the police member last giving an order and, if they do not change it, the order shall stand and be obeyed. The public safety cadet member obeying the order shall not be held responsible for disobedience of any orders theretofore issued.

VI. TRAINING (WILEAG 2.8.1)

Public safety cadets receive bi-weekly training related to their duties that will be facilitated by the public safety cadet program coordinator and advisors.
(WILEAG 2.8.1.4)

VII. DUTY ASSIGNMENTS (WILEAG 2.8.1)

- A. Members of the Public Safety Cadet Program will be assigned to tasks at a police district by the public safety cadet coordinator under the direction of the public safety cadet advisor.
- B. The public safety cadet advisor, in coordination with the public safety cadet coordinator, will assign members of the Public Safety Cadet Program to events.
(WILEAG 2.8.1.2)

VIII. APPEARANCE

- A. Public safety cadet members, while on duty, shall conform to the appearance standards as outlined in SOP 340.
- B. While on duty, public safety cadets must be well groomed, clean, and in neat appearance.

IX. EQUIPMENT (WILEAG 2.8.1)

- A. All public safety cadets shall be in proper uniform while on duty, unless otherwise directed by the Chief of Police, Office of Community Relations, Engagement, and Recruitment Director or designee. No mixture of civilian clothing with the uniform shall be permitted either on or off duty.
- B. Public safety cadets are responsible for the cleanliness, serviceability, and good repair of any uniform or equipment utilized by them. They shall as often as is necessary examine and clean their equipment and always keep it in good serviceable condition. Public safety cadets shall at no time use police department property for private purposes.
- C. Public safety cadet members shall wear only such uniforms and insignia and carry only such equipment as may be prescribed from time to time by the Chief of Police.
- D. Public safety cadet members shall be issued the following equipment:
 - 1. MPD squad book bag;
 - 2. Sam Browne belt;
 - 3. Battle dress uniform (BDU) pants, navy blue;
 - 4. Long and short sleeve polo shirt, navy blue with embroidery;
 - 5. Memorandum book;

6. Glove pouch;
 7. Radio holder;
 8. Navy blue sweater, with a Public Safety Cadet patch;
 9. Navy blue physical training shirt;
 10. Navy blue physical training shorts.
(WILEAG 2.8.1.3)
- E. The following personal purchase items may be worn by members of the Public Safety Cadet Program:
1. Flashlight holder.
 2. Key keeper.
- F. While in uniform, members of the Public Safety Cadet Program shall wear black socks, black shoes, and a clean dark blue or black "crew neck" or "V-neck" style t-shirt underneath the uniform shirt,
- G. Public Safety Cadet uniforms shall not be worn outside of the city, except when necessary in the performance of duty, or by permission of the Chief of Police, or his/her designee. The public safety cadet advisor shall conduct inspections of public safety cadets' uniforms and equipment to ensure conformity with this standard operating instruction and ensure they are properly equipped and dressed for duty. No uniform shall be worn unless it conforms to the specifications prescribed by the Chief of Police.
- H. Public Safety Cadets who are issued or assigned any City of Milwaukee owned uniforms or equipment, or who in any manner comes into possession, custody, or control of any property through their affiliation with the department shall be responsible for such property and shall report any loss, damage to, or unserviceable condition of such property to the public safety cadet coordinator.
- I. No duplicate of any item of uniform or equipment authorized by the Chief of Police for use by a public safety cadet shall at any time be made without the approval of the Chief of Police; nor shall any item of uniform or equipment be altered or modified, except for proper fitting, without such approval. Request and authorization of duplicate, personal purchase, or replacement uniform items shall be made using the *Uniform and Equipment Order* (form PO-1).
- J. In the event that any public safety cadet's equipment is unaccounted for, they shall immediately notify the public safety cadet coordinator, who will follow departmental procedures regarding lost or stolen department property. If the public safety cadet coordinator is not available, the public safety cadet shall as soon as practicable notify the shift commander or a supervisor in the district where the loss occurred. The shift commander/supervisor shall ensure that the district commander and the Office of Community Relations, Engagement, and Recruitment Director are made aware of the

incident (please refer to SOP 340).

- K. When lost or stolen department property is recovered by a public safety cadet, he or she shall as soon as practicable notify the shift commander or a supervisor in the district where the loss occurred and report the circumstances surrounding the recovery. The shift commander shall determine what, if any, additional investigative follow-up should occur. The shift commander/supervisor shall ensure that the district commanding officer and the Office of Community Relations, Engagement, and Recruitment Director are made aware of the incident.

X. DUTY RESPONSIBILITIES (WILEAG 2.8.1)

- A. Public safety cadets shall not engage in any duty unless they first report to a police district station or other designated place and there record his/her name together with the date and proposed hours of duty with the commanding officer in charge. Immediately following their tour of duty, the member shall report to a designated place recorded as off duty.
- B. When any public safety cadet is called to or happens upon the scene of a crime or unlawful action, fire, explosion, accident, or other emergency requiring immediate police action, he/she shall as soon as practicable inform the police department or any police officer, either by telephone or personally, of the location and known facts of the incident.
- C. The public safety cadet shall be observant, taking note of any information that may be pertinent to the ensuing investigation.
- D. When police members arrive at the scene, the public safety cadet must identify himself/herself and pass along any information they are privy to.
- E. Public Safety Cadets who observe any conditions detrimental to the public peace and welfare, such as obstructions or defects in any street, sidewalk, or thoroughfare, which is dangerous to public travel, shall report such condition to the police department.
(WILEAG 2.8.1.2)

XI. INCIDENT REPORTING REQUIREMENTS

Public Safety Cadets who, while on duty, are involved in any incident resulting in personal injury to themselves or other persons, or which causes damage to any personal or real property owned either by themselves or other persons, firms, corporations, or government agencies, shall immediately report such incident to the nearest supervisory officer of the department, and shall also submit in writing such reports as may be required.

XII. GENERAL RULES (WILEAG 2.8.1)

- A. All members of the Public Safety Cadet Program shall adhere to the Milwaukee Police Department's Code of Conduct at all times.
- B. Public Safety Cadets shall report their correct residence address and other personal information as may be required to the Office of Community Relations, Engagement, and Recruitment Director and shall report any change of address and/or telephone number

within 24-hours of making such change.

- C. It is expected that all public safety cadets will familiarize themselves with laws and ordinances, procedures and recommended practices, and any other public information relating to emergency government. With proper knowledge in these matters, public safety cadets will be able to answer questions in an intelligent and reliable manner.
- D. It is expected that all public safety cadets will familiarize themselves with the federal, state, and local laws and ordinances, which govern and control the conduct of all persons residing in the City of Milwaukee and the State of Wisconsin.
- E. Public safety cadets shall not smoke while on duty in public or private, uniform or plainclothes, nor in any police building.
- F. Public safety cadets, except when specifically and lawfully authorized, shall not represent themselves as peace officers; nor shall they in any manner imply that they are Milwaukee Police Department officials.
- G. No public safety cadet shall knowingly cause to be entered in any police department or public safety cadet record any inaccurate, false, or improper registration of police information or matter.
- H. Public safety cadets, when on duty, shall equip themselves with and have in their possession, at all times, a memorandum book in which to enter duty assignments, dates, and times, names and addresses of persons and other necessary information pertinent to the discharge of their duties.
- I. Public safety cadets, when on duty, will be constantly on the alert and will respond immediately to dispatchers. If a message is given over the police radio, it is important that they listen to the entire message without interruption.
- J. Public safety cadets who have grievances against any department member shall refer their complaint to a department supervisor who will make the necessary investigation and disposition in the case.
- K. Public safety cadets are prohibited from issuing public information statements relating to the policies and operating procedures of the police department, or the Public Safety Cadet Program, except with the approval of the Chief of Police or designee.
(WILEAG 2.8.1.2)
- L. Public safety cadets shall ensure they abide by the procedures established in SOP 685 Social Networking Sites when using social networking sites.

XIII. VIOLATIONS OF LAWS, ORDINANCES, STANDARD OPERATION PROCEDURES, CODE OF CONDUCT


- A. Any public safety cadet who fails to conform to and abide by the Code of Conduct, department policies, and/or laws and ordinances in this state or any other state resulting in discredit to the police department shall be subject to suspension or dismissal from the

Milwaukee Police Department Public Safety Cadet Program at the discretion of the Chief of Police.

- B. Discredit to the department occurs when any public safety cadet member engages in any conduct which adversely affects the efficiency, morale, operations or values of the department or any conduct which has a tendency to adversely affect, lower, or destroy public respect and confidence in the department or any department member. This conduct may also bring the public safety cadet member or other department member into disrepute. Public Safety Cadets shall conduct themselves at all times, both on and off duty, in such a manner as to positively reflect the values of the Milwaukee Police Department.

XIV. DISPOSITION UPON RESIGNATION OR TERMINATION

When any member of the Public Safety Cadet Program resigns, or for any other reason his/her connection with the Public Safety Cadet Program is terminated, he/she will as soon as practicable surrender to the public safety cadet coordinator all property obtained through his/her affiliation with the department.

A handwritten signature in black ink, appearing to read 'J.B. Norman', with a long horizontal stroke extending to the right.

JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:mfk