

MILWAUKEE POLICE DEPARTMENT



2012 WORKPLACE SAFETY PLAN

**Edward A. Flynn
Chief of Police**

MILWAUKEE POLICE DEPARTMENT WORKPLACE SAFETY POLICY

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MILWAUKEE POLICE DEPARTMENT WORKPLACE SAFETY POLICY

SAFETY POLICY

Safety is the first consideration of the Milwaukee Police Department. It is a basic responsibility of all members of the Department. It is the policy of the Milwaukee Police Department to strive for the highest standards of safety by providing an accident-free, healthy, safe and comfortable work environment by eliminating recognized hazards from the workplace. Occupational accidents and unsafe hazardous conditions can result not only in personal injury, but can have a financial impact on the member and the Department as well.

A comprehensive plan for members' safety, education and training has been developed. Your cooperation and support of these safety initiatives is critical for the plan's success and the reduction of work related injuries.

The Milwaukee Police Department's Safety Plan has been developed for members to utilize as a tool to perform their job functions in a safe manner. All members are expected to abide by the policies and procedures outlined in this plan. Failure to comply can result in progressive disciplinary action and/or termination of employment. With everyone's cooperation, we can continue to make the Milwaukee Police Department a safe place to work.

**EDWARD A. FLYNN
CHIEF OF POLICE**

MILWAUKEE POLICE DEPARTMENT WORKPLACE SAFETY PLAN

SAFETY MANAGEMENT

There are several components of safety management which are essential in creating and maintaining a safe work environment. These include:

Individual Responsibility: Safety is everyone's responsibility, regardless of rank or position.

Identification of Patterns and Trends: An emphasis of this plan is to identify any causes, patterns and/or trends of hazards and injuries to employees such that they can be addressed and reduced through training, repair or other means.

Training & Education:

The pre-employment testing process includes a Physical Ability Test that encourages applicants to physically and mentally prepare for the physical aspect of police work.

At the time of hire, Recruit Officers are provided with an extensive 23-week course of training that includes Health Fitness & Wellness Physical Training and Health Fitness & Wellness Ultimate Survivor Training. Recruits are oriented on and encouraged to participate in healthier lifestyles which include better eating habits, exercise and physical conditioning.

Provide training, education and standard operating procedures to all members on current techniques in defense and arrest tactics (DAAT), Firearms use and use of force, crowd control, vehicle pursuits as well as information on personal protective equipment (PPE) and precautionary measures that members may utilize to protect themselves against chemical, physical, or biological hazards, as well as common causes of injuries.

Hazard Identification: Identify and address hazards and potential hazards in the work place.

WORKPLACE SAFETY GRIEVANCE

Standard Operating Procedure 510 – Workplace Safety Grievance has been established per Wisconsin State Statute, Section 66.059.

This policy will govern three (3) main areas of applicability as it relates to workplace grievance procedures:

- a. The physical environment and conditions encountered by Department members in performance of their assigned duties; including facility work space, sanitation, air quality, temperature, signage, and lighting.
- b. The methods used in the performance of assigned duties; including use and maintenance of equipment, tools, and materials.
- c. Administrative and/or operational policies and practices; including posted signage of hazards, prevention and control policies and practices, safety training, including hazardous communication and procedures involving blood borne pathogens, emergency planning and preparedness policies, handling mail and incoming packages/deliveries, and transportation.

ROLES & RESPONSIBILITIES

All members of all ranks are required to follow Standard Operating Procedures relating to safety. These include, but are not limited to, SOP 510 – Workplace Safety Grievance, SOP 010 – Absence, SOP 210 – Communicable Diseases, SOP 640 – Department Owned Vehicles, SOP 660 – Vehicle Pursuits, SOP 650 – Vehicle Crashes and other policies relating to prisoners, booking and use of force. In addition, certain ranks have the additional responsibilities listed below.

Chief of Police

The Chief of Police is responsible for the government of the Department, including the safety of its members, through the proposal and enforcement of Standard Operating Procedures.

Assistant Chief of Police

Assistant Chiefs of Police are responsible for administering those bureaus under their command in all matters that pertain to administrative and operational aspects of the Department, including, but not limited to, the enforcement of Standard Operating Procedures relating to the safety of its members, while ensuring that the mission, goals, and objectives of the Department are carried out.

Inspector /Deputy Inspector

Inspectors and Deputy Inspectors assist the Assistant Chiefs of Police in carrying out the functions of the office, including the enforcement of Standard Operating Procedures relating to the safety of its members, as well as the efficient operation of the Department.

Captain/Lieutenant

Generally, a district/division commander is responsible for the immediate supervision and control of law enforcement and civilian members of the Department assigned to their work location. District/Division commanders are also responsible for the enforcement of Standard Operating Procedures relating to the safety of the members assigned to their district/bureaus.

Specifically, when an injury or exposure incident has occurred, the district/division commander shall ensure that the sergeant has completed all the appropriate forms [i.e. *Worker's Compensation Report* (EB-49), an *Injury Classification Report* (PM-12E) detailing the circumstances surrounding the injury, including the cause of the injury, and the steps taken to remedy the hazard, if applicable, and an *Application For Sick Leave or Injury Pay* (PS-16)]. The district/division commander shall review and sign the EB-49 and *Department Memorandum* (PM-9E). The commander shall forward these reports, including a *Physician's Report* (PP-18) or emergency treatment form, if applicable, to the Medical Section within 24 hours of the injury (SOP 010 – Absence).

When applicable, it is the responsibility of the district/division commander to review and approve the investigating supervisor's on-duty squad accident report on the AIM system, file a summary of the crash investigation on the AIM system, including any recommendations for further action or investigation, and forward the AIM system report directly to the appropriate supervisor of the Professional Performance Division (SOP 650 – Vehicle Crashes).

ROLES & RESPONSIBILITIES

Continued

Sergeant

Generally, sergeants assist and instruct police officers and other members under their supervision in the safe conduct of their duties and ensure that Standard Operating Procedures, including those relating to safety, are followed.

Sergeants shall prepare an EB-49 whenever any Department member is injured or experiences an exposure incident in the line of duty. The sergeant shall also file a PM-12E detailing the circumstances surrounding the injury, including the cause of the injury, and the steps taken to remedy the hazard, if applicable. In cases of exposure incidents, the sergeant shall confirm that the member was following required precautionary work practices (SOP – 010 Absence, SOP – 210 Communicable Diseases). Sergeants are to direct the injured member, as well as any Department witnesses, to file a PM-9E detailing the circumstances surrounding the injury or the exposure incident. A PM-9E shall also be filed by sergeants whenever statements are taken from non-Department members (except traffic accidents). In cases where a higher ranking officer has been injured, the EB-49 shall be completed by a person whose rank is above that of the injured party. In all City property accidents or when third party negligence is indicated, the sergeant shall ensure that photographs are taken of the accident scene.

Per SOP – 650, Vehicle Crashes, sergeants shall respond to the scene of all crashes involving a Department vehicle and ensure that the investigating officer completes *Vehicle Crash Report* (Form MV-4000) and any *Supplemental Reports* (PO-15A), if applicable. Sergeants shall also file a squad accident report via the AIM system. If the crash occurred during a motor vehicle pursuit, the sergeant shall file a motor vehicle pursuit report via the AIM system.

Per SOP – 510, Workplace Safety Grievance, sergeants shall follow the procedures outlined, documenting and resolving matters brought to their attention.

Health and Safety Coordinator – Medical Section

The Health and Safety Coordinator shall direct and coordinate the Safety Plan and shall be responsible for the collection of data relating to Worker's Compensation claims and injury leave usage. The Coordinator shall also prepare quarterly and yearly reports of the claims / injuries to identify safety goals and objectives aimed at reducing work injuries and to assess for effectiveness. The Coordinator shall work closely with the Safety & Hazards Review Committee to conduct analysis of the data to determine if any patterns, trends or hazardous conditions exist and to create training curriculum for members of the Department in the areas of safe work habits and practices.

ROLES & RESPONSIBILITIES

Continued

All Members

All members must perform their work safely and exercise due care to prevent injuries to themselves, other members of the Department and the public. Members, when applicable, should:

- Keep all work areas and equipment clean, orderly and in good condition.
- Inspect tools, equipment, safety devices and personal protective equipment (PPE) prior to use and routinely thereafter.
- Understand instructions on safety requirements prior to starting work.
- Lift and handle materials properly and ask for assistance when needed.
- Know the location and use of the nearest fire extinguisher and emergency exit and cooperate with all required emergency drills.
- Know the location and use of the nearest Automated External Defibrillator (AED) and first aid kits necessary in emergency situations.
- Except as indicated in Standard Operating Procedure 640.15 (2), wear a seatbelt at all times while driving or riding in a Department vehicle and while driving your personal vehicle on Department business.
- Use desks and chairs in the appropriate manner.
- Follow procedures outlined in the Workplace Safety Grievance Standard Operating Procedure 510, when appropriately necessary.

ROLES & RESPONSIBILITIES

Continued

Safety & Hazards Review Committee

The Milwaukee Police Department will be developing a Safety & Hazards Review Committee, for implementation in January 2013. The committee shall consist of managers or designees assigned to the following areas:

- **The Medical Section**
 - Responsible for maintaining, tracking and corresponding with the Department of Employee Benefits on all reported occupational injuries. Also responsible for the limited duty program and the Safety & Hazards Review Committee.
- **Facilities Services Division**
 - Responsible for all fleet, gas pumps, building maintenance and clean up, as well as providing equipment such as workspaces and ergonomic chairs.
- **Training Division**
 - Responsible for all training and equipment updates.
- **Information Technology Division**
 - Responsible for equipment related to computers, workspaces and ergonomic equipment.
- **Integrated Justice Systems Central Booking**
 - Responsible for the conveyance, booking and maintenance of prisoners.
- **Internal Affairs**
 - Responsible for use of force & vehicle accidents reports.
 - Responsible for tracking arrests and citations.
- **Neighborhood Policing Bureau**
 - Responsible for majority of Officer assigned to field patrol, including Bicycle Squads.

These areas have been specifically chosen to meet on a quarterly basis and:

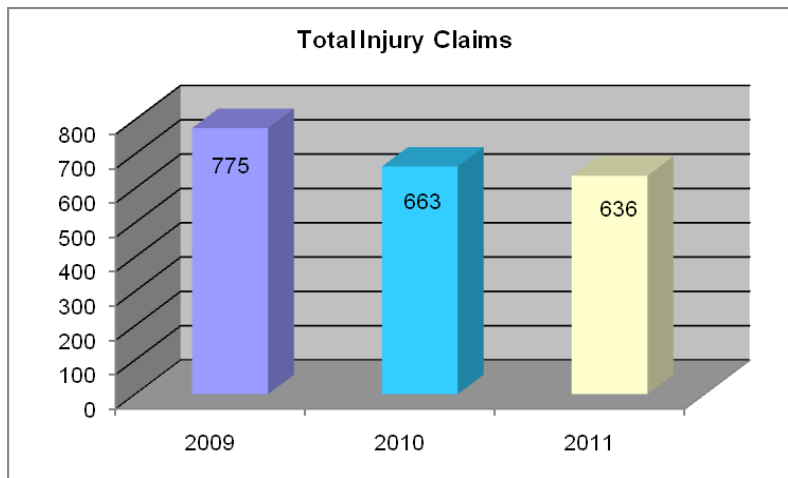
1. Review accident and injury data.
2. Identify patterns and trends in Workers Compensation claims.
3. Identify and correct hazards at work locations.
4. Develop and implement training to assist in the reduction of injuries.

2009 – 2011 INJURY STATISTICAL ANALYSIS

A variety of worker's compensation data was reviewed to determine the impact of injuries on the Department, identify individuals most at risk of injury, identify those types of assignments and activities where injuries most often occur and determine if there are any patterns or trends in the types of injuries (injury classification) that occur. The ultimate goal of the review was to determine what steps, if any, can be taken to reduce the number of workplace injuries to Department members.

	2009	2010	2011
Injury Claims	775	663	636
Recordable Cases	244	177	166
Incidence Rate	10.78	7.88	7.28
Lost Workdays	3,885	2,833	3,726

INJURY CLAIMS



Injury claims are made whenever an accidental injury, occupational disease or mental harm occurs from an employment related activity. In 2010, claims declined by 16.3% from 2009. In 2011, claims declined by 1.5% from 2010. The reduction in injury claims may be partly attributed to enhanced training of members in areas of Defensive and Arrest Tactics (DAAT), Firearms Training, Emergency Vehicle Operations Course (EVOC), Wellness Training, and Ergonomics.

2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

COMPARABLE POLICE DEPARTMENTS

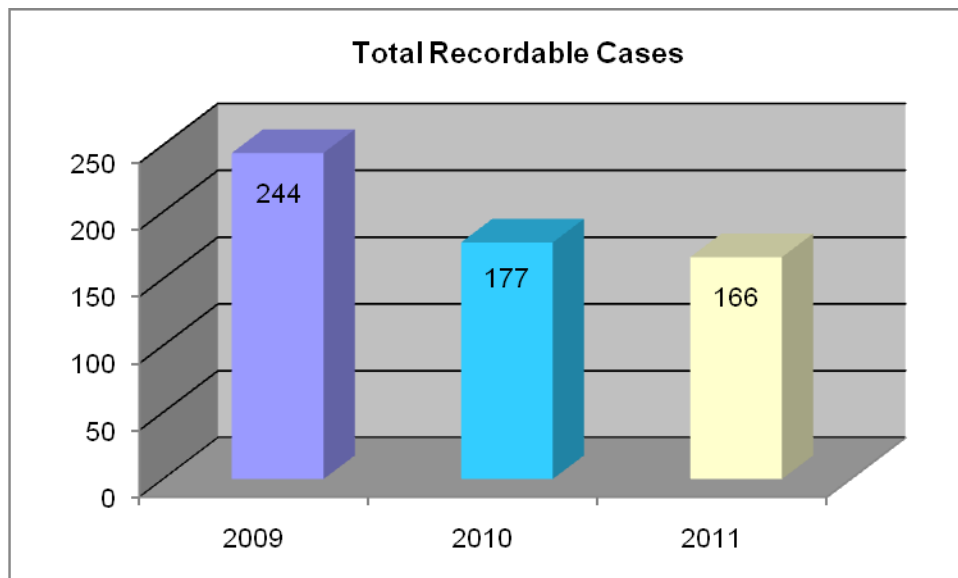
Police Department	Law Enforcement Personnel	Civilian Personnel	Total Personnel	Approximate Yearly Claims	% Of Overall Claims	Safety Plan In Place?
Milwaukee Police	1860	707	2567	691	27%	Yes
Austin Police	1637	563	2200	783	35.5%	No
Ft. Worth Police	1562	714	2276	394	17%	No

At this time, we have no supporting data to justify or explain the varying degrees of injury claims or crime stats between the Milwaukee Police Department, Fort Worth Police Department or the Austin Police Department.

The Fort Worth Police Department is currently reviewing the development of a committee to review and revise the occupational injury leave policies and procedures. In addition to this, they are also requesting the assignment of a Safety Coordinator dedicated to the collection and analysis of occupational injury data for 2013. They do not have a Safety Plan in place.

The Austin Police Department is currently working on an Accident Prevention Plan. While they do not have a Safety Plan in place, they expect to review and implement one by 2013.

RECORDABLE CASES



2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

Recordable cases are work related injuries or illnesses resulting in death, loss of consciousness, days away from work, restricted work activity, job transfer or medical treatment beyond first aid, that must be reported to the Occupational Health and Safety Administration on a quarterly basis.

Year	Total Claims	Recordable Cases	% of claims
2009	775	244	31%
2010	663	177	27%
2011	636	166	26%

Recordable cases account for approximately 30% of claims each year.

DWD CLAIM GUIDELINES:

Per DWD guidelines, injury claims are separated into 3 categories:

1. Indemnity
2. Medical
3. No Doctor

- **Indemnity:** The loss of 4 or more workdays along with medical treatment.

Year	Claims Reported	Indemnity Claims	% of Claims
2009	775	139	18%
2010	663	132	20%
2011	636	122	19%

- **Medical:** The loss of up to 3 workdays along with medical treatment. May result in intermittently lost time.

Year	Claims Reported	Medical Claims	% of Claims
2009	775	329	42.5%
2010	663	258	39%
2011	636	238	37%

- **No Doctor:** The reporting of an injury without the loss of time or medical treatment.

Year	Claims Reported	No Doctor Claims	% of Claims
2009	775	307	40%
2010	663	273	41%
2011	636	276	43%

Indemnity & Medical claims resulting in lost workdays and medical treatment have accounted for approximately 60% of all reported claims for 2009, 2010 and 2011.

2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

LOST WORKDAYS/RESTRICTED DUTY

Year	Recordable Cases	Lost Work Days (LWD's)	Days with Restrictions	Total LWD's & Restrictions
2009	244	3,885	1,436	5,321
2010	177	2,833	1,186	4,019
2011	166	3,726	1,601	5,327

The total number of lost workdays and restricted duty days declined by 24% in 2010 from 2009, while the total number of lost workdays and restricted duty days increased by 32.5% in 2011 from 2010. This increase is a result of more serious injuries requiring significant time away from work.

Year	Recordable Cases	Claims with 200-250 LWD's	Claims with 100-199 LWD's	Claims with 60-99 LWD's
2009	244	4	8	8
2010	177	1	5	8
2011	166	3	5	10

In 2009, 20 of the 244 (8.2%) recordable claims resulted in 60 or more lost workdays (LWD's).

- 4 – involving 3 Shootings and 1 Squad Accident. Each with 200-250 LWD's.
- 8 – involving 4 Controlling or Arresting, 2 Slips, 1 Foot Pursuit and 1 Striking Object. Each with 100-199 LWD's.
- 8 – involving 3 Accidents, 3 Controlling or Arresting and 2 Slips. Each with 60-99 LWD's.

In 2010, 14 of the 177 (7.9%) recordable claims resulted in 60 or more lost workdays.

- 1 – involving a Fall. 200-250 LWD's.
- 5 – involving 2 Controlling or Arresting, 2 Training and 1 Slip. Each with 100-199 LWD's.
- 8 – involving 4 Controlling or Arresting, 1 Training and 1 Foot Pursuit. Each with 60-99 LWD's.

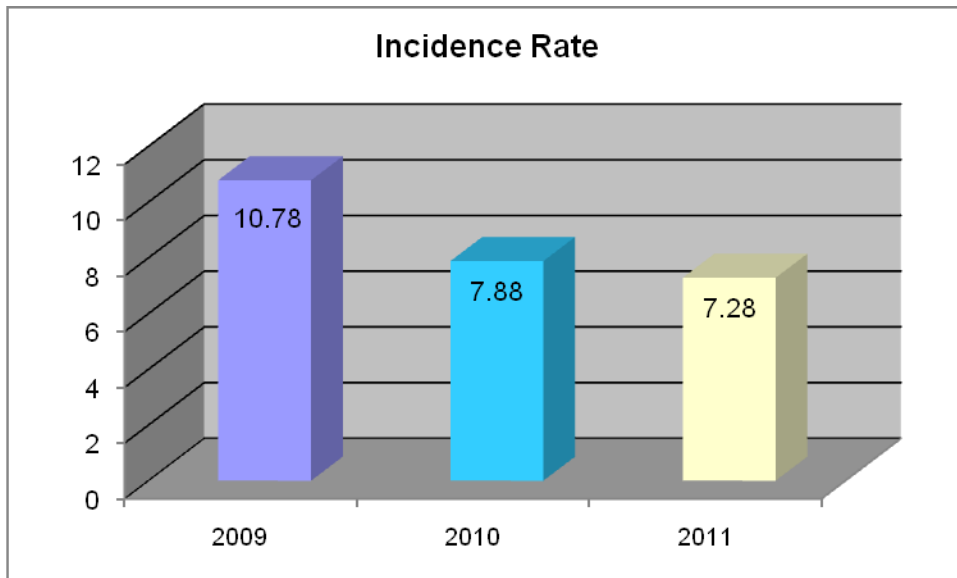
In 2011, 18 of the 166 (10.8%) recordable claims resulted in 60 or more lost workdays.

- 3 – involving 1 Slip, 1 Accident and 1 Foot Pursuit. Each with 200-250 LWD's.
- 5 – involving 2 Slips, 1 Foot Pursuit, 1 Accident and 1 Fall. Each with 100-199 LWD's.
- 10 – involving 3 Foot Pursuits, 3 Accidents, 1 Shooting, 1 Controlling or Arresting, 1 and 1 Training. Each with 60-99 LWD's.

2009 – 2011 INJURY STATISTICAL ANALYSIS

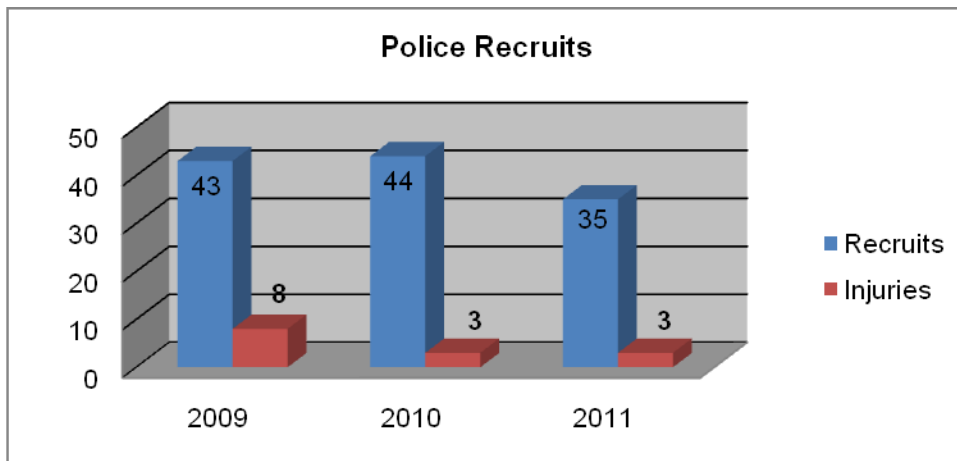
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INCIDENCE RATE



Incidence rate provides the percentage of frequencies in new cases of injuries/illnesses occurring during a given period in proportion to the number of employees in that population. Incidence rate is determined by multiplying the number of recordable cases by 200,000 (direct labor hours) and then dividing that number by the number of employee hours worked.

RECRUITS



The Police Academy held one Recruit Class in 2009, one in 2010 and one in 2011. Most Recruit injuries occur during Physical Training or Defensive and Arrest Tactics. Physical Training is mandated to 1 hour per day for 23 weeks. Defensive and Arrest Tactics Training is mandated to 1 hour per day for 14 weeks. Steps were taken in 2010 to ensure Recruit Officers performed the required warm ups prior to and following these vigorous training sessions. As a result, injuries declined by 62% in 2010.

2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

Injuries to Recruit Officers increased by 26% from 2010 to 2011 partly a result of fewer Recruit Officers per class (2010-1 injury per 14 Recruits; 2011-1 injury per 11 Recruits). None of these claims resulted in lost time from work or lost wages. All injuries occurred during vigorous Physical Training or Defensive and Arrest Tactics.

Recruit Officers are provided with an extensive 23-week course of training that includes Health Fitness & Wellness Physical Training and Health Fitness & Wellness Ultimate Survivor Training. Recruits are oriented on and encouraged to participate in healthier lifestyles which include better eating habits, exercise and physical conditioning. In addition to this, Recruit Officers are mandated by the Law Enforcement Standards Board to participate in a 24 hour First Responder Course. The Milwaukee Police Department has enhanced the training, by providing an additional 8 hour Tactical Combat & Critical Care Course in first aid and tactical response. Recruit Officers are taught by staff instructors certified by the Cooper Institute of Health. The skills and mindset are properly applied to the rigorous and stressful duties of police work and may lessen occupational stress claims.

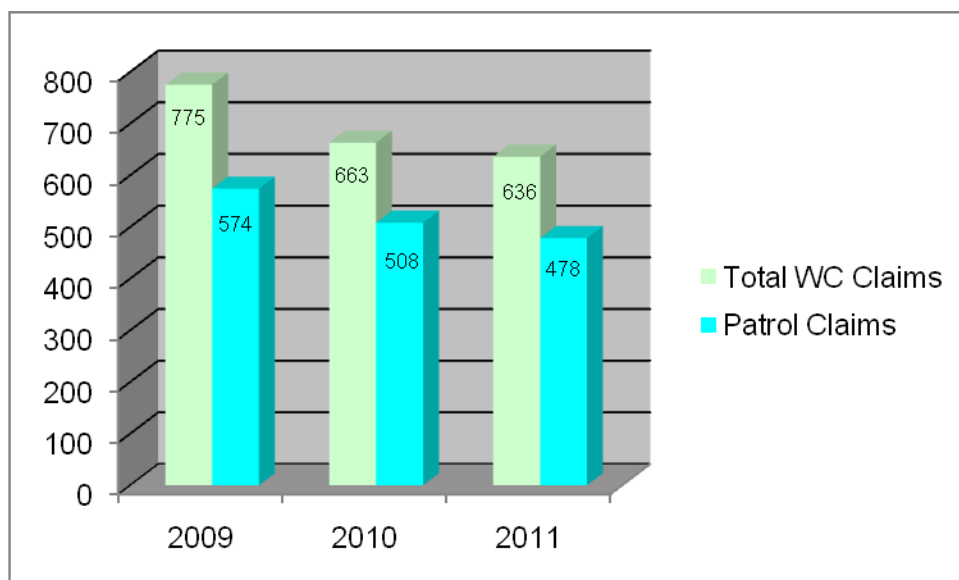
GENERAL INJURY DATA

Injury data was collected in certain categories. Of the data analyzed, the following primary areas resulted in the most injuries reported:

- Primary Type of Duty Involved– Field Duty Patrol Injuries
- Primary Activity Involved When Injured – Controlling & Arresting Subjects/Foot Pursuits
- Primary Rank of Injured Member – Police Officer

Other areas reviewed can be found on page 22 of this report.

PRIMARY TYPE OF DUTY INVOLVED



2009 – 2011 INJURY STATISTICAL ANALYSIS

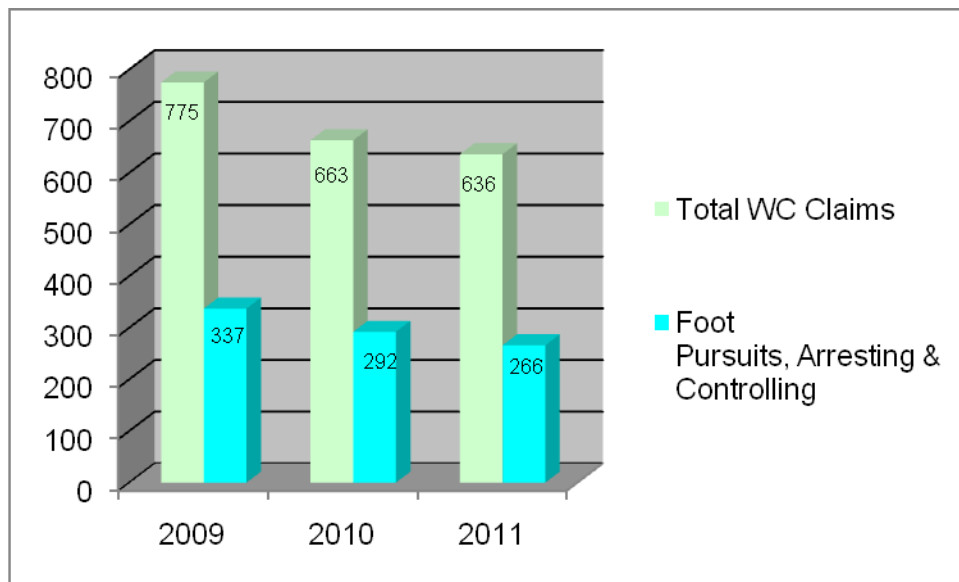
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As expected, injuries related to **Field Duty - Patrol Injuries** account for approximately 75% of claims. Field Duty-Patrol injuries declined 11% in 2010 from 2009 and 6% in 2011 from 2010.

(Compared to the number of arrests made per year, Field Duty – Patrol Injuries occurred in less than 2% of all arrests made).

Year	Patrol Injury Claims	Arrests Made	Claims as % of Arrests
2009	574	35,554	1.6%
2010	508	38,529	1.3%
2011	478	37,285	1.3%

PRIMARY ACTIVITY INVOLVED IN WHEN INJURED



Year	Claims	Foot Pursuit Claims	Controlling/Arresting Claims
2009	775	59	278
2010	663	59	233
2011	636	71	195

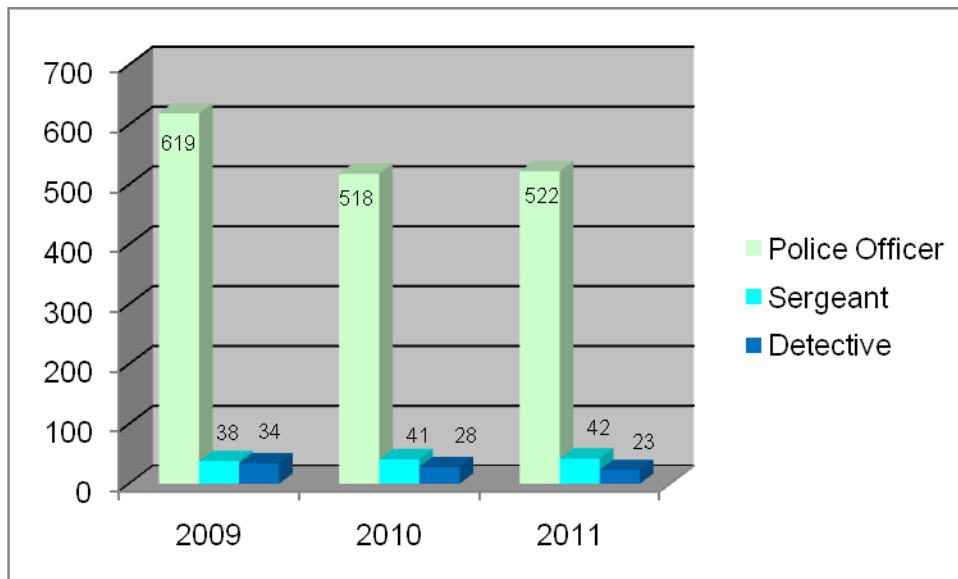
Controlling or Arresting Subject / Foot Pursuits account for the majority of activity injury claims made each year. As a note, Controlling & Arresting Subject claims are separate from injuries incurred as a direct result of an intentional assault. These numbers do not include intentional assaults.

2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

Controlling or arresting subjects does not, in and of itself, constitute an arrest. Controlling subjects also entails contact with distraught citizens at investigations, mentally ill persons, or intoxicated persons which may or may not result in arrest. There does not appear to be a direct correlation between the reduction of Field Duty-Patrol injury claims from 2010 to 2011.

PRIMARY TITLE/RANK OF INJURED MEMBER



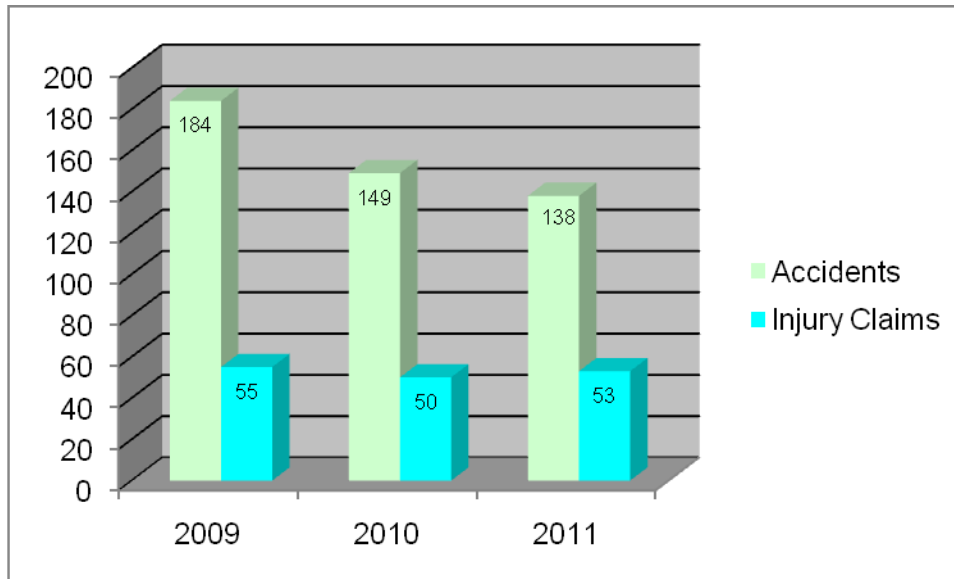
The top 3 titles/ranks reporting injury claims were police officers, sergeants and detectives, respectively. **These 3 ranks accounted for approximately 90% of injury claims submitted.** Law enforcement personnel make up 75% of total Department employees.

Police Sergeants are subjected to the same injury incidents as Police Officers (i.e. Controlling & Arresting, Foot Pursuits, Vehicle Accidents, etc), while Detectives become injured during investigations at crime scenes (i.e. Lifting property, exposures to chemicals/smoke/drugs/blood borne pathogens, partial falls through floors/stairs, etc.)

2009 – 2011 INJURY STATISTICAL ANALYSIS

Continued

REPORTED VEHICLE ACCIDENTS



The Department reports an average of **150 vehicle accidents per year**. The Department consistently provides Emergency Vehicle Operations Course training to all law enforcement members. Training includes, but is not limited to, Laws and Ordinances, Defensive Traffic Stops, Traffic Accident Investigations, and Outdoor Crime Scene Management. Injuries occur in 35% of all accidents reported for 2009, 2010 and 2011.

Year	Vehicle Injuries	Motorcycle Injuries	Bicycle Injuries
2009	51	1	3
2010	42	2	6
2011	41	0	12

The increases in bicycle injuries for 2010 and 2011 are a direct result of vehicle-to-bicycle accidents as a result of drunk drivers. Officer patrol the streets during 1st shift (8a-4p) and 2nd shift (4p-12a). Most of the 2nd shift occurs in reduced visibility/low lighting and increases the officer's ability to become injured by inattentive drivers, drunk drivers or pot holes.

New Cyclist Training is provided in May of each year. New cyclists take part in 32 hours of intensive bike training as defined by the International Police Mountain Biking Training criteria. All cyclists are also required to attend 8 hours of ongoing training twice a year. New cyclist class numbers fluctuate from 15-20 students per class contingent on replacement needs. Since 2009, there have been 108 members assigned to Bicycle Patrol each year due to the number of bicycles currently owned by the Department.

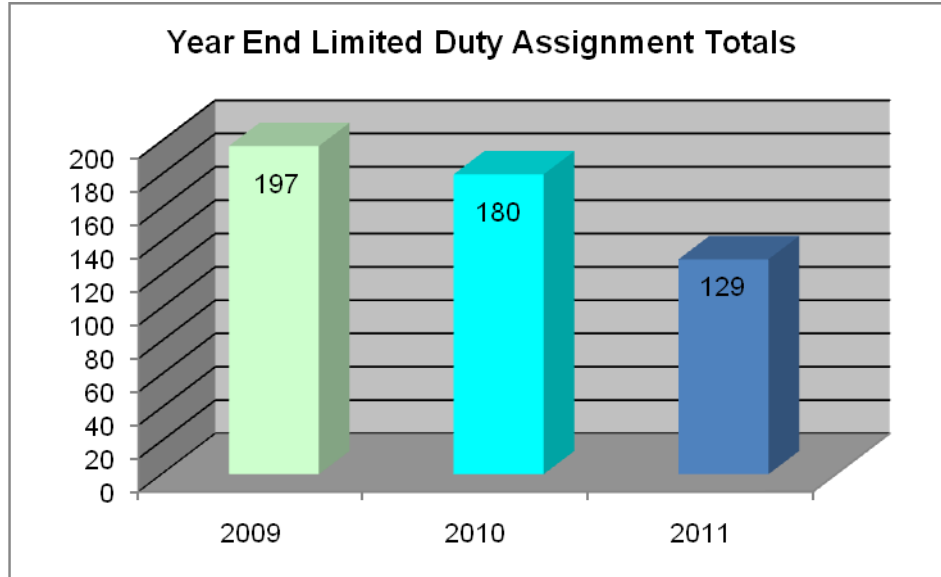
LIMITED DUTY PROGRAM

The Milwaukee Police Department's Limited Duty Program provides officers with impairments an opportunity to continue making a positive contribution to Department operations, thereby enabling the Department to better manage its human resources. Officers incapable of performing the full spectrum of law enforcement activities are placed in administrative and support areas of the department. Assignments to these areas place reduced physical demands upon the member and isolate them from the hazards normally associated with police work. In some cases, these areas are staffed by full duty officers. This program permits the accommodation of occupational and non-occupational injuries and illnesses.

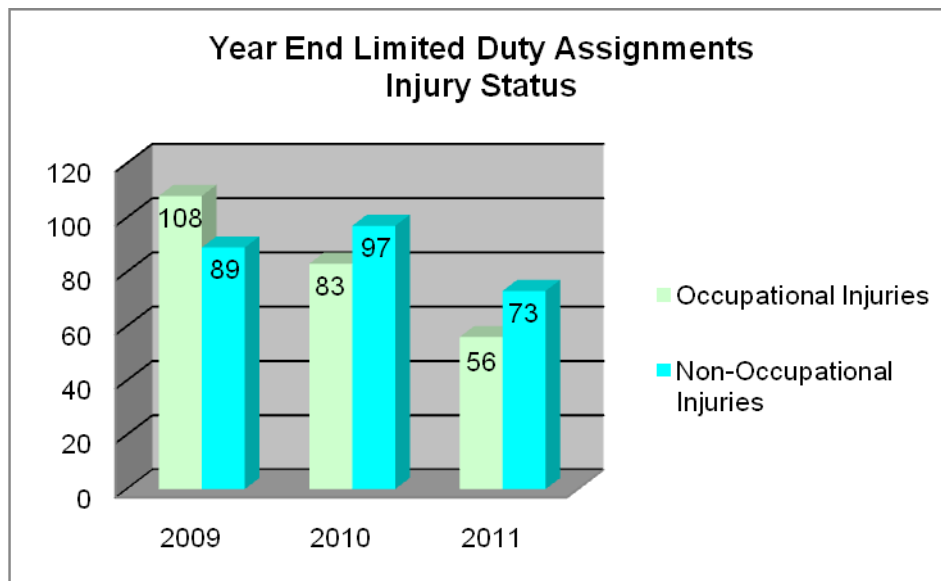
The main area of assignment for limited duty personnel is the Differential Police Response Unit. In addition, but not all inclusive, limited duty assignments are distributed throughout various areas of the Department. The placement of limited duty officers in these areas, in lieu of full duty officers, represents a better utilization of human resources and aids the Department's efforts to provide the best possible police service to the community.

- Differential Police Response Unit
- Pole Camera Operations
- Integrated Justice Services Division
- Facilities Services Division
- Technical Communications Division
- Records Management
- Criminal Investigation Bureau
- Internal Affairs Division
- Training Academy
- License Investigation Unit
- Police Districts One – Seven

LIMITED DUTY PROGRAM Continued



Limited Duty Personnel account for less than 8% of the total personnel on any given day. The decline in members assigned to the Limited Duty Program from 2009 to 2011 can be partly attributed to the stringent monitoring of medical information and injuries requiring shorter periods on limited duty.



Occupational Injuries are a result of injuries/illnesses incurred during the scope of duties. **Non-occupational Injuries** are non-work related injuries or illness, pregnancies or ADA accommodations. The Department's Limited Duty Program accommodates all members, sworn or civilian.

GENERAL INJURY CAUSATION

	2009	2010	2011
Duty Hazards	616	458	420
Exposures	90	*134	*115
Vehicle Accidents	55	50	53
Assaults	14	21	*48
Totals	775	663	636

For general purposes, injury claims are segregatedated into four (4) major categories.

- **Duty Hazards**: Involve claims that do not directly fall under Exposures, Vehicle Accidents or Assaults (i.e. Falls, Lifting Equipment, Foot Patrol, Training, Equipment Use, etc.)
- **Exposures**: Any claim of exposure such as Blood borne pathogens, Air borne pathogens, Insect Bites, Hazardous Chemicals, Loud Noise, etc. *The increase in exposure claims for 2010 and 2011 are a result of increased reporting and proper documentation by supervisors at crime scenes, specifically as it relates to the subjects contagious condition and/or source contaminant.
- **Vehicle Accidents**: All claims involving Squads, Motorcycles, Bicycles, Department owned vehicles directly involved in a motor vehicle accident.
- **Assaults**: Involves claims in which a Department member was intentionally assaulted during an investigation. The fact that a member is injured while controlling & arresting a subject, does not in and of itself make the claim an assault. *The increase in assault claims for 2011 is a result of misclassified or under reported claims for 2009 and 2010.

GENERAL INJURY CAUSATION Continued

As described on page 15 of this report, injury claims are specifically placed into the noted categories. This data permits the review of injuries and hazards and assists with the development of training. The following is a breakdown of when injuries occur. Comparable data for 2009-2011 will be provided at a later time.

TYPE OF DUTY CONDUCTED

COMPARISON	2009	2010	2011	
TYPE OF DUTY PERFORMED	Year End Totals	Year End Totals	Year End Totals	3-Year Average
ADMINISTRATIVE	39	48	39	42
CROSSING GUARD DUTY	8	11	8	9
FIELD DUTY-OTHER	38	46	47	44
FIELD DUTY-PATROL	574	508	478	520
MAINTENANCE	15	13	12	13
OTHER	12	6	11	10
PRISONER PROCESSING SECTION	29	5	21	18
TRAINING-IN SERVICE	39	17	2	19
TRAINING-OTHER	13	6	15	11
TRAINING-RECRUIT SECTION	8	3	3	5
<i>Totals:</i>	775	663	636	691

GENERAL INJURY CAUSATION

Continued

ACTIVITY INVOLVED IN WHEN INJURED

COMPARISON	2009	2010	2011	
ACTIVITY WHEN INJURED	Year End Totals	Year End Totals	Year End Totals	3-Year Average
BICYCLE PATROL ACTIVITIES	3	6	12	7
BOMB SQUAD ACTIVITIES	0	0	0	0
CANINE UNIT ACTIVITIES	0	0	1	0
CLEANING & MAINTAINING EQUIPMENT	3	1	3	02
CONTROLLING/ARRESTING SUBJECT	278	233	195	235
CROSSING GUARD DUTIES	2	10	8	7
DEFENSE AND ARREST TRAINING	39	17	2	19
DIRECTING TRAFFIC	0	0	3	1
ENTERING/EXITING VEHICLE, BUILDING, OTHER	20	1	19	13
EQUIPMENT FAILURE/MALFUNCTION	17	11	5	11
FIELD INVESTIGATION ACTIVITIES	105	112	34	84
FIRE ARSON INVESTIGATION	0	0	6	2
FIRE RESCUE OR DISCOVERY	7	2	2	4
FOOT PATROL ACTIVITIES	4	2	2	3
FOOT PURSUIT	59	59	71	63
FORCING ENTRY	9	8	5	7
IN THE COURSE OF NORMAL DUTIES	80	94	101	92
IDENTIFICATION ACTIVITIES	0	0	1	0
LIFTING OR MOVING ITEMS	21	21	22	2
MARINE OPERATIONS	0	0	3	1
MOUNTED PATROL ACTIVITIES	0	0	0	0
PERFORMING OFFICE ACTIVITES	35	5	6	15
PHYSICAL TRAINING	0	18	15	11
PRISONER BOOKING/PROCESSING	29	5	21	18
PRISONER TRANSPORT	0	3	18	7
PROPERTY CONTROL ACTIVITIES	0	0	2	1
SECURITY ACTIVITIES (SCHOOLS, CITYHALL, MAYORAL, ETC)	0	0	0	0
SHOOTING INCIDENT	5	1	5	4
SPECIAL EVENTS ACTIVITIES	0	0	1	0
TRAFFIC STOP ACTIVITIES	4	4	12	7
UNDERWATER INVESTIGATIONS	0	0	0	0
VEHICLE ACCIDENT-OTHER	53	36	52	47
VEHICLE ACCIDENT-PURSUIT	2	14	1	6
VICE CONTROL ACTIVITIES	0	0	8	3
<i>Totals:</i>	<i>775</i>	<i>663</i>	<i>636</i>	<i>691</i>

GENERAL INJURY CAUSATION

Continued

PRIMARY CAUSE OF INJURY

COMPARISON	2009	2010	2011	
PRIMARY CAUSE OF INJURY	Year End Totals	Year End Totals	Year End Totals	3-Year Average
ASSAULTED-ANIMAL	0	9	8	5
ASSAULTED-PHYSICAL	9	11	36	19
ASSAULTED-WEAPON	5	1	4	3
EXPOSED-BLOODBORNE/SALIVA	28	27	33	29
EXPOSED-CONTAGIOUS DISEASE	33	59	43	45
EXPOSED-HAZARDOUS MATERIAL	22	32	27	27
EXPOSED-INSECT BITE	0	5	2	2
EXPOSED-LOUD NOISE	7	7	8	5
EXPOSED-STRESS	4	4	2	3
MUSCLE PULL/MINOR INJURY	155	97	197	150
SLIP/TRIP/FALL	17	18	84	40
STRUCK OBJECT	125	86	60	90
STRUGGLE	374	325	132	277
<i>Totals:</i>	<i>775</i>	<i>663</i>	<i>636</i>	<i>691</i>

PRIMARY INJURY

COMPARISON	2009	2010	2011	
PRIMARY INJURY	Year End Totals	Year End Totals	Year End Totals	3-Year Average
ABRASION/LACERATION/CUT	184	109	117	137
BRUISE/CONTUSION	38	35	36	36
BURN	4	0	1	2
EXPOSURE	94	134	115	114
FRACTURE	9	7	16	10
GUNSHOT WOUND	5	1	0	2
HEARING LOSS	7	7	6	7
ILLNESS	4	8	7	6
PAIN/STRAIN/SPRAIN	426	358	335	373
STAB WOUND	0	0	0	0
STRESS-OCCUPATIONAL	4	4	3	4
<i>Totals:</i>	<i>775</i>	<i>663</i>	<i>636</i>	<i>691</i>

MILWAUKEE POLICE DEPARTMENT - TRAINING CURRICULUM

The Milwaukee Police Department strives to provide consistent, in-depth course of instructions to all members of the Department. Surveys are provided in attempts to capture feedback that would assist in the improvement or implementation of additional courses and training. As new information becomes available, the Training Division ensures the introduction of material to all members during mandatory In-Service Classes.

New recruit officers are initially informed of safety policies of the Department as part of their course of instruction. This training includes, but is not limited to, Firearms Training, Defensive And Arrest Tactics and Emergency Vehicle Operations Course Training.

The following courses and training, while not all inclusive, are provided annually to Law Enforcement and Civilian personnel.

TRAINING CURRICULUM	Law Enforcement Personnel	Civilian Personnel
Active Shooter Training	X	
Advanced Roadside Impaired Driving Enforcement	X	
Applicant Review Committee Training	X	X
Civilian In Service		X
CMS THF Training for Bookers	X	
Command Staff In Service	X	X
Community Liasion Officer Training	X	
Crisis Intervention Team In Service	X	
ECD Recertification Course	X	
ECD Recertification Training	X	
Executive Management Program	X	
Field Training Program Update For FTOS/Supervisors	X	
In Service Training Session 1	X	
In Service Training Session 2	X	
In Service Training Session 3	X	
In Service Training Session 4	X	
Instructor Development Course	X	X
Intoximeter Recertification Training	X	
Leadership In Police Organizations (LPO) Training	X	X
LPO Courses	X	X
LPO Courses	X	X
Major Incident Response Team Training	X	
Military Veteran and PTSD Awareness Training	X	
Officer Relationship Management with Partners	X	

MILWAUKEE POLICE DEPARTMENT - TRAINING CURRICULUM

Continued

TRAINING CURRICULUM	Law Enforcement Personnel	Civilian Personnel
Open Carry Law and Certification	X	X
Patrol Rifle Operator Course	X	
Patrol Rifle Operator Recertification Course	X	
Police Aide In Service		X
Police Cyclist Refresher Training	X	
Police Cyclist Training	X	
Police Officer Relationship Management	X	
POST In Service	X	X
POST New Member Training	X	
POST New Member Training	X	X
Professional Communications Skills Instructor Course	X	X
Professional Development Training-Lieutenants	X	
Relationship Management Training	X	X
Senior Management in Policing Training	X	
Senior Management in Policing Training	X	
Sharepoint Training	X	X
Special Event Training for Police Aides	X	
Specialized Instructor Development Course	X	X
Specialized Training - Northwestern University	X	
Specialized Training - Problem Oriented Policing	X	
Specialized Training - Radio Talk Group	X	
Specialized Training Northwestern University	X	
Specialized Training Patrol-High Risk Room Clearing	X	
Specialized Training-Armed Gunman & Federal Laws	X	
Specialized Training-DAAT Instructor	X	
Specialized Training-EVOC Instructor	X	
Specialized Training-Vehicle Contact Instructor	X	
SRO, School Squad & Tabs Officer Training	X	
Standardized Field Sobriety Testing Refresher	X	
Supervisory Development Training	X	X
Taser - ECD Training	X	
Taser Certification Course	X	
Temporary Holding Facility Training	X	
TraC509 Non-Traffic Citation Training Sessions	X	X

MILWAUKEE POLICE DEPARTMENT 2011 SAFETY PLAN GOAL RECAP

Safety Goals/Action Steps	Responsible Location	Completion Target Date	Actual Completion Date/Note	Achievement of goal/Impact
-Provide specialized training for Command Staff and Bureau Supervisors on the use of the MPD Safety Plan and related SOP's.	-The Medical Section -Human Resources Division	June 2011	Presentation provided during CompStat meeting by the Medical Section on January 7, 2011.	-Training has provided supervisors with a better understanding of the need for documentation and reporting time.
-Provide specialized training for all members on vehicle operations, firearms safety, ergonomics, and communicable diseases. -Monitor and address vehicle accidents and injuries.	-Training Division	December 2011	December 2011	-Monitor injury following the completion of training to determine the reduction/increase of injury data in specific areas and safer handling of firearms and vehicles.
-Mandatory review by all members of related SOP's on injury claims and notification. -Track time between notification of injury and receipt of claim by the Medical Section.	-Training Division	December 2011	December 2011	-Process will remind members of mandatory process and will require immediate reporting of injury claims. -Supervisors will be made responsible for immediate completion and submittal of WC Reports. -Process will assist to reduce receipt of reports from MPD to DER.
-Provide specialized accident investigation training to patrol supervisors responsible for the completion of related reports.	-Training Division	December 2011	December 2011	-Process will assist to ensure proper reporting, collection of data and encourage safer handling of vehicles.

MILWAUKEE POLICE DEPARTMENT 2012 SAFETY PLAN GOALS

Safety Goals/Action Steps	Responsible Location	Completion Target Date	Actual Completion Date/Note	Achievement of goal/Impact
<p>-Implement the use of the iVOS Program to capture and reconcile data between DER and the Milwaukee Police Department.</p>	<p>-The Medical Section</p>	<p>Fall 2012</p>		<p>-The use of the iVOS Program will ensure uniform collection of data. -Collection of data assists with determining citywide injuries and development of education and training.</p>
<p>-Provide specialized training for all members on vehicle operations, firearms safety, ergonomics, and communicable diseases. -Monitor and address vehicle accidents and injuries.</p>	<p>-Training Division</p>	<p>December 2012</p>	<p>Contingent on Training Division schedule of In Service Classes</p>	<p>-Monitor injury following the completion of training to determine the reduction/increase of injury data in specific areas and safer handling of firearms and vehicles.</p>
<p>-Develop and Implement Safety & Hazards Review Committee to review and analyze data. -Use data to implement training & procedures. -Use data to determine the number of injuries per member.</p>	<p>-Medical Section -Facility Services -Training Division -IT Division -IJS Central Booking -Internal Affairs -Neighborhood Patrol Bureau</p>	<p>December 2012</p>	<p>Quarterly meetings</p>	<p>-Review accident/injury data. -Identify patterns/trends in claims. -Identify and correct hazards. -Develop and implement training to reduce injuries. -Develop and implement procedures for training, tracking and non-disciplinary counseling.</p>

MILWAUKEE POLICE DEPARTMENT 2012 SAFETY PLAN GOALS

Continued

Safety Goals/Action Steps	Responsible Location	Completion Target Date	Actual Completion Date/Note	Achievement of goal/Impact
<p>-Mandatory review by all members of related SOP's on injury claims and notification. -Track time between notification of injury and receipt of claim by the Medical Section.</p>	<p>-Training Division -Assigned Work Locations -Office of Management and Planning</p>	December 2012		<p>-Process will remind members of mandatory process and will require immediate reporting of injury claims. -Supervisors will be made responsible for immediate completion and submittal of WC Reports. -Process will assist in expediting reports to Employee Benefits</p>
<p>-Provide specialized accident investigation training to patrol supervisors responsible for the completion of related reports.</p>	-Training Division	December 2012	Contingent on Training Division schedule of In Service Classes	<p>-Process will assist to ensure proper reporting, collection of data and encourage safer handling of vehicles.</p>
<p>-Provide specialized training for all civilian members on the Open Carry Law.</p>	-Training Division	April 16 – May 4, 2012	April 16 – May 4, 2012	<p>-Training provided members with legal understanding of the Open Carry Law and provided an opportunity for voluntary certification.</p>

Updated by: **Administrative Lieutenant Mercedes Cowan**

Date: **August 27, 2012**