

CITY OF MILWAUKEE FIRE AND POLICE COMMISSION 2024 POLICY REVIEW



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Introduction

According to Wis. Stat. § 62.50 (1m), the Fire and Police Commission (FPC) is required to perform an annual policy review of “all aspects of the operations of the police and fire departments of the city.” This review is responsive to that requirement.

While the responsibilities for the daily management of the police and fire departments fall on the respective chiefs, until mid-2023 the FPC had the responsibility and authority to approve and/or modify all policy decisions for the departments, pursuant to state statute and then-FPC Rule IV, Section 3. All new and amended policies for the police and fire departments were reviewed by the Chair and the Executive Director of the FPC and all substantive changes to policy were placed on a regular meeting agenda for public comment and review and approval by the full Board.

In June 2023, Wisconsin Act 12 was approved by the State Legislature. Under Act 12, the chiefs of the police and fire departments, rather than the FPC, are now authorized to establish policies relating to the control and management of their departments, whereas prior law authorized the FPC to do so. The act further provides that the city may suspend or modify policies established by the police or fire chief only if the suspension or modification is approved by two-thirds of all members of the common council. The FPC is still required to conduct an annual policy review of all aspects of the operations of the police and fire departments. The act also provides that the FPC may advise the common council regarding any recommended policy changes. FPC Board Rules were subsequently amended to be consistent with this legislation. See FPC Rules II, § 3; IV, § 3.

In response to Act 12, FPC Rules were further amended to require that the chiefs of both departments provide the FPC with a copy of any new or amended policy to the Board within 48 hours of the policy’s creation or amendment. FPC Rules II, § 3(b)1. In addition, the new rules require the police department to provide the Board with any newly amended or created policy no less than 30 calendar days before the policy’s effective date. FPC Rules II, § 3(b)3. The rules also provide that FPC Board may provide notice to the public of any adopted policy change through a communication file on the Board’s regular agenda. At any such meeting, the Board may hear public comment regarding the policy change, requested information from the department, and recommend to the fire chief or chief of police that he or she amend or suspend the policy. If a chief, in his or her discretion, declines to implement the Board’s recommended policy change, the Board may comment to the Common Council that it modify or suspend the policy. FPC Rule IV, § 3.

Method of Analysis

This analysis was performed using data available online on the City of Milwaukee’s website, including in its Legistar legislative research system. Also reviewed were FPC memos on department-proposed policy changes. Dates of department reviews were obtained from MFD and MPD.

This is not a listing of all Milwaukee Fire Department (MFD) standard operating guidelines (SOGs) and Milwaukee Police Department (MPD) standard operating procedures (SOPs). Personnel policies, office procedures, and other policies that do not directly affect the public were omitted. Only those policies that materially relate to the operations of the police and fire departments were included in this review.

The review focused primarily on identifying those policies that have not been updated or reviewed for a considerable period of time and those likely to need significant amendments.

Suggestions as to policies that may benefit from amendment due to the age of the last update are this analyst's suggestions only and do not imply a necessity for change.

Milwaukee Fire Department Standard Operating Guidelines

Some of MFD's SOGs can be found on its [website](#). Those in the tables below that are underlined contain links to their full text on the website. Those that were reviewed or revised during 2024 are shown in boldface.

- SOGs revised in 2024:
 - 6.1 We Energies First Responder Handbook, 4/16/24
 - 35.73 Demonstration/Protestor Device Removal, 7/9/24
 - 42.0 Mass Casualty Incidents, 8/6/24
 - 36.0 Respiratory Protection Program, 12/17/24
- New SOGs in 2024
 - 13.0 Decontamination Guidelines, 3/25/24
 - 27.3 Ballot Box/Early Voting Locations, 10/29/24
 - 27.4 Election Day Response, 11/5/24
 - 3.1 Auto Fire – Electrical Vehicles, 11/22/24
 - 33.1 Lithium-Ion Battery Emergencies, 12/4/24
 - 33.2 Electrical Vehicle Supply Equipment, 12/4/24
- With two exceptions, Lucas 3 Automated Chest Compression Device (2021) and Concealed Carry Weapons Handling (2023), all EMS SOGs were reviewed/revised during 2024.

MFD SOGs last written or revised 2020 through 2024:

MFD SOG Number	Title	Year Written/Revised
3.0	AUTO FIRE	2022
3.1	AUTO FIRE – ELECTRICAL VEHICLES	2024
4.0	AUTO EXTRICATION	2020
6.1	WE Energies First Responder Handbook	2024
8.0	EMERGENCY RESPONSE (MACHINE ENTRAPMENTS)	2020
9.0	FLIGHT FOR LIFE	2021
10.0	FLUSH FLUIDS	2020
12.0	FULL (STRUCTURE FIRE)	2020
12.2	SMOKE ASSIGNMENT	2020
12.3	FIRE AND IDLH LIFE SAFETY SEARCH PROCEDURES	2021
13.0	DECONTAMINATION GUIDELINES	2024
14.0	GARAGE FIRE	2020
19.0	INVESTIGATIVE RESPONSE	2020
22.0	PETROLEUM SPILL	2020
24.0	RUBBISH	2020
25.0	STREETCAR	2020
25.1	STREETCAR SCREAMER	2020
26.1	DIVE ASSIGNMENT	2020
26.2	KK RIVER SWIFT WATER RESCUE ASSIGNMENT	2020
26.3	MENOMONEE RIVER SWIFT WATER RESCUE ASSIGNMENT	2020
27.1	FULL HAZMAT	2020
27.2	LIMITED HAZMAT	2020
27.3	BALLOT BOX/EARLY VOTING LOCATIONS	2024
27.4	ELECTION DAY RESPONSE	2024
28.0	HEAVY URBAN RESCUE TEAM ASSIGNMENT	2020
33.1	LITHIUM-ION BATTERY EMERGENCIES	2024
33.2	ELECTRICAL VEHICLE SUPPLY EQUIPMENT	2024
35.0	INCIDENT MANAGEMENT PLAN	2020
35.4	STRUCTURE FIRES, GREATER ALARMS AND HIGH-RISE DISPATCHING	2020
35.7	DEMONSTRATION/PROTESTOR DEVICE REMOVAL	2024
35.8	LARGE AREA INCIDENT MANAGEMENT PLAN	2020
36.0	RESPIRATORY PROTECTION PROGRAM	2024
37.0	HENRY MAIER FESTIVAL PARK RESPONSE PLAN	2020
38.1	ACTIVE SHOOTER	2021
40.0	TIMMERMAN AIRPORT RESPONSE	2022
41.0	COMMUNICABLE DISEASE EXPOSURE REPORTING POLICY	2022
42.0	MASS CASUALTY	2024

MFD SOGs last written or revised prior to 2020:

MFD SOG Number	Title	Year Written/Revised
0.0	FOREWORD	2019
1.0	ALARM SOUNDING	2019
2.0	APPLIANCE FIRE	2012
5.0	CARBON MONOXIDE	2019
6.0	ELECTRICAL TROUBLE	2019
7.0	ELEVATOR STUCK	2012
9.1	FLIGHT FOR LIFE/HEMS	2015
11.0	FORCIBLE ENTRY	2012
12.1	RIT 1 (MAYDAY-RIT ALARM)	2019
16.0	GRASS FIRE	2012
17.0	FURNACE TROUBLE	2012
15.0	GAS LEAK	2019
18.0	HIGH-RISE FIRE RESPONSE	2019
20.0	LOCK OUT	2012
21.0	LIMITED RESPONSE	2012
23.0	UTILITY POLE FIRE	2019
26.4	FIRE BOAT RESPONSE	2019
29.0	SUSPICIOUS CALL	2013
30.0	EMERGENCY POLICY ASSIST	2017
31.0	TREE FIRE	2013
32.0	WATER LEAK	2012
33.0	WIRES DOWN	2019
34.0	OUT OF CITY FIRE RESPONSE	2017
35.7	CIVIL UNREST INCIDENT MANAGEMENT PLAN	2019
38.0	TEMS (TACTICAL EMERGENCY MEDICAL SERVICES RESPONSE)	2019
39.0	FIRE INVESTIGATION UNIT UTILIZATION AND RESPONSE	2019

EMS SOGs last written or reviewed 2020 through present:

Title	Year Written/Reviewed
EMS FIELD OPERATIONS	2024
EMS PRACTICAL SKILLS STANDARDS	2024
CONCEALED CARRY WEAPONS HANDLING	2023
INCIDENT REPORTING	2024
PARAMEDIC FIRST RESPONSE	2024
GAIT BELT	2024
BLS TRANSPORT UNITS	2024
BARIATRIC RESPONSE OPERATIONS	2024

EMS SOGs last written or reviewed 2020 through present (cont'd):

Title	Year Written/Reviewed
LUCAS 3 AUTOMATED CHEST COMPRESSION DEVICE	2021
PARAMEDIC PROFESSIONAL DEVELOPMENT LEAVE	2024
PRIVACY PRACTICES	2024
EMS SUPPLY ORDERS	2024
CONTROLLED SUBSTANCE MANAGEMENT	2024
TACTICAL EMERGENCY MEDICAL SERVICES (TEMS) PROGRAM	2024
PET OXYGEN MASK	2024
SAFE PLACE FOR NEWBORNS	2024
OXYGEN SUPPLY - TRANSPORT UNITS	2024
PVT AMBULANCE PROVIDER RESPONSES	2024
EMS EQUIPMENT RECOVERY	2024
EMT LICENSE INFORMATION DHS 110	2024
FILE OF LIFE	2024
TRANSPORT OF MFD AND MPD PERSONNEL	2024
DISPOSAL OF EMS WASTE	2024

Most MFD guidelines are technical in nature, so do not change often or cause controversy. Two which are potentially of significant public interest are 11.0 Forcible Entry, and 30.0 Emergency Police Assist. The Forcible Entry guideline was last revised in 2012 and the Emergency Police Assist guidelines were last revised in 2017. These two may thus merit a review by MFD to ensure they are consistent with current standards.

Milwaukee Police Department Standard Operating Procedures

The MPD Code of Conduct and MPD SOPs can be viewed on the department's [website](#). Of the SOPs with material operational impact, the following four tables list SOPs of note reviewed and modified during 2024 and the remaining SOPs of note. Most contain links to the full text of the SOP online.

MPD SOPs Modified During 2024

The table below lists all MPD SOPs of note that were reviewed and modified during 2024.

Of particular significance were the changes to or adoption of:

- SOP 250 – [Communications](#), which was updated as anticipated in FPC's 2023 Policy Review to accommodate the 2024 creation of the new Department of Emergency Communications and the new CAD and 911 systems.
- SOP 280 – [Alarms](#), added the availability of Scout burglar alarms for individuals or businesses experiencing recent, repeated burglaries.
- SOP 460 – [Use of Force](#), adding the following per the recommendations of the Community Collaborative Commission (CCC). Some of these are at least partially redundant but do not

conflict with existing language in the SOP.

- Adding that MPD's policy is aligned with the United States Constitution, Fourth Amendment and *Graham v. Connor*.
- Adding the use of force by a member must be objectively reasonable under the circumstances.
- Adding under the de-escalation section that *when safe and feasible under the totality of the circumstances* the member must:
 - Seek to communicate in non-verbal ways when a verbal warning would be inadequate (such as when the person does not speak English or is unable to hear or understand verbal warnings).
 - Indicate the consequences of refusing to comply with a mandatory order, including that force will be used unless the person complies.
 - Give the person a reasonable amount of time to comply.
- Adding a civilian City of Milwaukee resident to the Use of Force Committee similar to the Critical Incident Review Board.
- Updating the areas of focus for the Use of Force Committee to ensure the department is looking at the appropriate factors when evaluating uses of force

SOP Number	Title	Effective Date
CITIZEN INTERACTION		
004	WHISTLEBLOWER PROTECTION	12/2/2024
060	ANIMALS	5/3/2024
113	CRIMES AGAINST CHILDREN	1/12/2024
115	CRIMES AGAINST THE ELDERLY	3/8/2024
180	MISSING PERSONS	7/24/2024
210	COMMUNICABLE DISEASES	1/22/2024
410	FINANCIAL CRIME COMPLAINTS	1/12/2024
460	USE OF FORCE	10/16/2024
610	TOWING OF VEHICLES	10/24/2024
630	VEHICLE THEFTS, PRIOR AUTHORITY VEHICLE USE, AND THEFT BY FRAUD	10/25/2024
670	BOMB THREATS, SUSPICIOUS PACKAGES, AND IMPROVISED EXPLOSIVE DEVICES	3/28/2024
760	CONTROLLED SUBSTANCES	7/9/2024
PROPERTY		
280	ALARMS	8/2/2024
540	BOARD-UP SERVICES	10/3/2024
560	PROPERTY	7/9/2024

SOP Number	Title	Effective Date
INVESTIGATIONS		
455	CRITICAL INCIDENT REVIEW BOARD	6/19/2024
700	CASE MANAGEMENT	5/24/2024
720	SEARCH ASSISTANCE BY FLIGHT FOR LIFE HELICOPTER	6/19/2024
740	FORENSIC EVIDENCE COLLECTION	4/15/2024
750	AUDIO-RECORDED INTERVIEWS AND INTERROGATIONS	3/21/2024
762	PHARMACEUTICAL COLLECTION AND DISPOSAL	1/8/2024
770	DRUG TESTING	6/17/2024
970	SEARCH WARRANTS	1/2/2024
USE OF EQUIPMENT/TECHNOLOGY		
250	COMMUNICATIONS	6/28/2024
467	CONDUCTED ENERGY WEAPON	1/12/2020
680	COMPUTER EQUIPMENT, APPLICATIONS AND 1/2/2024SYSTEMS	2/26/2024
730	IN-CAR CAMERA SYSTEMS	7/22/2024
735	AUTOMATED LICENSE PLATE READERS (ALPR)	10/7/2024
OTHER		
010	ABSENCE	12/11/2024
015	MEMBERSHIP IN AUTHORIZED ORGANIZATIONS	4/10/2024
020	JURY DUTY	8/12/2024
080	FAMILY MEDICAL LEAVE ACT AND OTHER LEAVES	11/11/2024
082	TRAINING AND CAREER DEVELOPMENT	4/10/2024
150	COURT PROCEDURES	2/21/2024
260	RECORD RETENTION	5/24/2024
270	FIELD TRAINING AND EVALUATION PROGRAM	4/10/2024
340	UNIFORMS, EQUIPMENT AND APPEARANCE	5/13/2024
400	OFF-DUTY, EXTRA-DUTY AND SPECIAL EVENT EMPLOYMENT	2/5/2024
490	MERIT AWARD PROGRAM	3/15/2024
520	EQUAL EMPLOYMENT OPPORTUNITY POLICY	6/24/2024
555	COMPENSATION AND OVERTIME PROCEDURES	7/22/2024
590	INTERNSHIP PROGRAM	3/21/2024
785	SPONSORSHIP OF NON-DEPARTMENT MEMBERS	5/6/2024

Remainder of MPD SOPs of Note

SOP Number	Title	Last FPC Approval or Issue Date
001	FAIR AND IMPARTIAL POLICING	10/7/2021
114	DOMESTIC VIOLENCE	9/2/2021
170	INTOXICATED / INCAPACITATED PERSONS	10/15/2018
172	SICK AND INJURED PERSONS	3/6/2020
380	LANDLORD TENANT DISPUTES	7/16/2018
430	PARKING ENFORCEMENT	6/17/2021
755	RECORDING OF POLICE ACTIVITY (By members of the public)	12/2/2016
910	CIVIL DISTURBANCE AND CROWD MANAGEMENT	3/16/2020
930	CRIME WATCH SIGNS	3/6/2020
485	TRAFFIC RELATED DUTIES	6/17/2021

With only three exceptions, all the remaining SOPs have either been reviewed by MPD or approved by the FPC at least as recently as 2019.

March 19, 2025

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