

Public Safety and Health Committee
City of Milwaukee Common Council
City Hall
200 E. Wells Street
Room 205
Milwaukee, WI 53202

April 4, 2019

To the Members of the Public Safety and Health Committee:

Please accept this letter on behalf of the Crime and Justice Institute (CJI) as part of the Milwaukee Police Department's (MPD's) implementation update on the ACLU Settlement Agreement (SA). The Crime and Justice Institute is serving as the Consultant to the City of Milwaukee to monitor compliance with the terms of the SA. We regret that we are unable to present to the Committee in person on April 5th but offer the following reflections based upon our participation to date.

- The MPD has been working in earnest to achieve and exceed the requirements and expectations of the SA. The MPD began working on the requirements of the SA as soon as it was signed by the parties, which was months in advance of CJI's engagement that started in October 2018 when our contract with the City was executed. When CJI's work got underway, the MPD had already made notable progress in a few areas, namely revisions to SOPs and developing new and revised training.
- We have conducted three site visits to date, have a standing weekly call with several MPD personnel, and have almost daily email communication with the Department. Thus far, we have found MPD personnel who are working on the SA to be actively embracing both the requirements, as well as the intent, of the SA and to be open to our suggestions and feedback on their internal processes to work toward compliance.
- The MPD has made notable progress on training as well. The Department began training staff on many of the elements of the Settlement Agreement in January, is currently continuing that training, and expects all staff will have completed the training in June. We observed the training and found it to be responsive to the SA and be of high quality.
- A key component of our role as Consultant to the Settlement Agreement involves data analysis related to traffic stops, field interviews, no-action encounters, and frisks. MPD has made assurances that they are on track to deliver the first data extraction in mid-April. The data will cover the first quarter of 2019 and will be provided to CJI, the Plaintiffs' counsel, and the Fire and Police Commission (FPC).

- We also want to emphasize that this significant, multi-year initiative is not only a Police Department effort, but a City effort. While the majority of the tasks fall under the MPD's purview, the support and engagement of entities throughout the City are vital to successful reform. In particular, the FPC is an integral part of compliance with the SA. There are great expectations on the FPC Commissioners and the FPC staff. Expeditious and citizen-informed decision making is an important component of keeping the progress and operations of the MPD moving forward. For example, revised SOPs and timely and quality hiring and promotions contribute to the good governance and smooth operations that are essential to achieving the desired reforms. Indeed, making timely and quality promotions helps to ensure that appropriate supervision and oversight are in place. In turn, such promotions increase the need for additional hiring.
- Lastly, with the recent announcement that Milwaukee will host the Democratic National Convention (DNC) in July 2020, additional, high demands will be placed upon all City departments, but this will be particularly true for the MPD. The level of security, coordination, and collaboration with countless external stakeholders is something the Department knows how to do and, we believe, does well. In order to meet the needs of the DNC, make progress on compliance with the Settlement Agreement, and continue to do the regular day-to-day duties of policing the City of Milwaukee, the MPD needs to be fully staffed.

CJI understands that full compliance with the requirements of the Settlement Agreement will take time. A full account of progress and challenges confronted during the first year will be included in CJI's first annual report, which is due this summer. This letter serves not as a detailed description of what has and has not been accomplished to date but rather provides highlights of CJI's impressions during our first five months of engagement in this important and significant effort.

I hope this letter is helpful to your understanding the status of implementation of the ACLU Settlement Agreement. I'm happy to discuss further or answer any questions and can be reached at ccole@crj.org or at (617) 482-2520 x2127.

Sincerely,



Christine M. Cole
Executive Director
Crime and Justice Institute