

# CITY OF MILWAUKEE FIRE AND POLICE COMMISSION 2025 POLICY REVIEW



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## Introduction

Pursuant 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 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 the 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, request 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 recommend to the Common Council that it modify or suspend the policy. FPC Rule IV, § 3.

In February 2025, the Common Council approved an ordinance requiring the FPC Executive Director to:

Provide to the common council a monthly report summarizing any new policy relating to the control and management of each department issued by the fire chief or the chief of police since the last report. A new policy includes a modification of an existing policy. The report shall include any changes to the policy recommended by the board of fire and police commissioners. The executive director shall further provide a written communication to the common council, not less than annually, listing the new policies of the fire and police departments that have been issued since the last written communication. The written communication shall contain the date that the common council was informed, any action taken by the common council, and any changes to the policy recommended by the board of fire and police commissioners.

## 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. The analyst’s memoranda describing each new policy or the changes made to each existing policy reviewed by the FPC Board and the Common Council’s Public Safety Committee are attached to this report.

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 necessarily imply a need 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 2025 are shown in boldface.

According to MFD, the changes are “operational strategy updates to remain current in best practices for emergency response tactics and department capabilities.” The new SOG, Battery Electric Bus, was reviewed by the FPC’s Board in February 2025 and is included in the memoranda attached to this report.

- SOGs revised in 2025:
  - 3.1 AUTOEV (Auto Fire – Electrical Vehicles)
  - 26.2 RIVERK (Kinnickinnic [KK] River Swift Water Rescue Assignment)
  - 26.3 RIVERM (Menomonee River Swift Water Rescue Assignment)
  - 26.4 FBRESP (Fireboat Response)
  - 38.0 TEMS (Tactical Emergency Medical Services Response)
  - 40.0 TIMM (Timmerman Airport Response)
  
- New SOGs in 2025
  - 25.2 BEB (Battery Electric Bus)

**MFD SOGs last written or revised 2020 through 2025:**

<b>MFD SOG Number</b>	<b>Title</b>	<b>Year Written/Revised</b>
3.0	<a href="#">AUTO FIRE</a>	2022
<b>3.1</b>	<b>AUTO FIRE – ELECTRICAL VEHICLES</b>	<b>2025</b>
4.0	<a href="#">AUTO EXTRICATION</a>	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	<a href="#">STREETCAR</a>	2020
25.1	STREETCAR SCREAMER	2020
<b>25.2</b>	<b>BATTERY ELECTRIC BUS</b>	<b>2025</b>
26.1	<a href="#">DIVE ASSIGNMENT</a>	2020
<b>26.2</b>	<b>KK RIVER SWIFT WATER RESCUE ASSIGNMENT</b>	<b>2025</b>
<b>26.3</b>	<b>MENOMONEE RIVER SWIFT WATER RESCUE ASSIGNMENT</b>	<b>2025</b>
<b>26.4</b>	<b>FIREBOAT RESPONSE</b>	<b>2025</b>
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	<a href="#">INCIDENT MANAGEMENT PLAN</a>	2020
35.4	<a href="#">STRUCTURE FIRES, GREATER ALARMS AND HIGH-RISE DISPATCHING</a>	2020
35.7	DEMONSTRATION/PROTESTOR DEVICE REMOVAL	2024
35.8	LARGE AREA INCIDENT MANAGEMENT PLAN	2020
36.0	RESPIRATORY PROTECTION PROGRAM	2024
37.0	<a href="#">HENRY MAIER FESTIVAL PARK RESPONSE PLAN</a>	2020
<b>38.0</b>	<b>TACTICAL EMERGENCY MEDICAL SERVICES RESPONSE</b>	<b>2025</b>
38.1	ACTIVE SHOOTER	2021
<b>40.0</b>	<b>TIMMERMAN AIRPORT RESPONSE</b>	<b>2025</b>
41.0	COMMUNICABLE DISEASE EXPOSURE REPORTING POLICY	2022
42.0	MASS CASUALTY	2024

**MFD SOGs last written or revised prior to 2020:**

<b>MFD SOG Number</b>	<b>Title</b>	<b>Year Written/Revised</b>
0.0	<a href="#">FOREWORD</a>	2019
1.0	<a href="#">ALARM SOUNDING</a>	2019
2.0	<a href="#">APPLIANCE FIRE</a>	2012
5.0	<a href="#">CARBON MONOXIDE</a>	2019
6.0	<a href="#">ELECTRICAL TROUBLE</a>	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
29.0	SUSPICIOUS CALL	2013
30.0	EMERGENCY POLICY ASSIST	2017
31.0	TREE FIRE	2013
32.0	<a href="#">WATER LEAK</a>	2012
33.0	<a href="#">WIRES DOWN</a>	2019
34.0	OUT OF CITY FIRE RESPONSE	2017
35.7	<a href="#">CIVIL UNREST INCIDENT MANAGEMENT PLAN</a>	2019
39.0	FIRE INVESTIGATION UNIT UTILIZATION AND RESPONSE	2019

**EMS SOGs last written or reviewed 2020 through 2025:**

<b>Title</b>	<b>Year Written/Reviewed</b>
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 2025 (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 they do not change often, nor are they controversial in nature. 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 warrant 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 tables list SOPs of note reviewed and modified during 2025. All contain links to the full text (with redactions of sensitive information) of the SOP online.

**MPD SOPs Modified During 2025**

The table below lists all MPD SOPs of note that were reviewed and modified during 2025.

Of particular significance were the changes to or adoption of:

- SOP 082 – [Training and Career Development](#)
  - Added the recruit training requirements for the new lateral transfer police members since the first class started in September 2025. Those requirements are consistent with requirements under the MOU for recruiting lateral transfers and are as follows:
    - 1. Police officers who laterally transfer to the Milwaukee Police Department from an in-state law enforcement agency shall complete a 6-week training course prior to assignment to a patrol position. The course

will provide an orientation to the department to include training in Phase IV of the recruit officer basic training (e.g., Active Bystandership for Law Enforcement (ABLE), Crisis Intervention Team (CIT), De-escalation, Fair and Impartial Policing, Procedural Justice).

- 2. Police officers who laterally transfer to the Milwaukee Police Department from an out-of-state law enforcement agency shall complete the full 25-week training academy prior to assignment to a patrol position. The training will include Phase IIV of the recruit officer basic training.
- SOP 270 - [Field Training and Evaluation Program](#)
  - Added the field training requirements for the new lateral transfer police members.
    1. Weeks 1 through 3: An OIT [Officer In Training] hired as a lateral transfer from another law enforcement agency shall be assigned to a training district with a field training officer (FTO), and are subject to daily observation and evaluation.
    2. Week 4: An OIT shall work a full work week with a FTO or field training sergeant and shall perform duties as a solo patrol officer, subject to evaluation only. The FTO shall act as a field performance evaluator and not participate in the OIT's action unless a need to override is presented.
    3. An OIT hired as a lateral transfer shall work a minimum of 16 days during this 4-week period with an FTO or field training sergeant.
    4. Phase VII: Probationary period – 7 monthly evaluations to be completed by the probationary member's sergeant. Members hired as a lateral transfer from an in-state law enforcement agency shall have 15 monthly evaluations to be completed by the probationary member's sergeant. Members hired as a lateral transfer from an out of state law enforcement agency shall have 10 monthly evaluations to be completed by the probationary member's sergeant.
- SOP 610 – [Towing of Vehicles](#) - Updated the reference to the newly created ordinance for impounding vehicles used in reckless driving offenses and the requirements for officers to follow. Towing a vehicle used in reckless driving is not optional for the officer; the language used is “members shall.”
- SOP 710 – [Victim Witness Rights and Assistance](#)
  - Updated the purpose statement to emphasize that an effective response to the needs of crime victims is an integral part of the department's mission.
  - Added the physical, psychological, and social needs that crime victims experience and that officers should be aware of when speaking to them.
  - Added requirements members must follow when responding to calls for service involving crime victims.
  - Added when members explain the process involved in the prosecution of their case that the explanation should include the member informing the victim of the general

direction that the investigation will take, how the department will proceed, who will be responsible for further follow up, and whether the victim should expect to be contacted.

- Added members must document in their report that the victim was properly informed of their rights and available protections and was provided with information relating to referrals.
- Added if the victim is in need of further assistance from an outside source or agency or requests additional services, the investigating member or victim advocate shall make reasonable efforts to connect the victim with the appropriate service providers.
- Added the required training members must receive related to responding to crime victims and that members must be familiar with governmental and community-based victim support and advocacy organizations.
- Added a link to the MPD Quick Reference Guide that was created to provide resources to department members with a quick reference to the many community partners who offer education, faith-based, health, youth, and community housing services.
- Added members must be attentive to crime victims with special needs and/or the cultural needs of crime victims.

SOP Number	Title	Effective Date
<b>CITIZEN INTERACTION</b>		
070	<a href="#">CITATION PROCEDURES</a>	10/30/2025
085	<a href="#">CITIZEN CONTACTS, FIELD INTERVIEWS, SEARCH AND SEIZURE</a>	12/26/2025
112	<a href="#">SEXUAL ASSAULT</a>	2/13/2025
114	<a href="#">DOMESTIC VIOLENCE</a>	12/17/2025
120	<a href="#">OPERATING WHILE INTOXICATED</a>	7/23/2025
140	<a href="#">JUVENILE PROCEDURES</a>	7/24/2025
160	<a href="#">PERSONS WITH MENTAL ILLNESS</a>	9/5/2025
165	<a href="#">HOMELESS PERSONS</a>	4/24/2025
175	<a href="#">ADMINISTRATION OF NALOXONE</a>	10/27/2025
180	<a href="#">MISSING PERSONS</a>	10/6/2025
190	<a href="#">LIMITED ENGLISH PROFICIENCY AND HEARING-IMPAIRED PERSONS</a>	2/13/2025
460	<a href="#">USE OF FORCE</a>	12/26/2025
570	<a href="#">PUBLIC INFORMATION POLICY</a>	6/19/2025
610	<a href="#">TOWING OF VEHICLES</a>	12/16/2025
710	<a href="#">VICTIM/WITNESS RIGHTS AND ASSISTANCE</a>	1/15/2025
727	<a href="#">DEATH NOTIFICATION</a>	12/16/2025
910	<a href="#">CIVIL DISTURBANCE AND CROWD MANAGEMENT</a>	4/3/2025

SOP Number	Title	Effective Date
<b>PROPERTY</b>		
560	<a href="#">PROPERTY</a>	9/5/2025
<b>INVESTIGATIONS</b>		
390	LICENSED PERSON-PREMISE INVESTIGATIONS	12/4/2025
450	PERSONNEL INVESTIGATIONS	11/13/2025
453	OFFICER-INVOLVED DEATHS AND OTHER CRITICAL INCIDENTS	6/4/2025
725	CRIME SCENE INVESTIGATIONS	8/4/2025
750	<a href="#">AUDIO-RECORDED INTERVIEWS AND INTERROGATIONS</a>	7/16/2025
<b>VEHICLES</b>		
630	<a href="#">VEHICLE THEFTS, PRIOR AUTHORITY VEHICLE USE, AND THEFT BY FRAUD</a>	2/13/2025
640	<a href="#">DEPARTMENT-OWNED VEHICLES</a>	6/16/2025
650	<a href="#">VEHICLE CRASHES</a>	12/26/2025
660	<a href="#">VEHICLE PURSUITS AND EMERGENCY VEHICLE OPERATIONS</a>	3/17/2025
665	<a href="#">TIRE DEFLATION DEVICES</a>	4/3/2025
<b>EQUIPMENT/TECHNOLOGY</b>		
466	<a href="#">PATROL RIFLE</a>	2/24/2025
470	<a href="#">BALLISTIC SHIELD</a>	12/16/2025
730	<a href="#">IN-CAR CAMERA SYSTEMS</a>	4/7/2025
745	<a href="#">SHOTSPOTTER GUNSHOT LOCATION SYSTEM</a>	2/14/2025
<b>OTHER</b>		
010	<a href="#">ABSENCE</a>	5/5/2025
082	<a href="#">TRAINING AND CAREER DEVELOPMENT</a>	11/13/2025
150	<a href="#">COURT PROCEDURES</a>	12/26/2025
270	<a href="#">FIELD TRAINING AND EVALUATION PROGRAM</a>	10/27/2025
340	<a href="#">UNIFORMS, EQUIPMENT AND APPEARANCE</a>	10/27/2025

The remaining SOPs have either been reviewed by MPD or approved by the FPC at least as recently as 2019.

April 27, 2026

2025 City of Milwaukee Fire and Police Commission Policy Review

Barbara Cooley, Research and Policy Analyst



## Fire and Police Commission

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Executive Director

**Nicole M. Fleck**  
Deputy Director

**Miriam Horwitz**  
Chair

**Bree Spencer**  
Vice-Chair

**LaNelle Ramey**  
**Dana World-Patterson**  
**Ruben Burgos**  
**Ramon Evans**  
**Jeff Spence**  
**Christopher Snyder**  
Commissioners

### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: December 26, 2024

RE: SOP 070 – Citation Procedures  
SOP 665 – Tire Deflation Devices  
SOP 710 – Victim Witness Rights and Assistance

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#### SOP 070 – Citation Procedures

**The recommended updates, while substantive, are noncontroversial in nature and largely refer to instructions for issuing Operating Without a License and Reckless Driving citations.** Please refer to language designated as additional in the Roll Call version of the SOP.

- Added a reminder that parking citations are not to be sent to the Court Administration Division.
- Added that members shall issue a citation for Operating without a License instead of Operating after Suspension if the person's driving status is suspended but they have never held a driver's license.
- Added additional information for how members shall handle 2<sup>nd</sup> or subsequent Operating without a License criminal traffic violations.
- Added members shall issue an actual reckless driving citation if they observe reckless driving and that they issue a criminal traffic violation if it is the person's 2<sup>nd</sup> or subsequent offense.
- Added reference to the newly created Reckless Driving Envelope for reckless driving violations.

## SOP 665 – Tire Deflation Devices

### **Recommended updates are administrative in nature and largely refer to proper use of Piranha Stop Sticks and Magnum Spike Strips.**

NOTE the difference between the two types of tire deflation devices:

Piranha Stop Sticks are used on stationary vehicles to provide “added control during operations where potential for subject flight is anticipated such as warrant service, SWAT situations and vehicle checkpoint areas. If anyone attempts to drive the target vehicle away, the tire deflates in 5 seconds or less.” [From the product website.]

Magnum Spike Sticks may be used in the same manner as Piranha Stop Sticks or may be used to stop a vehicle which is the object of a law enforcement chase.

Recommended updates are as follows:

- Clarifying the Special Investigations Division and Specialized Patrol Division must provide training lessons for the Piranha Stop Stick and Magnum Spike Strip tire deflations device to the Training Division commanding officer for approval.
- Clarifying the Special Investigations Division’s commanding officer is responsible for Piranha Stop Sticks and the Specialized Patrol Division’s commanding officer is responsible for the Magnum Spike Strip tire deflations devices.
- Adding plain clothes members assigned to the Special Investigation Division may deploy Piranha Stop Sticks with a supervisor’s approval since these are deployed on stationary vehicles to prevent a pursuit.
- Adding Piranha Stop Stick requirements from the vendor’s training manual.
- Updating a reference from the Technical Communications Division to the Department of Emergency Communication.
- Adding that work locations only need to send a copy of the *Stop Stick Deployment Report* to the respective bureau commander if requested.
- Adding requirements for replacing lost or damaged Piranha Stop Sticks and Magnum Spike Strip tire deflations devices.

## SOP 710 – Victim Witness Rights and Assistance

The recommended updates include references from the International Association of Chiefs of Police (IACP) model policy on Response to Victims of Crime. **They are substantive but**

**noncontroversial** and emphasize empathy and understanding when dealing with victims of crime.

1. Updating the purpose statement to emphasize that an effective response to the needs of crime victims is an integral part of the department's mission.
2. Adding the physical, psychological, and social needs that crime victims experience and that officers should be aware of when speaking to them.
3. Adding requirements members must follow when responding to calls for service involving crime victims.
4. Adding when members explain the process involved in the prosecution of their case that the explanation should include the member informing the victim of the general direction that the investigation will take, how the department will proceed, who will be responsible for further follow up, and whether the victim should expect to be contacted.
5. Adding members must document in their report that the victim was properly informed of their rights and available protections and was provided with information relating to referrals.
6. Adding if the victim is in need of further assistance from an outside source or agency or requests additional services, the investigating member or victim advocate shall make reasonable efforts to connect the victim with the appropriate service providers.
7. Adding the required training members must receive related to responding to crime victims and that members must be familiar with governmental and community-based victim support and advocacy organizations.
8. Adding a link to the MPD Quick Reference Guide that was created to provide resources to department members with a quick reference to the many community partners who offer education, faith-based, health, youth, and community housing services.
9. Adding members must be attentive to crime victims with special needs and/or the cultural needs of crime victims.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: January 29, 2025

RE: MPD Re-Org General Order and Revised Organizational Chart  
SOP 085 – Citizen Contacts, Field Interviews, Search and Seizure  
SOP 112 – Sexual Assault  
SOP 190 – Limited English Proficiency (LEP) and Hearing-Impaired Persons  
SOP 340 – Uniforms, Equipment and Appearance  
SOP 453 – Officer-involved Deaths and Other Critical Incidents  
SOP 466 – Patrol Rifle  
SOP 630 – Vehicle Thefts, Prior Authority Vehicle Use, and Theft by Fraud  
SOP 745 – Shotspotter Gunshot Location System  
Community Service Program Manual SOI

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### MPD Re-Org General Order and Revised Organizational Chart

1. In the Office of the Chief of Police, the Office of Risk Management, Compliance Management Section is now responsible for “monitoring Criminal Justice Information Services (CJIS) compliance.”
2. The Office of Community Outreach and Engagement (OCOE), formerly the Office of Community Relations, Engagement and Recruitment, now contains the Recruiting and Retention Unit (the “Recruiting Unit” has been moved from the Administration Bureau, Training Division, and renamed), tasked with “working with the Fire and Police Commission in recruiting applicants for employment by the department and ensuring applicants remain educated and engaged throughout the process.”
3. The Patrol Bureau, Specialized Patrol Division, now contains an Airborne Assessment Unit, “responsible for the management and operation of all Unmanned Aircraft Systems (UAS) technology deployed by the Milwaukee Police Department.”

4. In the Criminal Investigation Bureau (CIB), the Violent Crimes Division is now the Gun Violence Division and the General Crimes Division is now the Major Crimes Division.

A Domestic Violence High Risk Team (DVHRT) has been added to the CIB. “This component is responsible for identifying and addressing domestic violence cases at the highest risk for lethality in order to maximize safety for survivors and accountability for offenders. This component shall work with the multidisciplinary team of partners to discuss intervention and recommendations based on criteria indicating exceptionally high risk for lethality. This component is responsible for teaching, training, conducting outreach, conducting follow up, conducting special operations, working in liaison with district domestic violence liaison officers, reviewing high risk cases, making recommendations, and any other specified tasks required by supervision.”

5. In the Administration Bureau, the Technical Communications Division has been removed as its duties now fall under the new Department of Emergency Communications.

**Except as noted in boldface with the below amendments, those requested are either administrative/technical in nature or are written to comply with State or City standards.**

#### SOP 085 – Citizen Contacts, Field Interviews, Search and Seizure

**The only requested amendment which is substantive is the first, adding “to the extent the situation allows” to the requirements for officers to introduce themselves.**

Requested amendments:

- Updating how police members are required to introduce themselves, inserting the wording “to the extent the situation allows” (an example is when a police member comes into contact with someone in mental health crisis and the member engages in dialogue to de-escalate the situation and gain compliance).
- Updating the section related to high risk vehicle contacts to correspond with the newest updates to the Vehicle Contacts manual from the Wisconsin Law Enforcement Standards Board that has now been trained at in-service.
- Updating the term Technical Communications Division to Department of Emergency Communications.

#### SOP 112 – Sexual Assault

Requested amendments:

- Adding members shall also refer to SOP 113 Crimes Against Children if the sexual assault victim is a child.
- Updating that members shall contact the Criminal Investigation Bureau shift commander and not the Sensitive Crimes Division of sexual assault incidents so policy matches

practice.

- Adding members must receive approval from a Sensitive Crimes Division supervisor prior to transporting a child to the Child Advocacy Center for an exam to ensure the Center is prepared to receive the child.
- Removing the reference to a refrigerator for sexual assault kits at the Police Administration Building as only the Sensitive Crimes Division has a refrigerator.

#### SOP 190 – Limited English Proficiency (LEP) and Hearing-Impaired Persons

- Almost all of the updates are related to removing references to the Technical Communications Division since this has now been replaced by the Department of Emergency Communications. All references to the responsibilities of formerly TCD and now the Department of Emergency Communications have been removed since MPD cannot dictate policy for another city entity. MPD shared this revised policy with Director Bueno and Deputy Director Domurat of the DEC and requested they place the items being removed from MPD's policies into their policies to ensure these practices still continue with DEC.
- Minor grammatical updates throughout the policy.

#### SOP 340 – Uniforms, Equipment and Appearance

- Adding the gold bands added to the executive command staff command officer overcoat.
- Adding the American flag added to the command staff officer overcoat.

#### SOP 453 – Officer-Involved Deaths and Other Critical Incidents

The only requested amendment is to add the list of notifications that need to be made following an officer-involved death or other critical incident due to the transition from the Technical Communications Division to the Department of Emergency Communications

#### SOP 466 – Patrol Rifle

Requested Amendments:

- Updating equipment references for the patrol rifle.
- Adding former members from the Tactical Enforcement Unit who have been patrol rifle trained can request permission to carry a patrol rifle.
- Adding annual recertification training requirements. There was formerly no recertification training requirement in the SOP.
- Updating the pre-shift check requirements for the patrol rifle.
- Updating the reference to where lineups are stored in SharePoint.

- Updating the procedure for deploying the patrol rifle. The rifle will be in the rifle rack, not the trunk of the vehicle.
- Changing the term “Aimpoint PRO” to “optics system” as this is the generic term.
- Updating where the spare patrol rifle magazine shall be stored on the member’s belt.

#### SOP 630 – Vehicle Thefts, Prior Authority Vehicle Use, and Theft by Fraud

##### Requested Amendments:

- Removing the requirement for normal motor vehicle thefts to be teletyped since the Stolen Vehicle Desk receives automatic email notifications when the officer files (and a supervisor approves) their *Stolen Auto Report* in RMS to enter the vehicle into NCIC.
- Updates that the *Vehicle Supplement* (form PC-37) is sent to the Records Management Division for imaging and not the Stolen Vehicle Desk.
- Adds the suspect information needs to be included in the teletype for Theft by Fraud incidents.
- Adds the required information for the teletype of vehicles taken in major crimes.

#### SOP 745 – Shotspotter Gunshot Location System

The only requested amendment is to remove the requirement for officers to provide information about ShotSpotter alerts to the Fusion Division prior to the end of their tour of duty since all of this data can be located in the CAD system or ShotSpotter Portal.

#### Community Service Program Manual SOI

**The only substantive change requested is that the amount of CSO training may be adjusted based on training already received.**

##### Requested Amendments:

- Updating references from the Technical Communications Division to Department of Emergency Communications (MPD worked with Director Bueno and Deputy Director Domurat on these updates).
- Adding that amount of training for Community Service Officers (CSOs) may be adjusted based upon their prior training with the approval of the Training Director.
- Adding operational driving skills to the CSOs initial block of training.
- Removing reference to the *Community Service Officer Report* (form PC-23) as this will transition from a paper form to an electronic form in ACADIS.
- Adding tourniquets to the list of initial equipment provided to CSOs.
- Updating the chart for event types CSOs can respond to based on the transition to our new CAD system. The same types of events can still be responded to by CSOs.
- Minor grammatical and technical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: February 19, 2025

RE: SOG 25.2 – BEB Battery Electric Bus

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#### SOG 25.2 – BEB Battery Electric Bus

**This is a new SOG. Its contents are technical in nature and are intended to protect the safety of those involved in battery-powered electric bus incidents.**



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: February 13, 2025

RE: SOP 500 – Personnel Evaluations  
SOP 660 – Vehicle Pursuits and Emergency Vehicle Operations

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#### SOP 500 – Personnel Evaluations

##### **The requested amendments do not represent substantive changes.**

- Removing the requirement to complete the *Monthly Probationary Police Officer* report (form PR-89E) as this has been replaced by the *Probationary Performance Report* in ACADIS (now electronic).
- Clarifying all sworn police members on probation (with the exception of probationary police officers) are to be evaluated monthly with the *Member's Individual Monthly Probationary Report for Entry Level or Promoted Employees* (form PE-37E) so policy matches practice.

#### SOP 660 – Vehicle Pursuits and Emergency Vehicle Operations

**This SOP includes a new Vehicle Pursuit Committee with a civilian member, similar to the Use of Force Committee. Other amendments are technical in nature, to change the Technical Communications Division to the new DEC.**

According to MPD, “We have removed all references to the responsibilities of formerly TCD and now the Department of Emergency Communications since we cannot dictate policy for another city entity. We did share this revised policy with Director Bueno and Deputy Director

Domurat of the DEC and respectfully requested they place the items we are removing from our policies into their policies to ensure these practices still continue with DEC.”

The provisions inserted for the Vehicle Pursuit Committee are as follows:

#### 660.35 VEHICLE PURSUIT COMMITTEE

- A. A Vehicle Pursuit Committee shall conduct periodic comprehensive reviews of all vehicle pursuit issues affecting the department.
- B. The Chief of Police shall appoint police members to the Vehicle Pursuit Committee, along with a graduate, in good standing, from the Citizen Academy who is also a resident of the City of Milwaukee that is identified by the Community Relations, Engagement and Recruitment Manager and subsequently approved by the Chief of Police, who shall serve a one-year term, subject to extension at the discretion of the Chief of Police.
- C. A supervisor from the Internal Affairs Division and a supervisor from the Office of Management Analysis and Planning shall be standing members of the Vehicle Pursuit Committee and shall not be subject to the aforementioned term limit.
- D. The Vehicle Pursuit Committee shall meet at least bi-annually, or as otherwise directed by the Chief of Police, and shall focus on, but not be limited to, the following:
  - 1. Justification of the pursuit by department members.
  - 2. Proper field supervision and supervisory review of pursuit incidents.
  - 3. Application and effectiveness of department policies and procedures concerning vehicle pursuits, including whether there has been a violation of SOP 660.05 (Due Regard).
  - 4. Proper use of department equipment (vehicle).
  - 5. Effectiveness of Emergency Vehicle Operators Course (EVOC) Training.
  - 6. Identification of training needs and opportunities for department members.
- E. The Vehicle Pursuit Committee shall prepare a written report of the committee’s finding and/or recommendations, and submit such report to the Chief of Police within ten (10) days of the completed bi-annual or directed review. The Chief of Police, or designee, shall submit a copy of this report to the Fire and Police Commission executive director within thirty (30) days of the completed bi-annual or directed review. This report may be obtained through procedures established under Wisconsin Statutes related to public records.
- F. The Chief of Police, or designee, shall send correspondence to the Fire and Police Commission executive director if the Vehicle Pursuit Committee bi-annual meeting was not held.
- G. Any recommendations or other matters for consideration by the Vehicle Pursuit Committee shall be forwarded through the chain of command to the Office of the Chief.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: March 13, 2025

RE: SOP 070 – Citation Procedures  
SOP 665 – Tire Deflation Devices  
SOP 730 – In-Car Camera Systems  
SOP 910 – Civil Disturbance and Crowd Management

---

#### SOP 070 – Citation Procedures

#### **These amendments are technical procedural changes and administrative in nature.**

- Updating the references to members consideration when deciding what enforcement action to take for traffic violations since there are now certain offenses that require an arrest (certain Operating after Revocation, Operating with an Operator's License, and Reckless Driving offenses).
- Adding reference to the Juvenile Municipal Court Citations.
- Updating that a judge may direct a bailiff and not the municipal liaison officer to obtain finger print verification of a person so policy matches practice.
- Updating references to the State Traffic Envelope for Operating after Revocation as this section incorrectly referenced the Reckless Driving Envelope.
- Updating that the State Traffic Envelope is not needed for municipal Operating after Revocation citations that are issued.
- Removing reference to ordered-in traffic offenses as this no longer happens in practice as the person is either arrested or issued a citation with a future court date.
- Adding that the Records Management Division needs to send Driver Condition or Behavior Reports in TraCS to the DOT since they are the only entity in MPD that can send these reports.

- Adding that released citations need to be sent to the Court Administration Division on the date they are released to ensure the Court Administration Division receives these immediately.
- Minor grammatical clean up and references.

#### SOP 665 – Tire Deflation Devices

**This amendment is substantive. Note that the Piranha Stop Stick is only used to prevent a stationary vehicle from moving.**

The only recommended update is to authorize members in plain clothes and unmarked vehicles to utilize the Piranha Stop Stick device if they have been trained and receive prior supervisory approval. This would allow Violent Crime Reduction Team (VCRT) members and members assigned to the FBI Task Force to utilize this device.

#### SOP 730 – In-Car Camera Systems

**These amendments are technical/administrative in nature.**

- Clarifying that if members initiate a rear camera recording, they must ensure the front camera is also recording and to not deactivate the front camera.
- Technical updates to how the recorded events are offloaded.
- Technical update to replace the term 4G LTE with cellular network so we do not have to update this SOP every time cellular technology changes.

#### SOP 910 – Civil Disturbance and Crowd Management

**These amendments are administrative only.**

The only recommended update is to replace the references from the Technical Communications Division to the Department of Emergency Communications.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: March 13, 2025

RE: Airborne Assessment Team SOI

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MPD responded to FPC questions concerning this new SOI as follows:

1. Can you please provide the UAS team budget and how this was funded?

The budget for this program is still being developed and the initial equipment was purchased utilizing asset forfeiture funding. *According to MPD's February 26 Asset Forfeiture presentation to the Council, \$604,194 was available for equipment and supply purchases during 2025.*



Asset Forfeiture  
Presentation (2).pdf

2. Is this SOI modeled after another jurisdiction's policy?

This SOI is modeled after the Internal Association of Chief's of Police (IACP) Small Unmanned Aircraft Systems (UAS) model policy.

3. How many MPD members/staff are currently in the Airborne Assessment Team? How many will there when it is fully staffed?

There is currently one full time member and a second part-time member who assists the full time member. The plan is to start the program as a pilot project before ultimately having 4 full time

pilots and 14 or more district patrol officers to assume secondary flight duties if the pilot program is successful.

4. How many Uncrewed Aerial Vehicles (UAVs) or drones does MPD currently have? What types? Does it anticipate getting more soon? If so, how many and what types?

MPD currently has 8 drones.

- 2 tethered Fotokite drones deployed from vehicles purchased in 2020.
- 2 Skydio X10s (for exterior operations, crash reconstruction, crime scene documentation and analysis, etc.)
- 2 Skydio S2s (for crash reconstruction, crime scene documentation, etc.)
- 2 DJI Avatas (for interior operations, warrant service, etc.)
- MPD is also looking into making purchases of additional drones for field testing purposes and to equip patrol operations.

5. The policy prohibits the use of drone-collected data/information in any manner that would utilize facial recognition software. Why did MPD decide to include this prohibition?

MPD does not own any software that utilizes facial recognition. One of the concerns the public has is UAS technology can be used with facial recognition software, and we wanted to be transparent with the public in alerting them we will not be using it in this manner with our UAS program.

6. What are the principal types of incidents that MPD anticipates using drones for?

MPD anticipates using the drones in accordance with the authorized use and restrictions on use of UAS section in the SOI that states they can be utilized for but not limited to the following:

- Land and waterborne search, rescue, and recovery operations (such as critical missing cases, shoreline and boating mishaps, drowning victims, etc.).
- Port and critical infrastructure security (such as monitoring temporarily established cruise ship docks as required by federal Vessel or Facility Security Plans, response to incidents involving hazardous materials, power and water infrastructure security).
- Active threat response to rapidly locate threats.
- Planned and unplanned event management in accordance with SOP 910 Civil Disturbance and Crowd Management to ensure crowd safety with minimal uniformed presence, identify safe ingress / egress routes at large events, direct resources during street takeovers, etc.
- Investigative evidence collection (e.g., crime scene, crash reconstruction such as 3-D reconstruction and 2-D mapping for court room presentation, etc.).
- In support of patrol operations with authorization of the team commander (such as foot pursuits, warrant service, entries in progress, shots fired complaints, event planning and deployment, training, recruiting, public relations, etc.).

- Counter UAS operations with authorization of the team commander (such as locating subjects actively engaged in the use of UAS technology illegally and minimize threats posed by them, etc.).
- In support of other City of Milwaukee departments with authorization of the team commander.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: March 27, 2025

RE: SOP 165 – Homeless Persons  
SOP 650 – Vehicle Crashes  
Evidence Vehicle Processing SOI

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#### SOP 165 – Homeless Persons

**These amendments are either technical or administrative in nature, or are included to comply with current law. Please note Item 4 below.**

Requested updates:

1. Removed reference to the Technical Communications Division since this is now part of the Department of Emergency Communications (DEC).
2. Removed reference to Homeless Outreach Team officers being dispatched to calls for service involving known or suspected homeless persons since we cannot dictate policy for the DEC. However, we confirmed with DEC they will continue to apply this practice on their end.
3. Updated the reference from the Wisconsin Servicepoint System as this has been replaced by the Homeless Management Information System at the state level.
4. Removed reference to the note referencing *Bell v. City of Boise* since this decision was recently overturned in *Grants Pass v. Johnson*. That note was as follows:

Note: The United States Department of Justice has noted that sleeping is a life sustaining activity, and when adequate shelter space does not exist,

criminalization of persons sleeping in public violates the 8th amendment of cruel and unusual punishment (Bell v. City of Boise et al.)

This deletion will not affect MPD procedures, as no changes in ordinance or statute were made when Bell v. City of Boise et al. was first decided. The full SOP cites provisions for arrest of homeless persons.

5. Updated an address for the Community Resource and Referral Center.
6. Minor grammatical updates throughout the policy.

### SOP 650 – Vehicle Crashes

**These amendments are administrative in nature.**

- Updated references from the Technical Communications Division to the Department of Emergency Communications (DEC).
- Updated the call up procedure for the Crash Reconstruction Unit.
- Updated the timeline for Squad Accident AIM reports to be filed in AIM so policy matches practice and the new timeline submission windows for all AIM reports.
- Updating that commanding officers do not need to file a summary of the crash investigation in the AIM report and are only required to provide recommendations for further action or investigation. This will not affect crash information in the State crash database.

### Evidence Vehicle Processing SOI

**With the exception of numbers 5 and 10 below, these amendments are either technical, terminological, and/or administrative.**

Recommended updates:

1. Updating the term “accident” to “crash” as this is the term now used for traffic collisions.
2. Removing the reference to the Property Control Division putting vehicles in WinAce as evidence as this is now recorded in the tow record.
3. Adding that the city tow lot will only release vehicles to the registered owner.
4. Adding the commanding officer of the Specialized Patrol Division may authorize vehicles to be towed as evidence for investigations conducted by the Crash Reconstruction Unit.

5. **Adding that members must ensure no persons or animals are present during their search of a vehicle prior to a tow. This was already present in the general procedures before towing and has been added to the sections on Burned Vehicles and vehicles where ownership is in question.**
6. Removing reference to department owned vehicles being towed to the PAB as this is no longer the process.
7. Removing the requirement for CIB to enter an Evidence Tow Processing Request to process the vehicle as they can work directly with the Forensics Division to have the vehicle processed.
8. Adding the requirement for members needing a forensic investigator or crime scene investigator to process a vehicle to first contact their shift commander who shall contact the CIB shift commander (resource management).
9. Adding that all of the requirements in subsection IV. may not apply to the Crash Reconstruction Unit since they investigate traffic related fatalities that may not require all of these investigative techniques.
10. **Adding the interior and exterior of the vehicle *shall* be photographed and *may* be video-recorded prior to conducting a search or processing a vehicle where a death occurred inside the vehicle or if it was used in the commission of a crime as it does not always have to be video recorded. The prior version required video recording in every such case.**
11. Adding that all of the requirements in subsection V. do not apply to the Crash Reconstruction Unit since they conduct traffic related fatalities that do not require these investigative techniques.
12. Removing the reference to sending paint scraping samples as the Wisconsin State Crime Lab no longer processes paint samples.
13. Removing the reference for the seat position of passengers and DNA collection as only the driver's position needs to be determined for DNA purposes.
14. Adding that vehicles must be stored outside of the Z building at the city tow lot if there are storage hazards.
15. Updating that the Tow Authorization Report is now filed in the Records Management System.
16. Removing the reference to Tow Lot G as this is not always guaranteed depending on the volume of vehicles at the tow lot and if a vehicle comes in as evidence it must be placed in the evidence area.
17. Minor grammatical and technical term updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: April 10, 2025

RE: SOP 010 - Absence

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#### SOP 010 – Absence

- Per a recently signed MOU with the MPSO and the City of Milwaukee, updating that members of the MPSO can take vacation time in accordance with the calendar year instead of fiscal year.
- Adding additional clarification to the requirements for medical certification requirements. Those requirements may be placed on a member who is suspected of misusing sick leave time. The existing wording is:

Members may be required by their commanding officer or designee to furnish acceptable medical substantiation from a medical practitioner licensed in the state of Wisconsin – or the state in which the member has been treated – for each absence regardless of duration, if the commanding officer is informed or believes that the member is misusing sick leave. The shift commander commanding officer may authorize the placement of any member on medical certification. Under such circumstances, the city shall not be responsible for any fee charged to the member by the medical practitioner.

The additional wording is:

1. The supervisor requesting a member to be placed in the medical certification program shall submit a *Department Memorandum* (form PM-9E) through the chain of command documenting the details and patterns of the member's sick leave usage

which has been observed.

2. The commanding officer of the work location shall review the documentation and authorize the member's placement in the program.

3. The *Medical Certification Requirement Program* (form PS-18E) shall be read, signed, and dated by the member, the supervisor counseling the member, and the member's commanding officer.

4. The *Medical Certification Requirement Program Checklist* (form PS-18C) shall be read and signed by the member and the supervisor counseling the member.

5. A copy of the *Medical Certification Questionnaire* (form PS-18Q) shall be provided to the member for completion by the member's physician. Failure to provide the completed form with the member's completed *Application for Sick Leave* (form PS-16S) immediately upon the member's date of return to work following each absence shall result in denial of payment for the sick leave taken.

6. The member will be on the Medical Requirement Program until they have been informed of their removal from the program. Members shall receive a *Medical Certification Requirement Program 6-Month Review* (form PS-18R) that will be documented on the PS-18R and sent to the Medical Section.

7. The supervisor who places the member in the Medical Certification Program shall forward all original completed forms to the Medical Section and place a copy in the member's medical file at their work location.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: April 28, 2025

RE: MFD SOG CR-200 Proactive Community Risk Reduction Program  
EMS SOG Exposure Plan – Communicable Disease Exposure Reporting Policy

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### MFD SOG CR-200 Proactive Community Risk Reduction Program

This SOG updates guidelines for MFD's existing program for installation of smoke detectors in Milwaukee residences, as follows:

- The smoke alarm installation section has been reworded to better clarify the expectations for the field companies, yet the number expected to be installed remains consistent with the prior directive.
- More oversight responsibilities were added to the Battalion Chief level of supervision.
- A better flow of information was created, including a general building graphic for installing smoke alarms.

From the SOG, the program's goals are:

- Physically visit every single and multi-family residence in the City of Milwaukee (an expanded version of FOCUS [*Firefighters Out Creating Urban Safety*]) every five (5) years for the purpose of installing needed 10-year lithium-ion battery powered smoke alarms as a tool for fire risk reduction.
- Expand fire education outreach for more visibility in the neighborhoods. Companies will work to develop and maintain positive relationships with neighborhood associations, schools,

churches, and local businesses in their AOR [*Area of Responsibility*], offering public education through open houses and neighborhood event visits.

Program expectations:

- The expectation is that every engine, every truck, and every rescue company will install smoke alarms (per City Ordinance and NFPA 29.8), in 15 single or multi-family residences per week, with the further expectation that the 3 platoons would divide the 15 equally, into 5 per shift.

Public Education Activity Expectations

- The expectation is that every company will average three company-initiated community relations activities every month. These company-initiated activities **are in addition to** any assigned by the department's Community Relations Section.

EMS SOG Exposure Plan – Communicable Disease Exposure Reporting Policy

This is an update of a policy initially released in November 1991 and previously updated in October 2023. No significant policy changes were made in this update.

The policy “outlines the procedure for reporting possible exposure and initiating evaluation/treatment for members who potentially may have been exposed to a communicable disease.”

The plan also lists vaccines available to MFD personnel at no personal expense, and includes a provision for opting out of any vaccines not required for sworn members nor by any clinical settings.

- The policy was streamlined and rearranged for better flow.
- A checklist was added, which is to be printed and laminated for carrying on every MED unit.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: April 21, 2025

RE: MPD Honor Guard SOI

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### Honor Guard SOI

The only recommended update is in terminology, to update the term Technical Communications Division to the Department of Emergency Communications.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: May 28, 2025

RE: SOP 030 – Written Department Directives  
SOP 180 – Missing Persons  
SOP 453 – Officer-Involved Deaths and Other Critical Incidents  
SOP 570 – Public Information Policy  
SOP 580 - Ride Along Program  
SOP 640 – Department-Owned Vehicles

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#### SOP 030 – Written Department Directives

#### **All requested amendments are updates in keeping with current technology and practice.**

- Removing reference to the Office of Management, Analysis, and Planning (OMAP) maintaining original hard copies of documents as OMAP only receives digital versions through email and these copies are archived digitally on the Directives Intranet.
- Removing reference to the Police, Planning, and Policy Director as OMAP now has a sworn commanding officer.
- Adding reference to where work location commanding officers can locate electronic versions of the full SOP file and Code of Conduct so these can be downloaded monthly in case of an intranet or network failure.
- Updating the reference to the new Topic Acknowledgment web application since this is no longer done in CERTT.
- Adding the Chief of Police now ultimately reviews and approves standard operating instructions so policy matches practice.
- Grammatical cleanup throughout the document.

## SOP 180 – Missing Persons

The only recommended update is that the Wisconsin Department of Justice has created a separate Missing Child Alert for certain missing children under the age of 18 (previously this was under the Silver Alert statute). This update now creates its own section for the Missing Child Alert separate from the Silver Alert.

Missing children would now be considered critically missing if they are under 10 years old instead of 11 years or younger, as is currently the rule. Otherwise, the new Missing Child Alert section would include (additions compared to former Silver Alert section that applied to missing children are shown in red):

### 180.55 MISSING CHILD ALERT (WILEAG 6.1.5)

#### A. MISSING CHILD ALERT CRITERIA

The Missing Child Alert may be utilized for a person who has not attained the age of 18 years and the person is believed to be incapable of returning home without assistance due to a physical or mental condition or disability, or, the person has not attained the age of 10 years, and

1. The individual(s) location is unknown, and,
2. It is within 72 hours of the individual's disappearance, and,
3. Their situation does not qualify for another alert (e.g., AMBER Alert).
4. The individual has been entered as missing into the National Crime Information Center (NCIC).
5. There is sufficient information available to disseminate to the public that could assist in locating the missing person.

#### B. MISSING CHILD ALERT PROCEDURE

1. If a police member has reason to believe a person meeting the criteria of 180.55(A) has been reporting missing, they shall immediately broadcast a description, contact his/her shift commander, and request a sergeant respond to the scene. The sergeant shall coordinate the search and canvass of the home and surrounding area.
2. A CIB supervisor at extension [redacted] shall be notified by the district shift commander when they become aware of a potential Missing Child Alert missing. The CIB shift commander shall assign a CIB investigator to coordinate the investigation with the sergeant on scene in an attempt to locate the missing person. The CIB shift commander shall also monitor the investigation.
3. If the CIB shift commander determines the Missing Child Alert criteria have been satisfied, he/she shall obtain approval from the inspector of the Criminal Investigation Bureau, or designee, during weekdays, or the night watch commander on nights or weekend to activate the Missing Child Alert. The CIB shift commander shall ensure the Missing Child Alert instructions are implemented without delay and the necessary reports are completed.

4. The CIB shift commander shall continually monitor and investigate all Missing Child Alerts. The CIB shift commander shall assign an investigator on each shift and the investigators shall file a supplemental report on each shift.

#### SOP 453 – Officer-Involved Deaths and Other Critical Incidents

**The following requested updates are substantive but noncontroversial. Update 3 is of particular interest because it adds an officer-focused administrative review to the process, as recommended by PERF, the Police Executive Research Forum. Please read the excerpt included, which can be found on page 57 of the [PERF report](#). (Incidentally, the Milwaukee Area Investigative Team MOU is referenced as exemplary elsewhere in the report.)**

1. Removing reference to the Internal Affairs Division (IAD) conducting a walk through at the scene since the walkthrough provides no investigative value for their internal review and investigation. In addition, this only adds to a crowded scene in addition to the stress that everyone on scene is already experiencing. It should be noted IAD would still be notified about every critical incident.
2. Removing reference to the Chief of Police, or designee, notifying the executive director of the FPC of an officer being reassigned or relieved from duty in writing as this does not occur in practice. In addition, SOP 453.20 already requires the Chief of Police to notify the executive director of the FPC and Common Council regarding critical incidents.

Note: Currently, MPD’s Chief of Staff notifies the FPC Executive Director of every critical incident by text message or email. Officers involved are placed on either administrative leave or administrative desk duty.

3. Updating the Chief of Police shall cause an officer-focused administrative review (OFA) to be conducted concurrently with the criminal investigation of the incident. Any allegation of a Code of Conduct or SOP violation would still cause a separate personnel investigation. This change is consistent with the PERF (Police Executive Research Forum) 2025 report *Managing Officer-Involved Critical Incidents* that focuses on these types of investigations and MPD would now be in alignment with their recommendations to have a criminal investigation, officer-focused administrative investigation, and agency-focused assessment of every critical incident.

From page 57 of the PERF report:

The purpose of the OFA is not to determine whether the officer committed a crime but to determine whether the officer violated any agency policies, protocols, or training. Although the criminal and OFA investigations both focus on the officer, they differ in significant ways: -

Compelled Statements: Like any other person facing the potential of criminal prosecution, an officer involved in an OICI has the constitutional right to refuse to

answer questions in connection with the criminal investigation. The officer cannot, however, refuse to answer questions from the employer as part of the OFA investigation. This has significant implications.

Focus: Regarding shootings, which constitute the vast majority of OICIs, criminal determinations generally center on the moment deadly force was used, because criminal statutes tend to focus on the shooter’s beliefs at that critical moment in time. Usually, statutes ask a version of whether, at the time deadly force was used, the officer reasonably believed the subject was using or about to use deadly force against the officer or another person.<sup>67</sup> OFA investigations, however, allow for a broader, upstream and downstream evaluation of the officer’s conduct before, during, and after the OICI. For example, did the officer needlessly escalate the situation during the time leading up to the deadly force? Were there missed opportunities to de-escalate? Did the officer communicate properly with dispatch? After the OICI, was potentially life-saving care provided swiftly?

Burden of Proof: Proving criminal conduct carries a high burden: a prosecutor must prove every criminal element beyond a reasonable doubt. Proving policy violations is much easier. Additionally, agency policies often require more from officers than the often-cited legal standard of “objective reasonableness.”

Because of these dynamics, the outcome of the criminal investigation should not control the outcome of the OFA investigation. A prosecutor may determine that criminal charges against an officer are not viable, but the OFA investigation may reveal issues that call for re-training, discipline of some sort, or even termination. Of course, it is entirely possible that the officer will not have violated any policies or protocols, but the point is that these are separate issues addressed by different types of investigations.

4. Updating that the critical investigation would not be considered closed until an agency-focused assessment is conducted pursuant to SOP 455 Critical Incident Review Board.

#### SOP 570 – Public Information Policy

##### **Requested updates are noncontroversial.**

- Updating references to the social media accounts utilized by MPD.
- Updating the name of the Office of Community Outreach and Engagement so it matches the current organizational chart.
- Adding that the time of the arrest be added to inquiries regarding arrested adults.
- Updating how video footage can be cut or edited prior to the media release of wanted suspects so policy matches practice.

The changes to this section are as follows (strikethrough indicates deletion; gray shading indicates addition):

If the footage needs to be cut or edited to conceal **victims, witnesses, or uninvolved**

individuals, members shall submit a Forensic Video Request (form PI-60E) to the Forensics Division. This form can be located in the N:/ drive Forms folder edit the video or contact the manager of the Public Information Office at extension [redacted] or email at mpdnews@milwaukee.gov for assistance

- Adding that members of the Criminal Investigation Bureau assigned to showcase a Crime Stoppers story have any video footage or photographs approved by the Public Information Office before it is released.

#### SOP 580 - Ride Along Program

**The only recommended update is noncontroversial.** It is to update that the manager of the Office of Community Outreach and Engagement and not the commanding officer of the Training Division is responsible for the dissemination and retention of citizen academy related ride-along applications and forms.

#### SOP 640 – Department-Owned Vehicles

**Requested updates are largely administrative. None are controversial.**

- Added a requirement that members are to report a missing key to their supervisor immediately and include the circumstances of the lost key on the *Request Key Duplication Form*.
- Updating reference from Internal Affairs Division to Compliance Management Section for the reference to the Inspection Regimen Standards.
- Clarified department members who are passengers in vehicles must wear seat belts at all times.
- Updating the reference from the Technical Communications Division to the Department of Emergency Communications (DEC).
- Clarified civilians can only turn on the emergency sirens or lights while parked in emergency situations but they are not allowed to operate a vehicle as an emergency vehicle per state statute.
- Removing references to callboxes and allowing civilian vehicle operators to contact DEC with their cell phone if the vehicle does not have a radio since members no longer receive call box keys.
- Removed speedometer checks as this is no longer required per the Facilities Services Section since the majority of vehicles in our fleet now have digital speedometers.
- Removed reference to the emergency equipment truck as we no longer have this truck.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: June 18, 2025

RE: SOP 265 – Open Records  
SOP 270 – Field Training and Evaluation Program  
SOP 750 – Audio and Video Recorded Interviews Interrogations  
SOP 870 – Suspensions/Official Discipline  
Milwaukee Police Band SOI

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#### SOP 265 – Open Records

These changes are administrative in nature.

- Updating references to the Open Records case management system.
- Adding that notifications to the inspector of the Administration Bureau must be made for necessary media requests.
- Updating that data requests be made to the appropriate work location commanding officer or manager. This allows Open Records to reach out to the subject matter expert or respective area that can provide data instead of going through the executive command staff as they would forward these same requests to the appropriate entity that has access to this data (streamlining this process).
- Adding references to state law related to fee waivers and redaction fees.
- Adding that in instances where the release of records could jeopardize a current or ongoing investigation, the release for records will require approval from the assistant chief or inspector of the Criminal Investigation Bureau.
- Updating the procedure for notification from Open Records to the Public Information Office for media requests to help streamline this process and have Open Records keep a document to track these requests.
- Updating that requests for Hard Cards must also be also made to the Police Human Resources Administrator and not the police information systems director.

- Updating that requests for a member’s email also require notification to the Open Records legal advisor and not the police information systems director.
- Adding that Open Records will contact the City of Milwaukee ITMD Help Desk Portal to obtain email records.
- Updating the cost for printed copies from 0.25 to 0.15 cents per page.
- Adding that the cost of staff time for redaction of records shall not be passed onto the requestor except for when the fee is established and adding a state statute reference.

#### SOP 270 – Field Training and Evaluation Program

These changes are administrative in nature.

- Updating the reference from the Technical Communications Division to the Department of Emergency Communications.
- Removing reference to the paper PR-89E probationary performance reports as the daily, weekly, and monthly observation reports are now completed electronically in ACADIS.

#### SOP 750 – Audio and Video Recorded Interviews Interrogations

A new policy is added for the new juvenile only rooms in the Police Administration Building. MPD now has three rooms dedicated to interviewing juveniles for criminal offenses (16 years old and under), in compliance with the United States Juvenile Justice Delinquency Prevention Act (Wis. Stat. § 938.209 and Wisconsin Department of Corrections Chapter 349.21).

The rooms are not secure detention areas and the juveniles are not considered in secure custody for purposes of the six-hour requirement while there. The rooms are never to be locked. Investigating members are to remain unarmed. An assisting monitoring officer, who is to be armed, will remain outside the room while it is being used “to ensure safety and prevent escape.”

#### SOP 870 – Suspensions/Official Discipline

These changes are administrative in nature.

The only update is to add that the lieutenant assigned to the Internal Affairs Division shall confer with a captain of police or higher rank prior to suspending a department member from duty.

The actual wording in the SOP is as follows (added wording is in bold):

A captain of police or higher rank may suspend a department member from duty for any violation of department standard operating procedures and/or Code of Conduct. A lieutenant assigned to the Internal Affairs Division shall have the same authority for purposes of suspension. Only the Chief of Police may suspend a department member holding the rank of captain or above.

**Note: The lieutenant assigned to the IAD shall confer with a captain of police or higher rank prior to suspending a department member from duty.**

Milwaukee Police Band SOI

The only recommended update is to replace the Gmail account with another email account as the Gmail account is no longer monitored.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: July 3, 2025

RE: SOP 114 – Domestic Violence  
SOP 120 – Operating While Intoxicated  
SOP 140 – Juvenile Procedures  
SOP 267 – Budget and Finance

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#### SOP 114 – Domestic Violence

- Adding members shall also contact the DV Hotline and complete the yellow DV Supplementary Incident Report in cases of domestic violence-related violation of restraining orders or no contact orders when no new violence or threats are made.
- Adding procedures if the victim does not wish to have their information released to the DV Hotline, as follows:
  - Sec. 114.30 (C). If the victim does not authorize the release of their information, the investigating officer shall make an email notification prior to the end of their tour of duty to the Sensitive Crimes Division Domestic Violence High Risk Team (DVHRT) at [REDACTED] and “cc” their shift commander.
    1. The notification shall include the case number, victim’s name, address, phone number(s), and any other information that would assist DVHRT with connecting to the victim. The member shall also include the purpose of the notification is that the victim refused to authorize officers to release their personal information.
    2. The DVHRT will assess each notification and coordinate with the district’s Domestic Violence Liaison Officer (DVLO) to ensure that a secondary prompt is made with the victim within 72 hours to determine if the victim is willing to authorize law enforcement to release their information for the purpose of receiving resources.

- Adding the DV-High Risk Team (DVHRT) to this policy and their responsibilities. The definition of this team is as follows (responsibilities can be found at Sec. 114.44 of the SOP):
  - A. The Domestic Violence High Risk Team (DVHRT) is the recognized best practice by the United States Department of Justice for communities to address domestic violence cases at high-risk for lethality.
  - B. DVHRT works with a multidisciplinary team of partners (as listed in the DVHRT Memorandum of Understanding) to discuss intervention and recommendations based on criteria indicating exceptionally high risk for lethality.
  - C. DVHRT is responsible for teaching, training, conducting outreach, conducting follow up, conducting special operations, working in liaison with district domestic violence liaison officers, reviewing high risk cases, making recommendations, and any other specified tasks required by Sensitive Crimes Division (SCD) supervision.
  - D. DVHRT is comprised of sworn members and civilians, including a crime analyst.
- Adding the DV Liaison Officer to this policy and their responsibilities. (See Sec. 114.45, Domestic Violence Liaison Officer.)

The following changes are administrative:

- Minor updates to state statute references.
- Adding that all photographs are now imported to Evidence.com.
- Adding that shift commanders contact the Criminal Investigation Bureau shift commander and not the Sensitive Crimes Division.
- Updating how members can request a forensic investigator or crime scene investigator.
- Removing reference to the Technical Communications Division and updating it to the Department of Emergency Communications.

#### SOP 120 – Operating While Intoxicated

- Removed reference to urine kits as MPD does not offer this as a test and the Wisconsin State Lab of Hygiene indicated urine tests are of little value for OWI prosecutions.
- Updated that if the primary test is blood the member shall convey the subject to a nearby hospital or medical facility, which does not necessarily have to be the closest hospital.
- Adding prohibited blood alcohol content (BAC) convictions do not count as a prior conviction to Sec. 120.25, Counting Prior Convictions.
- Updating the section related to 2009 Act 163 as a recent court of appeals decision provided more clarity to this legislation and we added the additional notes contained within the state statute website to provide more context to officers on this law. The additional note is as follows:

Note: Wis. Stat. § 343.305(3)(ar)2 does not authorize law enforcement to complete an unreasonable search, as it does not authorize searches. It authorizes law enforcement to require a driver to choose between giving actual consent to a blood draw, or withdrawing “implied consent” and suffering implied-consent-law sanctions.

- Updated the requirements for officers during the breath test observation period. Language added to 120.45, Breath Tests, is as follows:
  1. Multiple officers may conduct the observation as it may be necessary in some circumstances.
  2. Members conducting the observation shall ensure they are not preoccupied during the observation period to ensure the subject does not eat, drink, chew gum or tobacco, smoke, regurgitate or vomit (e.g., they shall observe the subject and not do things like completing reports while observing the subject)

The following changes are administrative in nature:

- Clarifying the venue for citations issued related to an OWI investigation (e.g., which citations should be referred to Municipal Court or Circuit Court).
- Clarifying blood results are typically returned to the Court Administration Division within 30-60 days of the date of submission.
- Adding references to TraCS copies of OWI paperwork as most of the paperwork for these investigations is done in TraCS.
- Updated the reference from the Technical Communications Division to the Department of Emergency Communications.
- Minor updates to SOP reference numbers.

#### SOP 140 – Juvenile Procedures

- Adding the definition of secure detention area (language is directly from Department of Corrections Wis. Stat. § 349.03(15)).
- Per clarification from the Wisconsin Department of Corrections, updated the procedures related to the six-hour rule for juveniles in custody as we were advised the time does indeed stop and start based upon a juvenile's presence in a secure (locked) detention area / secure custody status.
- Added additional examples of truancy and curfew violations to the list of status offenses for which juveniles cannot be placed into secure custody status per a recommendation from the Department of Justice.
- Updated reference to shift commanders contacting the shift commander of the Criminal Investigation Bureau to determine if a detective will be assigned to question a juvenile for felony arrest warrants.

The following change is administrative:

- Updating a state statute reference and SOP reference so they match the current state statute and SOP number.

### SOP 267 – Budget and Finance

All changes are administrative in nature.

- Removed reference to the revision date of the Purchasing Liaison Manual so we do not have to update this every time the city updates this manual.
- Added requirements of when the City of Milwaukee Contractor Scorecard must be completed.
- Updated the language of the policy to use a more generic city financial management information system term so this does not have to be updated when the city changes software vendors.
- Added equipment, special funds, and capital projects to the list of things needed to ensure accurate reporting and tracking of the budget.
- Removed reference to the specific position for petty cash requests so the policy does not have to be updated if this position changes.
- Removed the requirement for the receipt to be taped to petty cash reports. (*Presumably they are scanned into the system now instead – an answer was not available before this memo was due.*)
- Added the requirements if items were purchased for a community event in addition to a meeting.
- Clarified to add the list of individuals in attendance where possible for events involving petty cash.
- Added the annual budget process and financial plan requirements for the department.
- Minor grammatical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: July 16, 2024

RE: SOP 085 – Citizen Contacts, Field Interviews, Search and Seizure  
SOP 725 – Crime Scene Investigations  
SOP 743 – National Integrated Ballistics Information Network Program

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#### SOP 085 - Citizen Contacts, Field Interviews, Search and Seizure

- Removed reference to No Action Encounters since they are no longer required/part of the Collins agreement.
- Added how to document a field interview when an MPD member briefly questions a person about the person's actions or behavior but does not obtain the person's name (since No Action Encounters have been removed).

#### SOP 725 – Crime Scene Investigations

- Updating the term investigator to detective as this is the more appropriate reference for the purposes of this SOP.
- Adding members shall identify victims and and/or witnesses at crime scenes in case follow up needs to be conducted.
- Adding first responding officers shall initiate the preliminary investigation and perform specific tasks until otherwise directed by a higher-ranking officer, detective, or another member of the police force specifically assigned to conduct the criminal investigation when safety permits and as soon as practical to do so (underlined portion was added to policy).

- Clarifying the Door Hang only needs to be left when the member is conducting a canvass related to a gunfire incident and no one answers at the building.
- Updating division names to match the new organizational chart.
- Adding the new civilian crime scene investigators to the policy.

#### SOP 743 – National Integrated Ballistics Information Network Program

- Updated that there is now only one test fire cartridge acquisition station.
- Combined previous SOP 743.25(D and E) into just subsection D as the process is the same for both subsections (avoids duplicate language).
- Removed reference to the inventory number as this is not needed with the new inventory management system.
- Added requirements for members to ensure the firearm is safe and unloaded prior to conveying the firearm to the Forensics Division.
- Updated the process for when a member brings a firearm to the Forensics Division for processing to ensure the firearm is processed properly and the proper notifications are made.
- Minor grammatical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: September 2, 2025

RE: SOP 082 – Training and Career Development  
SOP 160 – Persons with Mental Illness  
SOP 270 – Field Training and Evaluation Program  
SOP 320 – Canines  
SOP 560 – Property

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#### SOP 082 – Training and Career Development

Adding the recruit training requirements for the new lateral transfer police members since the first class will be starting this September. Those requirements are consistent with requirements under the MOU for recruiting lateral transfers and are as follows:

#### 082.20 RECRUIT OFFICER BASIC TRAINING (WILEAG 12.2.3)

##### C. LATERAL TRANSFER TRAINING

1. Police officers who laterally transfer to the Milwaukee Police Department from an instate law enforcement agency shall complete a 6-week training course prior to assignment to a patrol position. The course will provide an orientation to the department to include training in Phase IV of the recruit officer basic training (e.g., Active Bystandership for Law Enforcement (ABLE), Crisis Intervention Team (CIT), De-escalation, Fair and Impartial Policing, Procedural Justice).
2. Police officers who laterally transfer to the Milwaukee Police Department from an out-of-state law enforcement agency shall complete the 25-week training academy prior to assignment to a patrol position. The training will include Phase IIV of the recruit officer basic training.

## SOP 160 – Persons with Mental Illness

The following amendments are administrative in nature:

- Updating that copies of the Statement of Emergency Detention by Law Enforcement Officer form be sent to the Records Management Division and not Open Records in accordance with SOP 160.40(E).
- Adding the process for suicidal prisoners to be evaluated depending on if they are at a district station or the Central Booking Division (and if the Wellpath nurse is on or off duty).
- Adding procedures if MHEC contacts MPD about a voluntary person who becomes a risk to themselves or others as MPD must return to MHEC to determine if a Chapter 51 would now be required for the person.

## SOP 270 – Field Training and Evaluation Program

The only recommended update is adding the field training requirements for the new lateral transfer police members since the first class will be starting this September. Those requirements are as follows:

### 270.05 DEFINITIONS (WILEAG 12.2.4)

#### A. FIELD TRAINING PHASES

#### 3. Phase VI: Field training at a district station on a designated shift.

##### c. Lateral Transfer Police Members

1. Weeks 1 through 3: An OIT [Officer In Training] hired as a lateral transfer from another law enforcement agency shall be assigned to a training district with a field training officer (FTO), and are subject to daily observation and evaluation.
2. Week 4: An OIT shall work a full work week with a FTO or field training sergeant and shall perform duties as a solo patrol officer, subject to evaluation only. The FTO shall act as a field performance evaluator and not participate in the OIT's action unless a need to override is presented.
3. An OIT hired as a lateral transfer shall work a minimum of 16 days during this 4-week period with an FTO or field training sergeant.

4. Phase VII: Probationary period – 7 monthly evaluations to be completed by the probationary member's sergeant. Members hired as a lateral transfer from an instate law enforcement agency shall have 15 monthly evaluations to be completed by the probationary member's sergeant.

Members hired as a lateral transfer from an out of state law enforcement agency shall have 10 monthly evaluations to be completed by the probationary member's sergeant. (WILEAG 12.2.4.1, 12.2.4.2)

### SOP 320 – Canines

These amendments are additional requirements for the department's two facility dogs. Facility dogs are dogs specifically trained to provide comfort, reduce stress, and improve mental and emotional well-being for officers and staff within law enforcement agencies and also for community members. They may or may not be retired K9 dogs trained for drug detection or parole.

- Adding reference to the department's facility dogs in the purpose statement.
- Clarifying when a section refers to the patrol canine unit or the facility dogs.
- Updating that Explosive Ordinance Detection and patrol canine teams must maintain nationally recognized certification (this avoids us having to update our SOP every time the recognized agency changes their name).
- Updating the procedure for how to request a canine unit when the canine unit is off-duty.
- Adding canines must kept on a leash unless they are in an enclosed area to prevent escape.
- Adding the list of equipment provided to Facility Dog handlers.
- Adding how facility dogs must be boarded when the handler travels away from the City of Milwaukee for an extended period of time.
- Adding how handlers must ensure the department facility dog has access to proper medical care.
- Adding the required and initial training required for facility dogs.
- Grammatical updates throughout due to the fact the department now has 2 facility dogs.

### SOP 560 – Property

- The vast majority of the updates are procedural updates with moving from WinAce to the new FileonQ electronic property management system.

- Updating the dates the Property Control Division is open to the public.
- Updating a reference from the Technical Communications Division to the Department of Emergency Communications.
- Clarifying inventory reports must be completed and supervisor approved prior to the inventorying member securing from duty.
- Allowing lab trained Forensics Division staff members to have access to a work location's secure property room locker as a sworn Forensics Division supervisor is not always available.
- Adding members must indicate in the Circumstances field of the electronic inventory report if a controlled substance was tested for fentanyl and the results (officer safety).
- Updating that the Compliance Management Section conducts annual audits of the Property Control Division (not the Internal Affairs Division).
- Adding procedures for property temporarily signed out for reasons other than court.
- Adding when the Forensics Division will accept and process firearms.
- Adding the Forensics Division must file a supplemental report summarizing the results when receiving crime lab reports.
- Adding the time limit for when members must follow up on Wisconsin State Crime Lab DNA Databank Hits and the reference to Wisconsin statute.
- Updating how disposition orders must be completed for members who have separated from the department.
- Adding that all disposable homicide evidence investigated by the Criminal Investigation Bureau must be signed off on by the Homicide Division commanding officer or designee.
- Updating how long officer involved critical incident evidence must be retained to match the statute of limitations for such incidents. [Changed from 7 years to 3 years.]
- Updating the procedure for release of property to a citizen or other law enforcement agency.
- Adding the list of acceptable government issued photo identification accepted so this matches MPD's other policies that require photo identification.

- Clarifying that found firearms cannot be released to the finder [which they never have been in the past] and if not reported stolen must be destroyed by the Wisconsin State Crime Lab.
- Adding photographs of property must be imported into Evidence.com.
- Updating the procedure for how firearms must be made safe prior to being placed on inventory.
- Adding safes must be opened prior to being accepted by the Property Control Division.
- Minor grammatical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: September 11, 2025

RE: SOP 180 – Missing Persons  
SOP 200 – Project Management  
SOP 690 – Electronic Information Requests

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#### SOP 180 – Missing Persons

The only recommended change is to add the Missing Endangered Person Alert which allows MPD to issue an alert for a person who does not meet a critical missing, Amber Alert, Silver Alert, Green Alert, or Missing Child Alert designation but is still in danger of imminent death or injury.

#### SOP 200 – Project Management

- Adding references to alternative funding sources and private foundations.
- Adding specific timelines for when grant requests must be approved and submitted.
- Adding that the evaluation of the project must be submitted to OMAP and Budget and Finance.
- Added that all applications, reports, and required documentation required by a grant or alternative funding is the responsibility of Budget and Finance.

- Updating that the grant compliance manager will work with the member on completing and submitting grants or alternative funding requests.
- Grammatical updates throughout the policy.

#### SOP 690 – Electronic Information Requests

The only recommended change is removing the time the Time Agency Coordinator is available so this SOP does not have to be updated every time this may change.





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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: September 23, 2025

RE: SOP 114 – Domestic Violence  
SOP 280 – Alarms  
SOP 990 – Compliance Management Section/Inspections

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#### SOP 114 – Domestic Violence

The only recommended update is if the victim does not authorize the release of their information to the domestic violence hotline, the officer will now complete a DV Hotline Refusal Form in RMS instead of sending an email to ensure this information can be sent and acted upon more quickly and more easily tracked by a supervisor to ensure it was completed.

#### SOP 280 – Alarms

The only update is to update the term Technical Communications Division to Department of Emergency Communications.

#### SOP 990 – Compliance Management Section/Inspections

- Updating the name of the SOP from Inspections to Compliance Management Section / Inspections so the name of the SOP more appropriately describes this SOP. The Compliance Management Section is not a new section.
- Removing reference to the Internal Affairs Division since the Compliance Management Section now performs the duties described in this SOP.

- Updated the policy statement to better describe the functions of the Compliance Management Section.
- Removed references to formal staff inspections as the work location commanders are now responsible for ensuring these functions are completed (as required by the inspections standards and regimen concepts).
- Adding audits can be determined by both the commanding officer of the Administration Bureau and the Risk Manager.
- Adding the requirements and responsibilities for the already-existing positions of Criminal Justice Information Services coordinator and Time Agency coordinator.
- Minor grammatical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: October 9, 2025

RE: SOP 070 – Citation Procedures  
SOP 175 – Administration of Naloxone  
SOP 340 – Uniforms, Equipment, Appearance

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#### SOP 070 – Citation Procedures

The only update is the District Attorney's Office and Milwaukee City Attorney's Office updated how MPD should calculate the previous conviction calculation for an Operating without Operator's License offense to determine if it should be a state or municipal violation (previous conviction within 3 years). They have now clarified this should be based off of the previous offense date and not conviction date. The new language heavily borrows from the OWI SOP so these two will now be consistently applied for both OWLs and OWIs.

#### SOP 175 – Administration of Naloxone

- Updating the way members should identify opioid overdose and checking for a response.
- Updating the procedure for supervisors completing Naloxone Administration reports in the new Benchmark system that is replacing AIM.

#### SOP 340 – Uniforms, Equipment, Appearance

- Updating the list of authorized firearms and ammunition for department members per a request from the Firearms Section.
- Adding the use of miniaturized red dot sights.
- Adding members are now allowed to make a personal purchase upgrade of approved soft body armor.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: October 30, 2025

RE: SOP 082 – Training and Career Development  
SOP 230 – Mutual Aid  
SOP 270 – Field Training and Evaluation Program  
SOP 450 – Personnel Investigations  
Mounted Patrol Unit SOI

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#### SOP 082 – Training and Career Development

- Added how adjunct instructors can be disqualified or not used by the Training Division.
- Updated the number of weeks lateral transfers from out-of-state law enforcement agencies must complete, from 25 to 28 weeks.

#### SOP 230 – Mutual Aid

The only recommended update is to update the reference from the Technical Communications Division to the Department of Emergency Communication.

#### SOP 270 – Field Training and Evaluation Program

The only recommended update is to update the procedures for how a field training officer may be released from field training and evaluation duties

#### SOP 450 – Personnel Investigations

- Removing the reference to citizen complaint mediation since this method has not been used in several years and the entity previously involved has now changed their name.
- Updating the reference from the Technical Communications Division to Department of Emergency Communications.
- Updating the procedure for supervisors completing Course of Action reports in the new Benchmark system that is replacing AIM.
- Minor grammatical and SOP number reference updates.

### Mounted Patrol Unit SOI

- Updating the purpose statement to include the Mounted Patrol Unit provides police service and impacts crime through effective community engagement.
- Adding community engagement and positive police contacts with the public and at community events to the objectives section.
- Updating the requirements for the selection and evaluation of horses.
- Adding the herd health manager position to the SOI.
- Adding officers assigned to the Mounted Patrol Unit need to be familiar with the Mounted Patrol Unit Operations and Training Manual.
- Adding officers need to check the truck and attached trailer for full water containers and hay bags.
- Updating the patrol procedures for the Mounted Patrol Unit when on routine patrol. “Officers should dismount every hour for approximately 15 minutes to rest the horse” has been changed to “Officers should monitor their horse for signs of illness, injury, exhaustion, dehydration or other medical distress and provide appropriate rest or care.”
- Updating the requirements for when the nature of the arrest necessitates the presence of the arresting Mounted Patrol Unit officer during the booking process.



## Fire and Police Commission

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Commissioners

### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: October 30, 2025

RE: MPD Organizational Chart

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### Organizational Chart

The manager of the Office of Community Relations, Engagement, and Recruitment currently reports directly to the Chief of Police. It is proposed to be divided into

- Office of Community Outreach and Engagement, reporting to the Chief of Staff,
- Recruiting and Retention Unit under the Training Division

In addition, a new Community Resource Division is to be created under the Patrol Bureau.

The proposed changes are as follows:

1. Office of Community Outreach and Engagement.  
This office “shall be responsible for increasing the number of community members engaged with police, bridging the gap between the resources of the department and the potential audiences who can benefit from said resources, as identified in the police strategic plan. This component works strategically and collaboratively with the Public Information Office to increase community awareness of police services and to build the perception of police relevance in their lives. This component shall be responsible for providing services that assist the community in preventing crime and building relationships through educational programs, partnerships and collaboration with community-based organizations. This component augments the department through the Citizen Academy, Police Auxiliary Program and by connecting youth in the community with the Milwaukee Police Athletic League (MPAL) and services that

promote education, develops social skills and reduces the likelihood of future involvement in criminal activity. This component shall be responsible for executing the Chief of Police's community engagement strategy.”

2. Recruitment and Retention Unit

Among other things, this will place a greater emphasis on retention of officers. “This component shall be responsible for working with the Fire and Police Commission in recruiting applicants for employment by the department and ensuring applicants remain educated and engaged throughout the process. This component shall be responsible for the Citizen Academy, Police Auxiliary Program and connecting youth in the community with the Milwaukee Police Athletic League (MPAL) and services that promote education, develops social skills and reduces the likelihood of future involvement in criminal activity

3. Create the new Community Resource Division, composed of the School Resource Officers and Crisis Assessment Response Team (moved from the Training Division), reporting to the Assistant Chief of the Patrol Bureau, as follows:

School Resource Officers

This component shall be responsible for providing educational resources, law enforcement information and advice, and serving as a positive law enforcement presence within Milwaukee Public Schools. School Resource Officers shall collaborate with Milwaukee Public School staff, parents and students using community-oriented policing philosophies to build relationships, solve problems and enforce the law.

Crisis Assessment Response Team

This component is a collaborative effort between the Milwaukee Police Department and Psychiatric Crisis Service (PCS). The component is comprised of crisis team clinicians and police officers and shall be responsible for responding to situations when police intervention may be needed for individuals with mental illness who are in crisis.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: November 12, 2025

RE: SOP 290 – Licensed Person-Premise Investigations  
SOP 470 – Ballistic Shield  
SOP 610 – Towing of Vehicles  
SOP 727 – Death Notifications  
Macarthur Non-Violent Misdemeanor Book and Release Program SOI

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#### SOP 290 – Licensed Person-Premise Investigations

- Added filing stations, hotels, restaurants, and convenience stores to the list of city license applications as these are common types of establishments that require a license.
- Removed the term “substantially related” to the license premise as this is not defined anywhere in policy or ordinance. The Licensing Division and alderpersons have requested reports be filed for any incident that involves a patron or staff that occur at the license premise (whether or not it occurred inside or outside). This will be much clearer language for when a licensed premise report needs to be filed.
- Per a request from the Licensing Division, adding that members include information related to security personnel on scene and if they are licensed by the State of Wisconsin to assist with renewal or revocation hearings.
- Per a request from the Licensing Division, have officers remind agents or licensees they need to provide a new or updated Plan of Operation (required by ordinance) if they indicate to officers during a meeting that they are going to change their plan.
- Adding that if personnel are required to appear before any committees related to a license for an establishment or person or a district is seeking revocation for a licensed premise

they also need to include the Chief of Staff and Patrol Bureau inspectors on the email so they are aware of the request.

#### SOP 470 – Ballistic Shield

- Updating the training requirements for use of the ballistic shield since all department members have now been trained in its use. Annual refresher course requirement is eliminated.
- Allowing the work locations to determine where an additional ballistic shield may be kept.
- Removing reference to the N: drive line up folder since line ups are now completed in SharePoint.
- Updating the requirements for the monthly inspection of the ballistic shield to ensure they remain in good working order.
- Adding requirements for how to transport the ballistic shield and how to set it on the ground to prevent damage.
- Adding requirements related to the Surefire Ballistic Shield Light and how to report any damage to it or the shield.
- Minor grammatical updates.

#### SOP 610 – Towing of Vehicles

- Updating the reference to the newly created impounding vehicles used in reckless driving offenses ordinance and the requirements for officers to follow. Towing a vehicle used in reckless driving is not optional for the member; the language used is “members shall.”
- Updating the term Technical Communications Division to Department of Emergency Communications.

#### SOP 727 – Death Notifications

- Adding that crime scene investigators or crime scene technicians may take photographs and how members may request a forensic investigator, crime scene investigator or crime scene technician.
- Updating the reference of the Technical Communications Division to Department of Emergency Communications.

#### Macarthur Non-Violent Misdemeanor Book and Release Program SOI

The only recommended update is to update the list of programs related to arrestees that are not eligible for this program.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: November 20, 2025

RE: SOP 114 – Domestic Violence  
Airborne Assessment Team SOI  
Wellness Team SOI

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#### SOP 114 – Domestic Violence

The only recommended update is the section related to the release of the victim's information to the Domestic Violence Hotline was updated to better clarify the section is not about the release of the victim's information but about the victim receiving services. The updates better clarify the victim actually has to "opt-out" on their own accord for their information **not** to be released under Marsy's Law and there is not a requirement on the officers to do anything to prevent the release of information. The updated SOP clarifies officers should ask whether or not the victim would like "services and advocacy" provided through the Sojourner Family Peace Center.

#### Airborne Assessment Team SOI

- Adding a section related to drone as first responder operations and patrol led operations.
- Minor grammatical updates throughout the policy.

#### Wellness Team SOI

This SOI has received extensive additions, primarily to ensure quality, skill and accountability of Wellness Team members. For the full listing, please see the Roll Call version of the SOI, included with this agenda item.

- Adding definitions to the policy to provide more context and descriptions of terms.
- Grammatical clean up throughout the document to better describe the difference between Wellness Team members and Peer Support members.
- Updating the requirements for how to apply and the selection process for the Wellness Team.
- Adding candidate requirements for Wellness Team members.
- Adding participation requirements for Wellness Team members.
- Adding a provision for how to remove members from the Wellness Team.
- Adding the roles for Wellness Team and Peer Support members, and the role of the lead peer.
- Updating the roles and responsibilities of the Wellness Team coordinators.
- Adding that while being a Wellness Team / Peer Support member is an unpaid and voluntary position, a supervisor may authorize a member to work on duty or on overtime in this role if the duties are performed in conjunction with a critical incident.
- Minor grammatical updates throughout the policy.



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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: December 10, 2025

RE: SOP 085 – Citizen Contacts, Field Interviews, Search and Seizure  
SOP 150 – Court Procedures  
SOP 460 – Use of Force  
SOP 650 – Vehicle Crashes  
SOP 870 – Modified Assignment Official Discipline

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#### SOP 085 – Citizen Contacts, Field Interviews, Search and Seizure

- The vast majority of updates are procedural updates related to the department changing from AIM to Benchmark to document strip searches.
- Updating the list of statutes in which a strip search can be authorized.

#### SOP 150 – Court Procedures

- Updating how cases are presented to the District Attorney's Office and who is responsible for presenting those cases. Court liaison officers are now to scan and submit all cases to the DA's office. None are to be hand delivered. The investigating officer is to present DV, other felony and misdemeanor cases to the DA's office or with the assigned community prosecutor. "Members shall not order in victims on Saturdays. Whenever a presenting member orders in a victim to the District Attorney's office ... the member shall appear at the District Attorney's Office at the same time as the victim."
- Adding requirements for Wisconsin Department of Corrections subpoenas.
- Requiring members to attach a copy of the subpoena to the Court Case Adjournment Request.

- Updating the policy to refer members to their union contract for how court overtime is compensated so the policy does not have to be updated whenever the union contracts are updated.

#### SOP 460 – Use of Force

- The vast majority of updates are procedural updates related to the department changing from AIM to Benchmark to document uses of force.
- Removing reference to a draw and displaying a firearm to effect an arrest of a person in a Note as that was inadvertently not removed the last time this SOP was updated and this was removed as a use of force.

#### SOP 650 – Vehicle Crashes

- The vast majority of updates are procedural updates related to the department changing from AIM to Benchmark to document vehicle crashes.
- Updating how members can file non-reportable crashes in TraCS.

#### SOP 870 – Modified Assignment Official Discipline

Please see the Roll Call version of this SOP for detailed changes.

- Updating the name of the SOP to Modified Assignment / Official Discipline so the name of the SOP more appropriately describes this SOP.
- Updating the purpose and policy statements to better describe this policy.
- Adding non-disciplinary correction action to the policy to replace counseling as this can also include policy review and remedial training.
- Updating the types of formal discipline that can be imposed.
- Adding the criteria for modified assignment and the types of modified assignment.
- Adding that members who are placed on full administrative suspension must check in daily with their commanding officer or shift commander and be prepared to return to duty unless they are on pre-approved leave.
- Adding requirements if a member receives two (2) non-disciplinary corrective actions (NDCAs) in one year (2 NDCAs involving any type of violation) or three (3) NDCA alerts in a three (3) year period for the same violation.
- Removing a *Department Memorandum* as an option for counseling or policy training as this can be entered directly into the personnel management software (eliminating the need for paper versions).
- Minor grammatical updates throughout the policy.