



# MILWAUKEE POLICE DEPARTMENT

## STANDARD OPERATING PROCEDURE

### 082 – TRAINING AND CAREER DEVELOPMENT

**GENERAL ORDER:** 2021-XX  
**ISSUED:** August 4, 2021

**EFFECTIVE:** August 4, 2021

**REVIEWED/APPROVED BY:**  
Inspector Nicole Waldner  
**DATE:** May 26, 2021

**ACTION:** Amends General Order 2018-26 (September 17, 2018)

**WILEAG STANDARD(S):** 12.1.3, 12.2.1, 12.2.2, 12.2.3, 12.2.5, 12.2.6, 12.2.8, 12.2.9, 13.2.3

### ROLL CALL VERSION

Contains only changes to current policy.  
For complete version of SOP, see SharePoint.

### 082.00 PURPOSE

The purpose of this standard operating procedure is to establish guidelines for employee training and development under the direction of the training director at the Training Division, the Human Resources Division, and the Chief of Police. The Milwaukee Police Department (MPD) provides basic recruit training and continuing education that exceeds requirements established by the state of Wisconsin Law Enforcement Standards Board (LESB) and the Training and Standards Bureau. In addition, the purpose of this standard operating procedure is to ensure that the members of the Milwaukee Police Department are verifiably competent with all department policies and with the principles of fair and impartial policing. Members subordinate to the rank of inspector of police shall follow the directives of the training director in matters relating to law enforcement certification and recertification training, and other training that may arise relevant to members' positions or work assignments.

### 082.05 ANTI-RACIST and ANTI-DISCRIMINATORY POLICY TRAINING

The Milwaukee Police Department is committed to the implementation of anti-racist and anti-discriminatory policies throughout the department. To that end, every member of the MPD must annually complete at least four (4) hours of bias training, which includes training on anti-racist and anti-discriminatory policies. This training includes a special focus for supervisors on detecting and reporting improper conduct. To demonstrate subject-matter competency, all members must successfully complete a written examination, including as to their understanding of MPD's anti-racist and anti-discriminatory policies. Members who fail the examination must receive immediate remedial training until the member can demonstrate core competency. MPD members must pass this written examination annually.

### 082.10 CORRUPTION IN TRAINING PROHIBITED

Any MPD member performing any training of any other MPD member is prohibited from describing or counseling on how to avoid culpability for violating MPD policy or the law. Each MPD member carries an affirmative duty to report any such commentary. Any member's failure to report such commentary by any MPD member may result in formal

discipline. Any MPD member who, while training any other MPD member, describes or counsels those other MPD members on how to lie or avoid culpability for violations of MPD policy or the law may be discharged.

### **082.15 DE-ESCALATION TRAINING**

Every member of the MPD must annually complete at least four (4) hours of scenario-based training on lawful use-of-force options, focusing on skills and tactics that minimize the likelihood of using unlawful excessive force, including de-escalation tactics. Such tactics are actions and techniques used by law enforcement to slow down or stabilize a potentially unstable situation to allow for more time, options, and resources for resolution or prevention of an incident. Use of force is not a proper application of de-escalation tactics.

### **082.0520 RECRUIT OFFICER BASIC TRAINING (WILEAG 12.2.3)**

Sworn officers must satisfactorily complete the Wisconsin law enforcement basic training curriculum established by the LESB and the Training and Standards Bureau prior to assignment to any duties that require them to unilaterally exercise police authority, carry a department-issued firearm outside of training, and make arrests.

In addition, under this section officers must first pass a written examination covering fair and impartial policing, including core competency of MPD's SOP 001, anti-racist, anti-discriminatory policies, cultural competency, de-escalation and professional communication.

### **082.1025 ANNUAL INSERVICE AND SPECIALIZED TRAINING (WILEAG 12.1.3, 12.2.5)**

### **082.1530 REMEDIAL TRAINING (WILEAG 12.2.9)**

### **082.2035 ORIENTATION FOR NON-SWORN EMPLOYEES (WILEAG 12.2.8)**

### **082.2540 TRAINING RECORDS (WILEAG 12.2.1, 12.2.2)**

### **082.3045 CAREER DEVELOPMENT (WILEAG 12.2.6, 13.2.3)**

### **082.3550 PROCEDURES FOR REQUESTING TRAINING AND TRAVEL**

### **082.4055 SUMMARY OF GUIDELINES FOR TRAINING AND TRAVEL REIMBURSEMENT**



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