



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING INSTRUCTION

MAJOR INCIDENT RESPONSE TEAM (MIRT)

ISSUED: March 9, 2023

EFFECTIVE: March 9, 2023

REVIEW/APPROVED BY:

Assistant Chief Steven Johnson

DATE: February 17, 2023

ACTION: Amends SOI (November 17, 2016)

WILEAG STANDARD(S): 13.1.1

ROLL CALL VERSION

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

II. POLICY (WILEAG 13.1.1)

It is the policy of the Milwaukee Police Department to protect the individual rights of citizens to peaceably assemble and lawfully express their views related to assembly and free speech, effectively manage crowds to prevent loss of life, injury, or property damage and minimize disruptions to persons who are uninvolved. It is the responsibility of the Milwaukee Police Department to preserve the peace and protect life and property.

MIRT provides the Milwaukee Police Department with the capability to appropriately respond to large public gatherings, demonstrations, disturbances, or other public safety incidents. Through the measured use of these trained and specially equipped officers, the department can more effectively accomplish its mission and goals. The activation of MIRT would be made by the Chief of Police or his/her designee.

(WILEAG 13.1.1.1, 13.1.1.5, 13.1.1.6)

III. DEFINITIONS (WILEAG 13.1.1)

C. CIVIL DISTURBANCE

~~An unlawful assembly that constitutes a breach of the peace or any assembly of persons where there is potential of imminent danger of collective violence, destruction of property, or other unlawful acts.~~ An unlawful assembly that constitutes a breach of the peace or any assembly of persons where there is potential of imminent danger of collective violence, destruction of property, or other unlawful acts. These are typically, but not always, spontaneous occurrences requiring the emergency mobilization of police forces and related emergency services.

~~E. DEPUTY COMMANDER~~

~~The deputy commander shall assume command in the event of the absence of the MIRT commander and hold the minimum rank of captain.~~

~~F. EXECUTIVE OFFICER~~

~~The executive officer shall be responsible for the operations training, logistics, and~~

~~deployment of MIRT under the direction of the MIRT commander.~~

EG. GRENADIER

MIRT trained officers assigned to platoons and trained in the delivery of less lethal, chemical, crowd distraction devices, and impact munitions during MIRT deployments.

FH. MEDIC

MIRT trained officers ~~assigned to platoons and~~ trained as Tactical Combat Casualty Care, EMTs, Tactical Emergency Medical Service personnel or members certified as military medic/corpsman for MIRT deployments.

~~I. MIRT COMMANDER~~

~~The MIRT commander shall have overall responsibility for the operation of MIRT and deployment of MIRT personnel and hold a minimum rank of captain.~~

GJ. MIRT PERSONAL PROTECTION EQUIPMENT (PPE)

HK. MOBILE FIELD FORCE

IL. PEACEFUL DEMONSTRATION

JM. PLATOON

KN. RIOT

A violent and out of control disturbance of the public peace by a statutorily defined number of people in violation of the laws of Wisconsin. Members shall refer to the *MPD Quick Reference Guide to Protect Peaceful Assembly* (form PP-3), which provides members with guidance regarding the applicable amendments to the United States Constitution and Milwaukee City Ordinances related to riots and unlawful assemblies.

LO. SQUAD

A squad consists of a squad leader, holding a minimum rank of sergeant. Four (4) team leaders, and ~~twelve (12)~~ up to sixteen (16) team members; a squad may also include a medic and two (2) grenadiers.

MP. TEAM

NQ. UTILITY UNIFORM

OR. VEHICLE COORDINATOR

IV. STRUCTURE

MIRT levels of command and areas of responsibility:

B. DEPUTY COMMANDER

The MIRT deputy commander shall assist and assume the MIRT commander's duties in the absence of the MIRT commander and be ~~the rank of captain~~ at minimum the rank of lieutenant.

C. EXECUTIVE OFFICER

The executive officer shall ~~be a police lieutenant and~~ operate under the direction of the MIRT commander. The executive officer shall manage all operational, administrative, logistics, and deployments of MIRT.

E. PLATOON COMMANDER

The platoon commander shall be responsible for the operation of two (2) to ~~three (3)~~ four (4) squads and is the minimum rank of police lieutenant (is typically utilized only in the event of a deployment).

~~Note: See Appendix A for MIRT organizational chart.~~

V. ACTIVATION AND DEACTIVATION OF MIRT (WILEAG 13.1.1)**B. MIRT may be activated when:**

- ~~3. The incident requires a ready response for all hazardous incidents requiring enhanced intervention;~~
- ~~34. The incident requires the need to police civil disturbances, public demonstrations or natural disasters;~~
- ~~45. The incident is multi-jurisdictional or multi-disciplinary in nature.~~
- ~~56. Any other circumstances as directed by the Chief of Police, or his/her designee. (WILEAG 13.1.1.1, 13.1.1.5, 13.1.1.6)~~

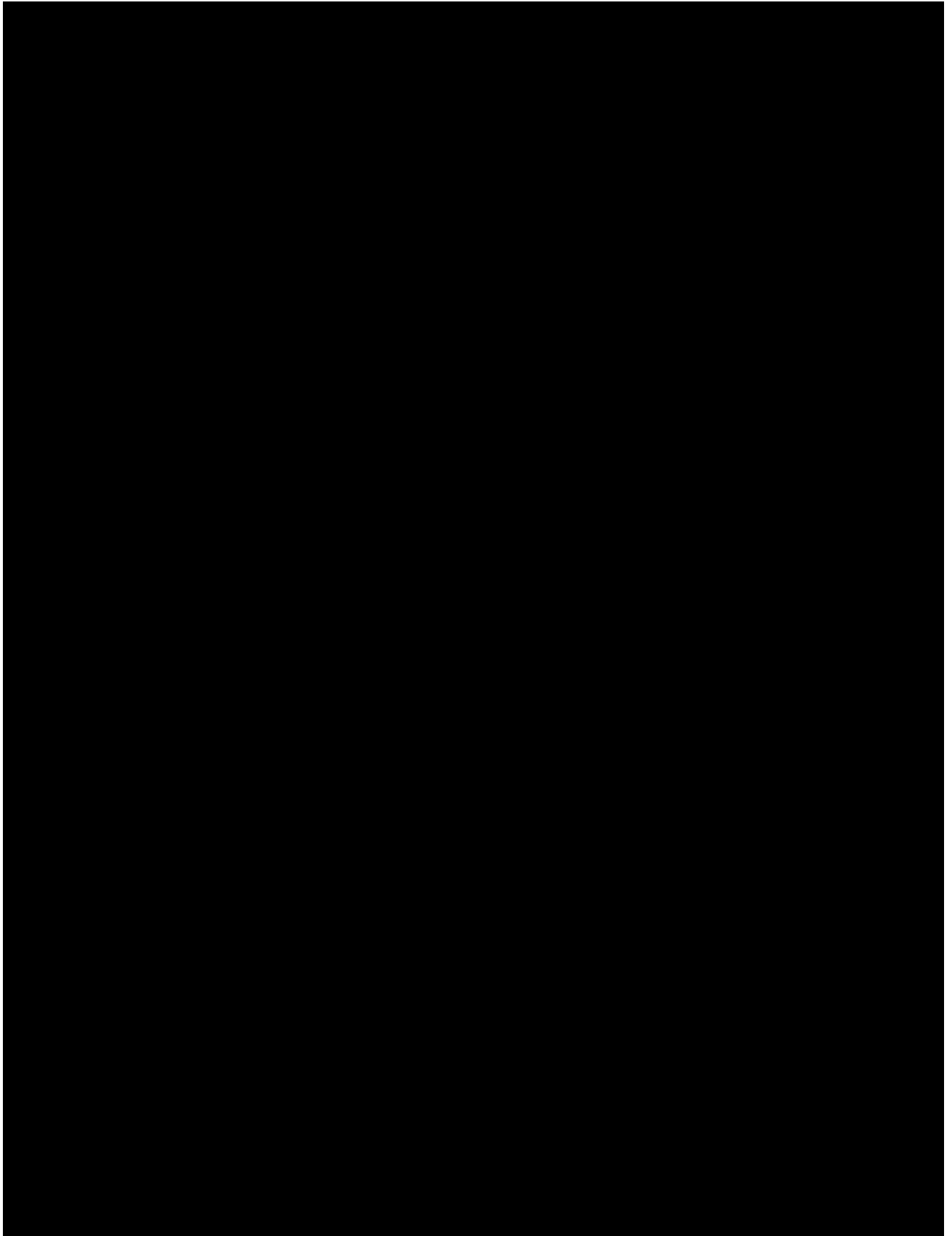
VI. TYPES OF EVENTS (WILEAG 13.1.1)**B. SPONTANEOUS EVENTS OR INCIDENTS**

The department must quickly restore order, prevent incidents from escalating, protect innocent citizens and isolate the incident. The National Incident Command System (ICS) ~~will~~ shall be followed in responding to spontaneous events. (WILEAG 13.1.1.1, 13.1.1.5, 13.1.1.6)

C. DEMONSTRATIONS PREPARATION AND PLANNING

1. Preparation for responding to a demonstration shall be a shared responsibility with the ~~Office of Management, Analysis, and Planning (OMAP)~~ Fusion Division and the MIRT commander. The district or division commander where the demonstration is taking

place shall ensure a written incident action plan is developed for approval by an assistant chief Chief of Police or designee.



3. The IC, or a designee, when time permits shall prepare a written action plan subject to the approval of the Chief of Police, or designee.
 - a. The IC, or a designee, shall make every effort to communicate with the following while preparing for the demonstration:
 1. Key community leaders and stakeholders;
 2. Faith based leaders; and
 3. Elected officials.
 - b. The written action plan should address the following and be distributed to all participating agencies.
 1. Command assignments and responsibilities;
 2. Personnel, unit structure, and deployment considerations to include the need for special response teams (i.e., SWAT, emergency medical personnel, and plainclothes officers);
 3. Regular communication with legal advisors;
 4. Liaison with event planners, to include their legal advisors, where applicable;
 5. Liaison with outside agencies;
 6. Communications plan, to include release of information to the media;
 7. Pre-event intelligence analysis;
 8. Weather and terrain at the event location;
 9. Transportation, support, and relief of personnel;
 10. Staging points for additional resources and equipment;
 11. Traffic management, including perimeter security;
 12. First aid stations established in coordination with emergency medical service providers;
 13. Demonstrator devices, extrication teams, and equipment;
 14. Transportation of prisoners;
 15. Arrestee processing areas;
 16. Any laws, ordinances, or administrative rules specific to the event;

17. Have other agencies such as fire and EMS been notified?;

18. Is there a need to request mutual aid?;

19. Has the appropriate level of properly equipped personnel been allocated to ensure safety of bystanders, officers, and demonstrators?; and

20. Will off-duty personnel be required?

~~3. Based on this and related information, the district or division commander where the demonstration is taking place will develop a departmental action plan together with outside agencies when necessary. The plan shall address provisions for the following and be distributed to all affected command and supervisory officers:~~

~~a. Command assignments and responsibilities;~~

~~b. Manpower, unit structure, and deployment;~~

~~c. Liaison with demonstration leaders;~~

~~d. Liaison with outside agencies;~~

~~e. Release of information to the news media;~~

~~f. Transportation, meals, and relief of personnel;~~

~~g. Traffic management;~~

~~h. Demonstrator devices extrication teams and equipment;~~

~~i. First aid stations;~~

~~j. Transportation of prisoners;~~

~~k. Prisoner detention areas;~~

~~l. Intelligence.~~

4. Management and Organization Principles

a. Government may impose reasonable restrictions on time, place, and manner in which persons assemble and engage in free speech activity. The Milwaukee Police Department shall place only those limitations and restrictions on demonstrations necessary to maintain public safety, preserve order and to the degree possible, facilitate uninhibited speech, commerce and freedom of movement.

b. An Incident Command System (ICS) shall be used in crowd management and civil disturbances to ensure control and unified command.

c. Organization of responsibilities shall be as follows:

1. The Chief of Police, or designee, shall designate an incident commander (IC) responsible for overall control of a demonstration or civil disturbance.
2. In the event of a large scale demonstration or civil disturbance or for preplanned events that may result in a demonstration or civil disturbance (e.g., high profile jury verdicts, sporting events), the Chief of Police, or designee, shall designate the division or unit responsible for setting up and equipping the designated emergency operations center or command post if one is needed.
3. The IC shall implement the written action plan.
4. In the case of a widely dispersed demonstration or disturbance, or event with multiple locations, multiple ICs may be assigned at the discretion of the Chief of Police, or designee.
5. The IC shall be responsible for preparing operational plans and management details associated with planned demonstrations.

d. The primary objectives of the IC at a civil disturbance are to accomplish the following:

1. Protect persons, regardless of their participation in the disturbance.
2. Disperse disorderly or threatening crowds in order to eliminate the immediate risks of continued escalation and further violence.
3. Arrest law violators, including those responsible for property damage, and remove or isolate persons inciting violent behavior.

e. Supervisors and officers shall be briefed on what to expect and appropriate responses. The IC, or his or her designee(s), shall be responsible for ordering any response deemed appropriate.

(WILEAG 13.1.1.1, 13.1.1.2)

5. General Crowd Response

- a. ~~Officers in squads or platoons~~ shall be deployed to monitor crowd activity. Sufficient resources to ~~make~~ handle multiple simultaneous arrests unruly persons shall be available, depending on the fluidity of the situation and degree of actual or likely disruption.
- c. ~~Officers shall be positioned in such a manner as to minimize contact with the assembly.~~ Unit commanders shall position the officers in a manner that takes into consideration the following, but not limited to, the size of the demonstration, demeanor of the crowd, and objective of the deployment.
- d. ~~Officers shall not engage in conversations related to the demonstration with or be~~

~~prompted to act in response to comments from demonstrators.~~ Officers should avoid engaging in conversations related to the demonstration with attendees, refrain from reacting in response to comments from demonstrators, and maintain a courteous and neutral demeanor.

~~e. Officers shall maintain a courteous and neutral demeanor.~~

e. Persons who reside, are employed, or have emergency business of an emergency nature within the area marked off by a police line shall not normally be barred be prevented from entering the demonstration area unless circumstances suggest that their safety would be jeopardized in jeopardy or their entry would interfere with police law enforcement operations.

f. Unit commanders shall establish and maintain communication with demonstration leaders event organizers, and relay information on crowd mood and intent to the IC.

g. Supervisors shall maintain close contact with officers under their charge their assigned officers to ensure their compliance with orders, monitor their behavior and disposition and to ensure that they are aware of any changes in crowd attitude behavior or intent.

h. Audio and video recording of the department crowd response should be considered for evidentiary purposes.

i. Mass arrests shall be avoided, unless necessary.

j. Officers shall ensure that a means of egress for all individuals is present at all times.

6. Crowd Dispersal

a. Before ordering forced dispersal of demonstrators a civil disturbance, the IC onscene commander shall should determine whether lesser alternatives may be effective. These alternatives include the use of containment and dialogue as follows:

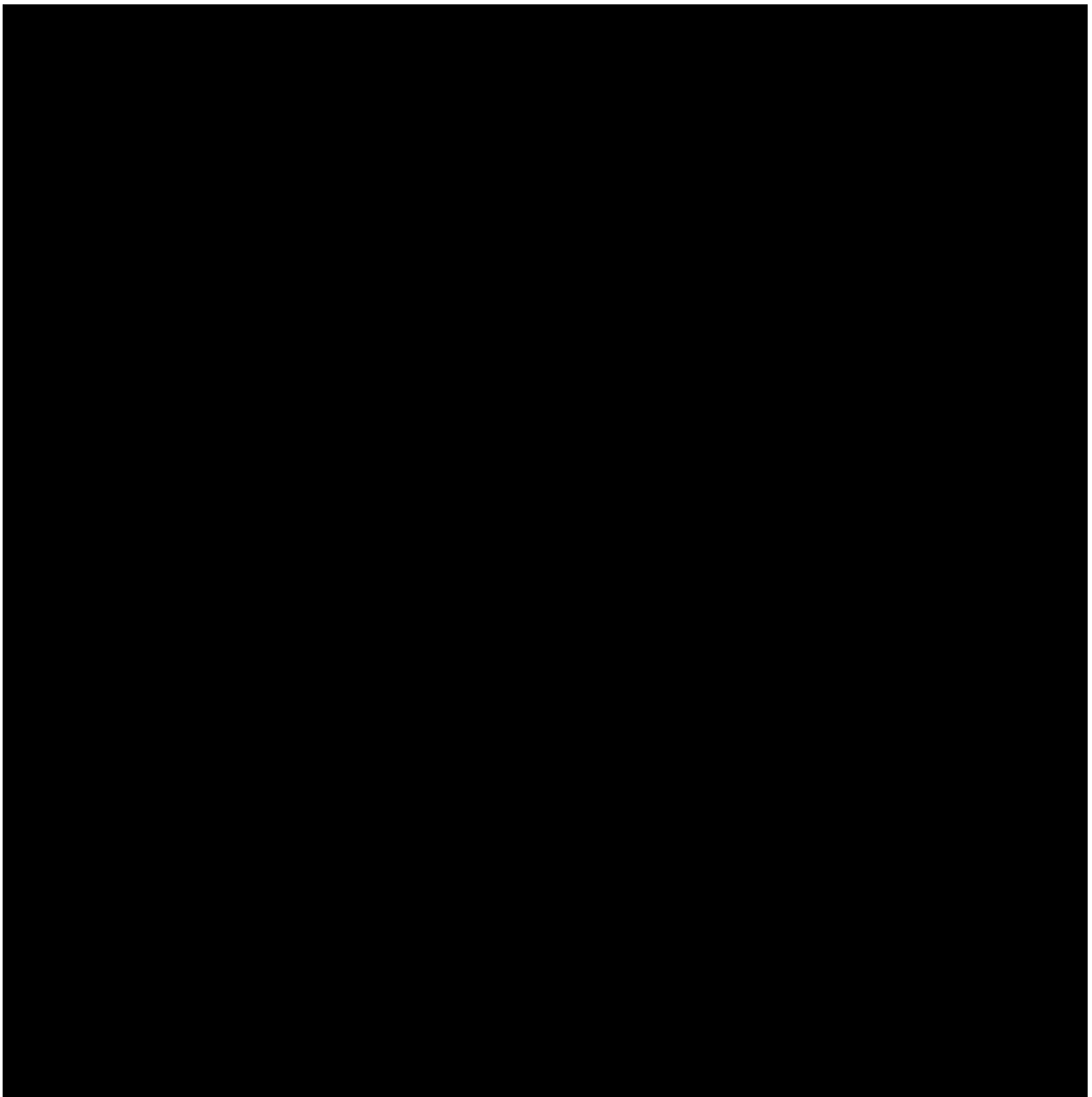
1. Establish contact with event organizers or crowd leaders to assess their intentions and motivations, and develop a mutually acceptable plan for de-escalation and dispersal.

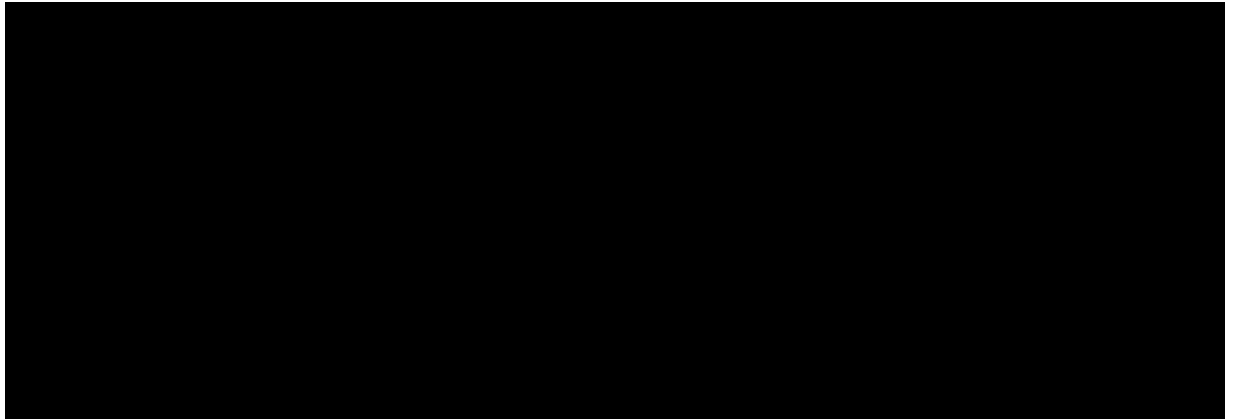
2. Communicate to participants that their assembly is in violation of the law and that the department wishes to resolve the incident peacefully, and but that acts of violence will be dealt with swiftly and decisively.

3. ~~Negotiate with crowd leaders for voluntary dispersal, or target specific violent or disruptive individuals for arrest.~~ Supervisors issuing dispersal orders shall do so in compliance with the *MPD Quick Reference Guide to Protect Peaceful Assembly* (form PP-3) as the member shall state, "I am (Rank, Name), a

member of the Milwaukee Police Department, I hereby declare this assembly to be unlawful, and hereby order you to disperse. Refusal to disperse will be in violation of Milwaukee Code of Ordinances Section 105-1. If you do not disperse immediately you will be arrested.”

4. Target specific violent or disruptive individuals for arrest.
- b. Prior to issuing dispersal orders, in accordance with the *MPD Quick Reference Guide to Protect Peaceful Assembly* (form PP-3), the ICS onscene commander shall ensure that all potentially necessary law enforcement, fire and EMS equipment and personnel are in place to successfully carry out tactical requirements, operations and contingencies, and logistical requirements related to the potential for making mass arrests that logistical needs for making mass arrests are in place. The following means may be utilized:





(WILEAG 13.1.1.1, 13.1.1.2, 13.1.1.5, 13.1.1.6)

~~D. SPONTANEOUS DEMONSTRATIONS AND CIVIL DISTURBANCES~~

~~Demonstrations or large gatherings that escalate into disturbances shall utilize the following guidelines concerning crowd management, control and dispersal with respect to civil disturbances:~~

- ~~1. Observe the situation from a safe distance to determine if the gathering is currently or potentially violent;~~
- ~~2. Notify the Technical Communications Division of the nature and seriousness of the disturbance, particularly the availability of improvised or deadly weapons, its location and estimated number of participants, current activities (such as blocking traffic), direction of movement and ingress and egress routes for emergency vehicles;~~
- ~~3. Request the assistance of a supervisor and any necessary backup, and advise them of the present course of action;~~
- ~~4. If approaching the crowd would not present unnecessary risk, instruct the gathering to disperse;~~
- ~~5. Attempt to identify crowd leaders and agitators and anyone engaged in criminal acts;~~
- ~~6. The first field supervisor in charge at the scene shall assess the situation and request sufficient personnel and related resources to perform the following tasks:~~
 - ~~a. Deploy officers to the best vantage points to observe and report on crowd actions;~~
 - ~~b. Establish an outer perimeter sufficient to contain the disturbance and prohibit entrance into the affected area;~~
 - ~~c. Ensure, to the degree possible, innocent civilians are evacuated from the immediate area of the disturbance;~~
 - ~~d. Establish a temporary command post based on proximity to the scene, availability of communications, space and security from crowd participants;~~

- ~~e. Continually assess the situation and advise communications of the status and additional needs;~~
- ~~f. Ensure surveillance points are established to identify agitators, leaders and individuals committing crimes, and document/report on events as they happen;~~
- ~~7. When illegal gatherings engaged in civil disturbances cannot be controlled with available field personnel within a reasonable period of time, an assistant chief, or designee, shall serve as or appoint an IC to direct operations.
The primary objectives of the IC will be as follows:~~
 - ~~a. Protect persons, including nonparticipants, participants, and property at risk;~~
 - ~~b. Disperse disorderly or threatening crowds in order to eliminate the immediate risks of continued escalation and further violence;~~
 - ~~c. Affect the arrest of individual law violators and the removal or isolation of those persons inciting violent behavior.~~
- ~~8. To achieve these objectives, the IC shall employ tactical operations that include, but are not limited to, approaches previously identified.~~
- ~~9. In the area outside the perimeter surrounding the disorder site, the IC shall ensure that the following actions are taken:~~
 - ~~a. Move and reroute pedestrian and vehicular traffic around the disorder;~~
 - ~~b. Limit access to the disorder site to persons approved by the IC or other commander;~~
 - ~~c. Control unauthorized egress from the disorder by participants;~~
 - ~~d. Repulse attempts to assist or reinforce the incident participants from outside the area;~~
 - ~~e. Ensure adequate security is provided to fire and EMS personnel in the performance of emergency tasks;~~
 - ~~f. Ensure meals and relief requirements of personnel have been addressed;~~
 - ~~g. Ensure the adequacy and security of the incident command post and designate a staging area for emergency responders and equipment;~~
 - ~~h. Establish a liaison and staging point for media representatives and, to the degree possible, provide them with available information;~~
 - ~~i. Ensure that the IC's mass demonstration event log is staffed for documenting activities and actions taken during the course of the incident;~~

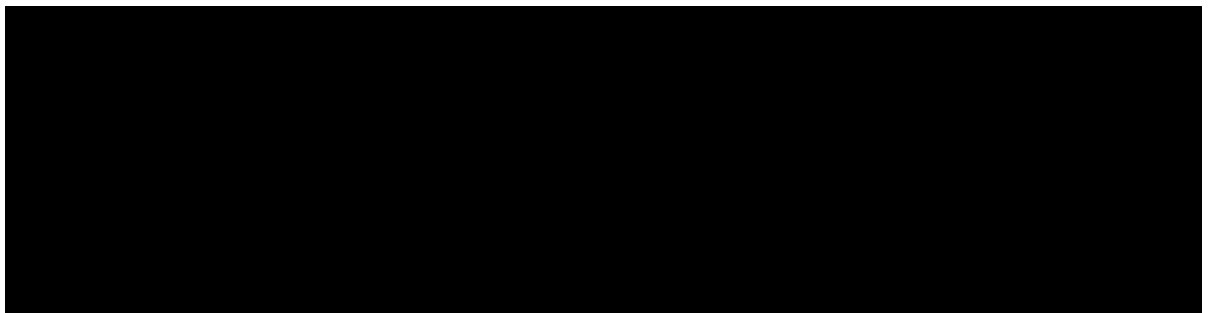
- ~~j. Take photographs and make video recordings of event proceedings;~~
 - ~~k. Take photographs of any injuries sustained by police officers or the public;~~
 - ~~l. Determine the need for full mobilization of sworn officers and the recall of off-duty officers.~~
- (WILEAG 13.1.1.1, 13.1.1.2, 13.1.1.5, 13.1.1.6)

D. MIRT USE OF FORCE MATRIX

1. The MIRT use of force matrix is designed to apply the concepts of the Wisconsin Disturbance Resolution Model (DRM) in conjunction with the available use of force techniques that are trained and authorized by the Milwaukee Police Department for use by the Major Incident Response Team (MIRT).
2. The DRM is a representation of intervention options that officers may use under the Wisconsin Defense and Arrest Tactics (DAAT) trained standards.
3. Intervention Options - Wisconsin Disturbance Resolution Model

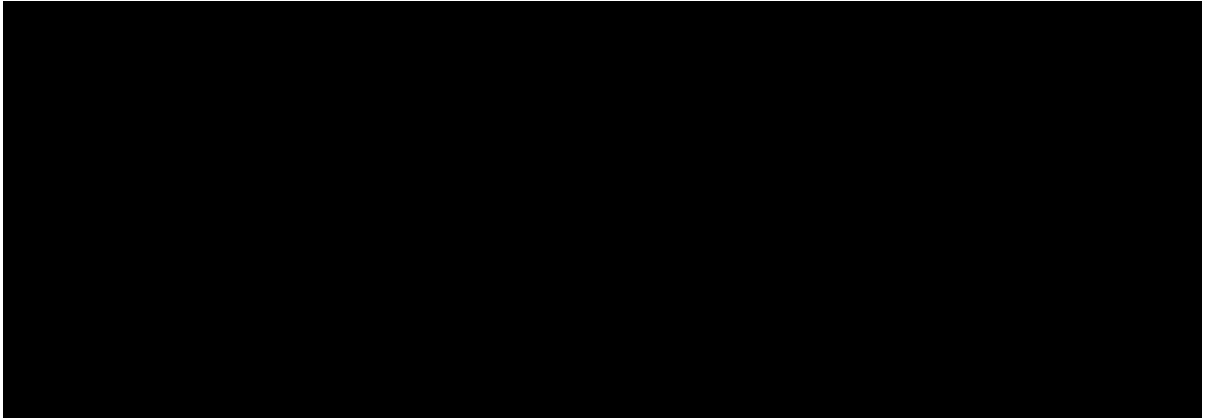
MODE	PURPOSE	APPLICATION
Presence	To present a visible display of authority	To present authority and visual affirmation to generate voluntary compliance
Dialogue	To verbally persuade	To present verbalization of authority and instruction to gain voluntary compliance
Control Alternatives	To overcome passive resistance, active resistance, or their threats	To gain compliance by using minimal amounts of physical force to establish control
Protective Alternatives	To overcome continued resistance, assaultive behavior, or their threats	To prevent injury to officers or others by using force to generate voluntary compliance or gain control
Deadly Force	To stop the threat	To stop immediate and imminent attack on life or prevent great bodily harm to citizens and officers

a. Presence

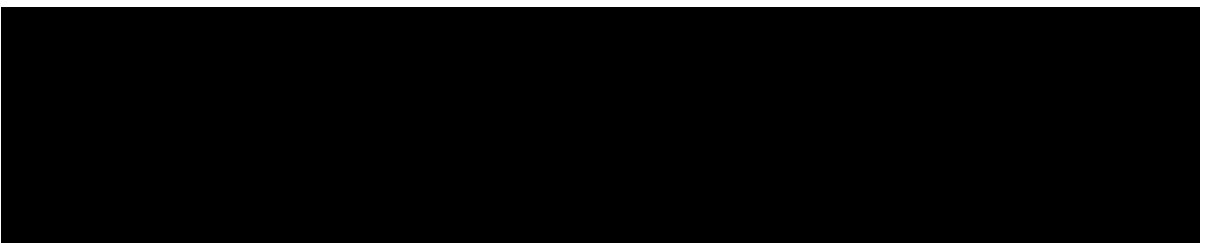


b. Dialogue

Long Range Acoustic Device (LRAD) used to project announcements/commands.

c. Control Alternatives

Note: Control alternatives shall not be utilized towards passively resistant demonstrators unless immediate dispersal of disorderly or threatening crowds is necessary in order to mitigate the immediate risks of continued escalation and further violence. This includes situations where passively resistant demonstrators are observed to intentionally behave as a shield or crowd cover to impede lawful attempts to identify, apprehend or disrupt the actors engaged in collective violence, destruction of property, or other unlawful acts.

d. Protective Alternative

Note: Protective alternatives shall not be utilized towards passively resistant demonstrators unless immediate dispersal of disorderly or threatening crowds is necessary in order to mitigate the immediate risks of continued escalation and further violence. This includes situations where passively resistant demonstrators are observed to intentionally behave as a shield or crowd cover to impede lawful attempts to identify, apprehend or disrupt the actors engaged in collective violence, destruction of property, or other unlawful acts.

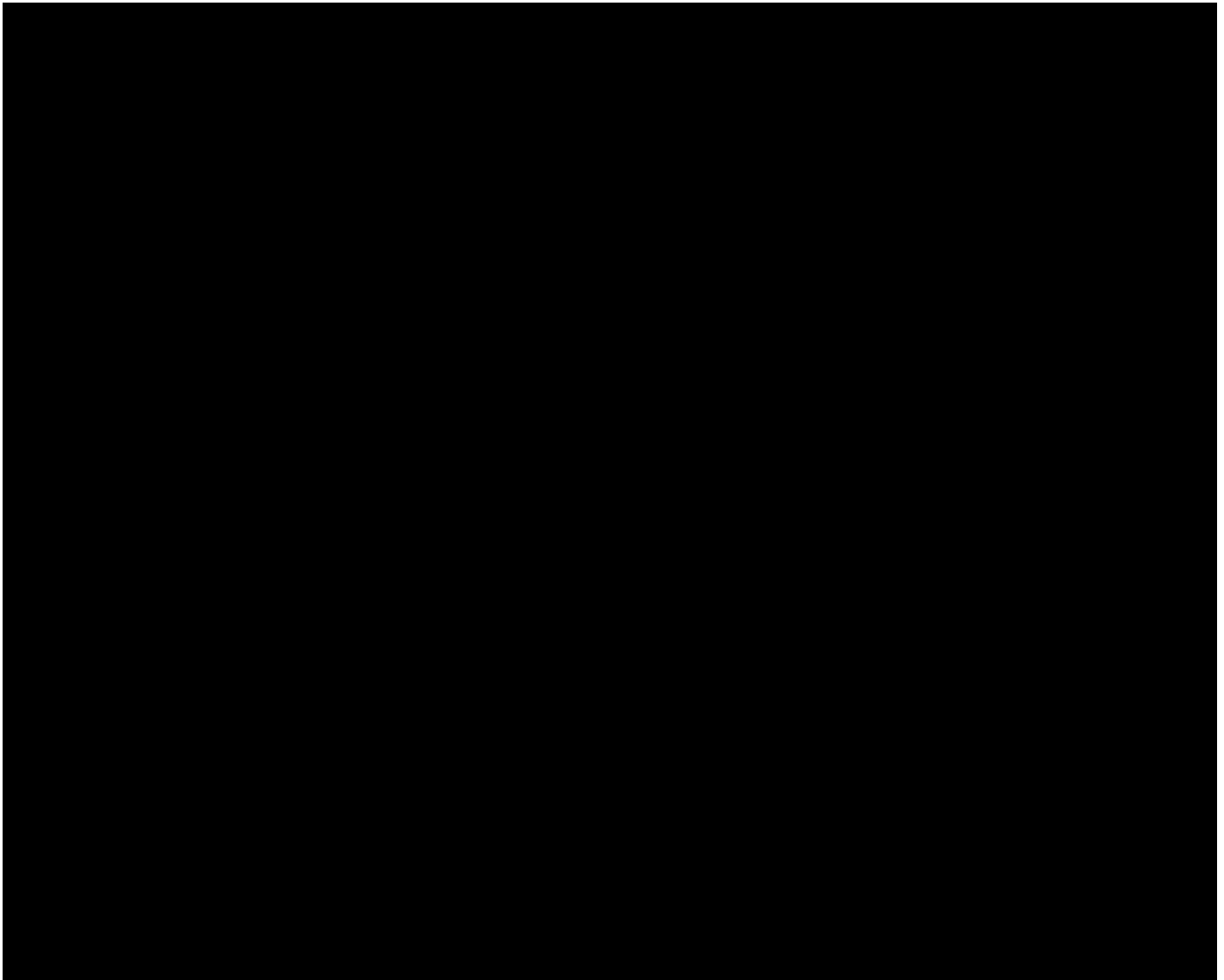
e. Deadly Force

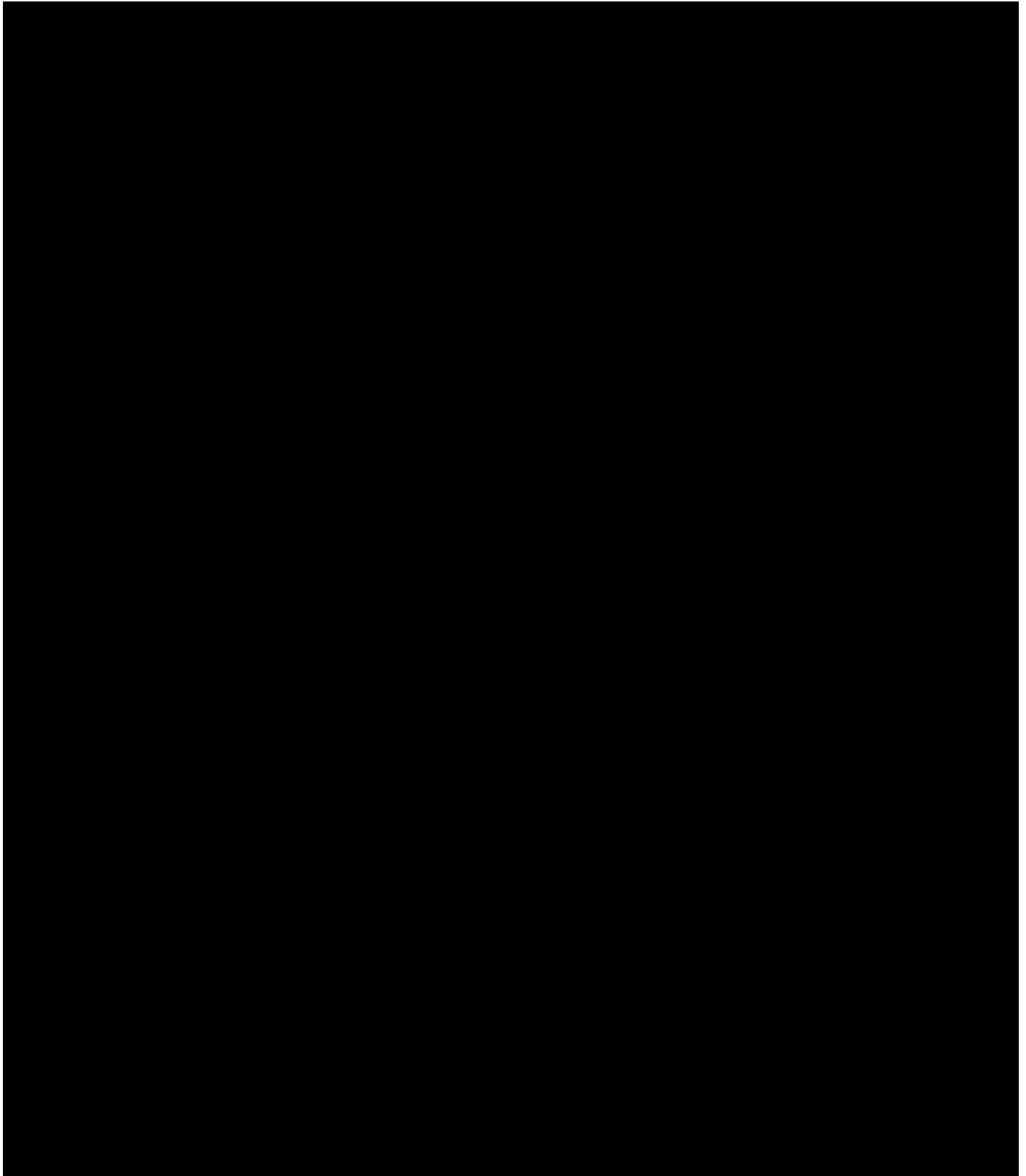
1. Handgun

2. Patrol Rifle

4. MIRT has many different tactics and equipment that it uses to manage and control a crowd or gain control during civil disturbances. The intent of each equipment type is noted in the application list above by the mode in which it is being utilized. All intervention options should be utilized with clear and concise verbalization if possible. Visible changes to equipment and uniforms are an escalation of force. Uniform and equipment postures are to be directed by the MIRT commander only through the command post. No individual MIRT member, teams, squads or units are to change their uniform or equipment posture without approval from the MIRT commander unless an emergency arises making a tactical change in posture necessary for citizen or officer safety based on a quickly emerging and imminent threat.

5. MIRT Use of Force Matrix





VII. MIRT INDIVIDUAL MEMBER EQUIPMENT

B. ISSUED MIRT PPE EQUIPMENT

The following is a list of issued MIRT PPE equipment:

- ~~Neck protector~~
- ~~HAZMAT suit (sealed)~~
- ~~HAZMAT boots~~
- ~~HAZMAT tape (1 roll)~~
- Personal Protective Equipment (PPE) equipment bag
- ~~Small HAZMAT bag~~
- ~~Large deployment bag~~

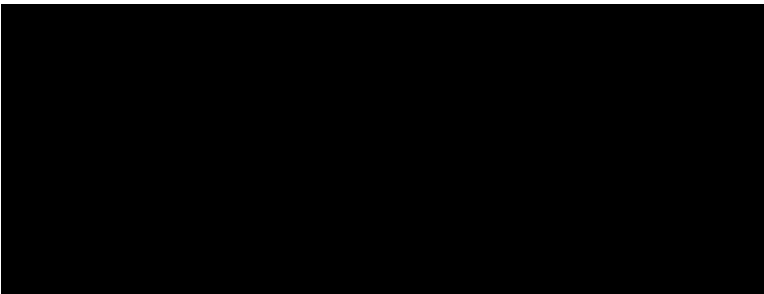
C. RECOMMENDED EQUIPMENT

The following equipment is not provided by MPD or MIRT, however, it is highly recommended for all MIRT members:

- MPD winter knit hat / headband

D. SPECIALIZED EQUIPMENT

The following is a list of specialized MIRT equipment:



VIII. SELECTION AND MEMBERSHIP STANDARDS

C. SELECTION PROCESS

~~A selection panel of current~~ MIRT supervisors will review all requests received and consider the following:

1. Any departmental awards, commendations or letters of appreciation;
2. Completed annual evaluations;
3. The member's disciplinary record and any substantiated excessive force reports;
4. The member's reliability and consistency in attendance;
5. Member's qualifications as listed under the "Selection Criteria" section listed above.

~~D. ORAL BOARD INTERVIEW~~

~~A selection panel may interview potential candidates to ascertain their interest in, and~~

suitability for, assignment to MIRT.

DE. TRAINING

Candidates selected for MIRT must successfully complete a Federal Emergency Management (FEMA) field force operations course and attend a minimum of one annual session of continuing training, as prescribed by the MIRT training staff.

F. FINAL SELECTION

Upon successful completion of all phases of this selection process, an assistant chief shall make assignments to MIRT.

EG. RETENTION

Any member of MIRT may request, without cause, to be removed from active status by submitting a *Department Memorandum* (form PM-9E) to the MIRT commander who will take into consideration the needs of the department before granting the request.

FH. REMOVAL FROM MIRT MEMBER STATUS

Any member of MIRT may be relieved from their duties by the MIRT commander or deputy commander at any time for the following reasons:

2. Failure to attend MIRT required training.
32. Improper attitude toward the MIRT and unit goals;
4. Failure to deploy with MIRT team.
53. Inability to successfully perform the required tasks and duties of MIRT;
64. Activities, both professional and personal, that expresses a risk factor to the function and safety of MIRT;
75. Any member no longer assigned to MIRT shall remove the MIRT patch from all department issued uniforms immediately;
86. All department issued MIRT equipment shall be returned to the MIRT equipment coordinator within 14 days of the member's removal from MIRT.

IX. TRAINING

A. TRAINING REQUIREMENTS

2. In addition to the basic formations and maneuvers provided through *Managing Civil Actions in Threat Incidents* the FEMA field force operations course, members will be provided advanced hand-to-hand crowd management techniques emphasizing the proper utilization of batons and shields as protective devices in crowd situations. The

areas covered will include, but not be limited to, the following subject matters:

- ~~Haz/Mat Level "C" Response~~
- ~~Haz/Mat Response Exercise~~

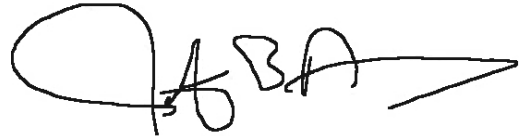
B. SPECIALTY TRAINING

1. Grenadier

Members trained in the uses and delivery of chemical munitions and impact devices. All grenadiers receive a basic 8 hour qualification course in chemical munitions, crowd distraction devices, and launchers administered by certified chemical munitions instructors.

~~3. Hazardous Material Response~~

~~All members of MIRT are trained and equipped to respond at a level "C" to a hazardous material incident.~~



JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:mfk