Legislation Details (With Text)

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Type:	Resolution	**Status:**	Passed
File created:	7/7/2020	**In control:**	COMMON COUNCIL
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Title:	Substitute resolution urging the Fire and Police Commission to add emotional intelligence and cultural competency assessments to the aptitude tests for evaluating Police Department recruits and to add applicant preference points based on certain score ranges in emotional intelligence and cultural competency.		
Sponsors:	ALD. JOHNSON, ALD. RAINEY, ALD. KOVAC, ALD. PEREZ, ALD. COGGS		
Indexes:	EMPLOYEES - TRAINING, FIRE AND POLICE COMMISSION, POLICE DEPARTMENT		
Attachments:			

Date	Ver.	Action By	Action	Result	Tally
7/7/2020	0	COMMON COUNCIL	ASSIGNED TO		
7/16/2020	0	PUBLIC SAFETY AND HEALTH COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
7/28/2020	0	COMMON COUNCIL	ADOPTED	Pass	15:0
8/5/2020	0	MAYOR	SIGNED		

200431

ORIGINAL

ALD. JOHNSON, RAINEY, KOVAC, PEREZ, AND COGGS

Substitute resolution urging the Fire and Police Commission to add emotional intelligence and cultural competency assessments to the aptitude tests for evaluating Police Department recruits and to add applicant preference points based on certain score ranges in emotional intelligence and cultural competency.

This resolution urges the Fire and Police Commission to add emotional intelligence and cultural competency assessments to the aptitude tests for evaluating Police Department recruits and to add applicant preference points based on certain score ranges in emotional intelligence and cultural competency.

Whereas, A critical function of an effective law enforcement agency is to develop high-performing, critically-thinking police officers who can adapt to the constant changes faced on the streets and interaction with the public; and

Whereas, Emotional intelligence deals with self-awareness and self-regulation of emotions, empathy, motivation, and social skills; and

Whereas, Being aware of trigger points and being able to pause when an incident or person causes anger to flare is an essential skill in deescalation; and

Whereas, The history of policing has perpetuated racial oppression and disparate racial outcomes which necessitate systemic institutional reconstruction; and

Whereas, Cultural competency and emotional intelligence aid in being able to understand someone else's point of view, communicate effectively, and engage in negotiate with others to seek consensus; and

Whereas, Developing good social skills that are appropriate to the situation at hand is essential to interacting with the public; and

Whereas, Police officers are required to make numerous and critical decisions; and

Whereas, Emotional intelligence and cultural competency training aids police officers in making those decisions proactively, effectively, and beneficially; and

Whereas, Personal communication is a skill that can be developed through proper training; and

Whereas, Police officers who are equipped with emotional intelligence and cultural competency skills are essential to the function of a police department; and

Whereas, Equipping the Police Department with police officers who have emotional intelligence and cultural competency skills can be achieved through requiring aptitude tests for evaluation of recruits and by awarding applicant preference points based on certain score ranges in emotional intelligence and cultural competency; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Fire and Police Commission is urged to add emotional intelligence and cultural competency assessments to the aptitude tests for evaluating Police Department recruits and to add applicant preference points based on certain score ranges in emotional intelligence and cultural competency.

LRB 176196-1
Tea B. Norfolk
6/30/2020