

MPD JULY 2019 PSRC REPORT

NEW SRO CONTRACT / UPDATED CITATION DATA

Recently the Common Council voted to approve a contract to keep police officers in our four main high schools.

MPD has been tracking and analyzing past enforcement activity at our four area high schools. As a Department committed to continuous improvement, we are constantly striving to do better. The report has been updated with the 2018-19 school year data and was shared with every Alder. The prominent points that should be noted:

- Issued citations fell over 66% from the previous year and are almost 70% down from the 2015-2016 school year
- When reviewing MPD juvenile municipal citation data (ages 12-16 years old), it must be emphasized that EVERY juvenile issued a ticket in this age bracket, regardless of offense, continues to be offered a restorative justice diversion away from Madison's Municipal Court
- Truancy accounted for 43% of all the citations issued at our high schools over the past four school years; a school official directs an officer to issue a citation to a student under statutory parameters for non-attendance. When you factor in tickets for trespass, which also involve the collaboration of school officials, the number of citations issued at the request of school officials goes to over 60%. Stated most candidly, the majority of citations issued to students are not self-initiated by an officer working in isolation, they are from the direction and collaboration of a school official
- During the 2018-19 school year, assuming that all arrests (37) of school-aged youth were in fact students, this would mean that approximately 0.5% of all MMSD high school students experienced a physical arrest on campus
- Twenty-five (25) individuals with the most citations, arrests, or both, accounted for 32% of the combined totals. Examining school arrest and citation data by distinct individual has not been common in the past

Clearly, there is still much to be done with respect to exploring additional options in addressing the disparities that we see in our schools. Through deeper analysis and the new quarterly data meetings with MMSD staff that are required under the new contract, hopefully opportunities will emerge for collaborative problem solving and proactive intervention efforts.

View the document here for the full report: [MMSD Arrest and Citation Report](#)

TIME PERIODS WHEN RESPONDING TO ONLY EMERGENCY & PRIORITY CALLS FOR SERVICE

Generally, MPD commissioned personnel will respond to calls for police service received by the Dane County 911 Center based on officer availability and prioritization of calls. However, on occasion it is necessary for a restricted response protocol. Guidelines to be used by OICs or field commanders when determining whether to modify MPD response include the following: call volume, significant incidents/crimes, staffing levels, tactical situations, special events, extreme weather conditions, or other unusual situations requiring significant MPD resources.

Priority Call Response: MPD will only respond to priority calls for service as defined on page one of this document. The OIC or a field commander can set this response level city-wide or limit it to a specific district. Patrol officers should refrain from pro-active activity to be available for calls. The OIC should assess the need for MPD personnel and the available staffing to determine whether additional resources are needed (mutual aid; shift holdover; use of non-patrol personnel; personnel call-in; SET or SWAT activation; etc.). Priority Call Response includes Limited Crash Response.

Priority – Priority calls are urgent, requiring rapid police response. They generally include Echo, Delta and certain Charlie level incidents. However, other incident types should be considered priority calls if one or more of the following criteria are present:

- ☐ Injuries requiring immediate medical attention (excluding emergency medical calls)
- ☐ Crimes in progress (excluding crimes that are referred to self-reporting)
- ☐ Incidents involving physical danger or risk to the public
- ☐ Most incidents involving firearms or other weapons
- ☐ Incidents where the potential for violence exists without police intervention
- ☐ Death investigations

- Mid-year 2018, MPD instituted a new procedure to better track times when call response is limited. During the second half of the year, there were **166** instances where MPD's patrol response was limited to emergency and priority calls (some of these instances did not impact citywide response but were limited to a particular district or area of the City). These 166 instances occurred on **120** dates (some days required limited call response multiple times), and accounted for **426** total hours of limited call response. This means that on **65%** of days MPD's patrol response was limited to emergency and priority calls for part of the day. As a function of total hours, MPD's response was limited **9.7%** of the time during the second half of the year. So, a member of the community calling for police assistance had an almost one in ten chance that MPD call response was limited.

RECRUIT CLASS DIVERSITY (From Chief Koval's Blog)

During a recent trek to our Training Academy to teach a class for our new recruits, I was met almost immediately at the door by a highly-animated Lieutenant chomping at the bit anxious to share something with me. Apparently, an individual wrote a letter to one of the papers in which she lamented how "white" the composition of the new pre-service class was. The writer went on to infer that MPD should do more to recruit diversity to the ranks. Lieutenant Ed Marshall oversees the Academy and recruiting initiatives. Marshall and his team are extremely intentional in casting a wide-net to provide our community with individuals who reflect the width and breath of our constituents. Lieutenant Marshall expressed his desire to draft a rebuttal of the supposition advanced by the letter to the press. I granted Lieutenant Marshall his request and his opinion piece was published today. I thought that Marshall's efforts were spot-on and received his permission to reprint his commentary here today as part of my blog. (It should be noted that Lieutenant Ed Marshall is a 15-year veteran of MPD who holds a Bachelor's Degree in Classical Civilization from Beloit College. Lieutenant Marshall also noted and advised that I could include the fact that he is a product of a single head of household family – mom – and identifies as an African American male).

"I am writing in response to the Letter to the Editor dated 06/12/19, titled "Where's the Diversity?"

My name is Ed Marshall; On January 1 of this year, I assumed the rank and assignment of Lieutenant of Training for the City of Madison Police Department. I am effectively the Director of the City's Police Academy.

Knowing the class make-up, my first response to the letter was that this is a diverse group of adults who are stepping up to the challenge of serving this unique community. This class of 50, the largest class in MPD's history, includes 4 officers who identify as African American/Black or bi-racial, 4 who identify as Asian or Middle Eastern, at least 3 who were adopted as children, and 13 women. We also have officers who identify as part of the LGBTQ community. This class is being taught by Training Officers who were specifically selected for their expertise and teaching ability, yet themselves are also diverse. My training team of 9 includes 2 women and 2 male minorities. Their Lieutenant is African American (that's me if you're still paying attention), and our Captain, to whom I report, is female. Our Training Team also frequently engages subject matter experts from the Department and our community on topics such as cultural competence, emotional intelligence, officer wellness, and mental health.

When they graduate, they will be joining the ranks of a Department that has historically been lauded and sought out for its efforts at improving its own diversity. The most recent figures to which I am privy break MPD down as:

28% female (The national average for police departments is closer to 15% per the Bureau of Justice Statistics. MPD officers have maintained an active and strong presence in the Wisconsin Association of Women Police.)

9% Black/African American

3% Asian

6.5% Latino

1.8% NA

If you take the time to compare these numbers to the available data on racial/ethnic make-up of Madison WI, you will find that MPD is comparable on many levels. That said, we don't rest on our laurels, and have been looking for ways to recruit women and minorities with greater success.

My second thought was that the writer's offhanded comment about "how white they look" dismisses the experiences and previous work of these new officers, based purely on the color of their skin. I hasten to point out that these new officers also bring with them personal and professional experiences, including: careers in teaching, living abroad (including Peace Corps service), graduate level studies, service as first responders, volunteerism/social activism, military service, language skills, and significant work in social services and violence reduction. These experiences serve to strengthen their ability to serve our public, and raise the Department's cultural competence as a whole. Many MPD officers continue to serve their communities in various capacities outside of Policing.

Race, especially as it relates to Policing, is a major topic of discussion in this country, and Madison is no exception. A Police Department should make efforts to reflect the diversity, races, and ethnicities of the community it serves. But that's only half the story. Race, ethnicity, and diversity alone do not translate into cultural awareness, compassion, and competence, nor are they mutually exclusive. As Madison begins to feel the effects of some of this tension, as well as the national decline in police recruiting, MPD will strive to continuously improve not only the quality of its service to the public, but also the clarity of our reflection of this diverse community.

Respectfully submitted,

Ed Marshall,

Lieutenant, Madison Police Department Personnel and Training Team