

Milwaukee POLICE Association

Local #21 IUPA-AFL-CIO



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May 5, 2016

Fire and Police Commission
200 East Wells Street, Room 706A
Milwaukee, WI 53202

RE: Mandated Quotas – COMSTAT Directive

Dear Sir/ Ma'am,

The last COMSTAT meeting of March 2016 brought forward an absolute quota like mandate. While the directive was inconsistently disseminated, the intent clearly was brought to the backs of the officers at the expense of the citizens.

Police Officers were clearly directed that the norm, *or average*, was two traffic stops per day. The requirement therefore moving forward, was that everyone would be required to produce two stops every day. For those that did not comply, they could expect progressive discipline up to and including termination. Ultimately this places our officers in a very difficult situation; basically, stops must be made to preserve employment, rather than to facilitate public safety.

Roll Call guidance specifically directed those who were not meeting the requirement should stop vehicles on the way to assignments. The information relayed: that while on the way to a Priority 3 – *or-4* assignment, traffic stops would be acceptable/encouraged. This should raise great concern... assignments can easily be under prioritized relative to insufficient information; or more likely, the longer it takes the officer to arrive – the more likely the assignment will evolve to greater concern, *i.e.* Priority 1 –*or-2* seriousness.

The professional officers of which the MPA is so fortunate to represent are troubled by this mandate. These officers have no issue with stated expectations or goal oriented benchmarks, but when absolutes are created relative to quotas – good people are ultimately punished. Whether it be the officer who is disciplined or our mother, grandmother, or pastor that is inconvenienced for less than a just reason... it is simply wrong, *inappropriate* and without value to mandate *quantity* of stops *over quality*. At the end of the day, we will have caught the honest doing little-*to-nothing* wrong, while the criminal element will simply speed away.

We all want the community to believe and trust in our force. I cannot believe anyone of you would ever consider numbers to be more important than quality of work.

I have voiced my concern with the 7th Floor... the answer was that there are no quotas; request for follow up conversation has been ignored.

Sincerely,

Michael V. Crivello
President/ MILWAUKEE POLICE ASSOCIATION

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