

# City of Milwaukee Settlement Agreement

## **Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks**



Prepared by the Crime and Justice Institute

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The photo on this cover depicts a mural at the House of Peace in Milwaukee painted by artist Brad Anthony Bernard, who was assisted by George Gist.

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## INTRODUCTION

On July 23, 2018, the U.S. District Court for the Eastern District of Wisconsin entered an order adopting a Settlement Agreement (SA) among the Parties to *Charles Collins, et al. v. City of Milwaukee, et al.*<sup>1</sup> The Plaintiffs in the case alleged that there had been racially disparate and unjustified stops, frisks, and other unconstitutional police actions. As required by the Settlement Agreement, the Milwaukee Police Department (MPD) revised their Standard Operating Procedures (SOPs) to reflect constitutional policing standards specific to the Fourth Amendment's protection against unreasonable searches and seizures. SOP 085 ("Citizen Contacts, Field Interviews, Search and Seizure") defines reasonable suspicion as "objective, individualized, and articulable facts that, within the totality of the circumstances, lead a police member to reasonably believe that criminal activity has been, is being, or is about to be committed by a specific person or people." Additionally, for frisks to be warranted during a stop, "the police member must be able to articulate specific facts, circumstances and conclusions that support objective and individualized reasonable suspicion that the person is armed and dangerous."<sup>2</sup>

The Settlement Agreement stipulates that MPD must show sustained and continuing improvement in constitutional policing based in part on whether the legal basis for encounters is sufficiently articulated (SA V.1.d.iv-vii)<sup>3</sup>. Overall, MPD must be able to demonstrate that fewer than 15 percent of reported traffic stops, field interviews, and no-action encounters fail to show individualized, objective, and articulable reasonable suspicion of criminal activity (IOARS). Additionally, MPD must be able to demonstrate that fewer than 15 percent of documented frisks fail to show individualized, objective, and articulable reasonable suspicion that the subject of the stop was armed and dangerous.<sup>4</sup>

To measure MPD's compliance with the Fourth Amendment in conducting traffic stops, field interviews, no-action encounters, and frisks, the Settlement Agreement calls for the Crime and Justice Institute (CJI), as the Consultant, to conduct a review of randomly-selected encounter data no less often than semiannually (SA V.A.3.a-e). This report is the fifth review in this series. The unit of analysis is a discretionary police encounter, in that the sample consists only of stops wherein the officer had discretion

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<sup>1</sup> Order and Settlement Agreement (July 23, 2018). *Charles Collins, et al. v. City of Milwaukee, et al.*, (17-CV-00234-JPS) United States District Court, Eastern District of Wisconsin, Milwaukee Division.

<sup>2</sup> Milwaukee Police Department Standard Operating Procedure 085 "Citizen Contacts, Field Interviews, Search and Seizure." Effective October 8, 2021.

<sup>3</sup> Citations to a specific paragraph of the Settlement Agreement will appear in this report as SA followed by the paragraph number.

<sup>4</sup> Numerical thresholds are referenced in SA V.1.d.i-vii.

to initiate the stop, rather than stops conducted to fulfill arrest warrants or in which the officer was otherwise directed to conduct the stop. Through random selection, only one person in multi-person stops is included in the sample. Additionally, only forcible frisks are included in the sample, defined in this report as frisks not conducted as part of a search incident to arrest, or to convey or temporarily seat a person in a squad car.

This report details the analysis of a randomly selected sample of stops and a randomly selected sample of frisks representing police encounters that took place between January 1 and June 30 of 2021. As a part of the Settlement Agreement (SA IV.A.3), MPD is required to provide encounter data to CJI on a quarterly basis, which include the electronic, digitized records for traffic stops, field interviews, no-action encounters, frisks, and searches. We base the findings in this report on the data MPD provides.

The first section provides an overview of the population of encounters from which the sample is drawn, the sampling procedure, and an overview of the sample characteristics. Subsequent sections detail the analysis of IOARS for stops and frisks, analysis of hit rates for contraband, including by race and ethnicity, and a comparison of findings from this reporting period to findings published in previous semiannual reports.

## POPULATION AND SAMPLE CHARACTERISTICS

### ENCOUNTER TYPE AND DISTRICT BREAKDOWN

Data for the first half of 2021 represent 35,498 police encounters involving 37,404 people.<sup>5</sup> Officers record and document traffic stops, field interviews, frisks, and no-action encounters in two databases, depending on the nature of the encounter and the type of work assigned to officers during specific tours of duty: Traffic and Criminal Software (TraCS) and Records Management System (RMS). The majority of encounters in the TraCS database involve traffic stops; non-traffic pedestrian stops initiated by officers from their police vehicles are also included. The RMS database primarily holds data on pedestrian encounters categorized as field interviews or no-action encounters.

In the semiannual analysis published in October 2020, we included for the first time an additional group of data representing citations and warnings that lack corresponding contact summary forms in TraCS or any RMS forms.<sup>6</sup> Based on our current knowledge of the data we receive and our exploration of these data in particular, we believe that citations and warnings included in this analysis represent unique encounters not represented in other data and thus include them in the sample as well.

Table 1 shows a breakdown of encounters by type and police district.<sup>7</sup> In this set of data, each “encounter” represents a unique person involved in a documented police interaction where multiple people can be involved in a single event. For encounters where the district is documented, Districts 6 and 2 had the greatest share of all police encounters (18.8 percent and 17.4 percent, respectively). The vast majority of encounters for this reporting period come from the TraCS database (86.8 percent). The districts with the largest share of encounters documented in TraCS were District 6 (19.6 percent) and District 7 (17.1 percent). District 5 and District 2 reported the most field interviews during the period, representing 22.2 percent and 21.1 percent of field

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<sup>5</sup> This total omits 266 CAD entries that did not have associated TraCS or RMS forms and 517 TraCS entries that do not match to CAD and lack individual level information. These may represent additional encounters. We continue to work with MPD to improve and understand the data elements provided in the quarterly data extractions.

<sup>6</sup> We excluded these data from previous analyses because of concerns for oversampling the same encounters multiple times (e.g., the citation or warning may belong to a contact summary already in the sample but was not matched because an officer input the CAD number incorrectly) or oversampling an encounter type (e.g., the citation or warning may be more likely to be a part of a traffic stop rather than a field interview).

<sup>7</sup> In this population dataset, each “encounter” represents a unique person involved in a documented police interaction event where multiple people can be involved in a single event. In the sample datasets described later, each “encounter” is a unique encounter with a random person involved in the police interaction chosen as the single subject.



interviews, respectively. No-action encounters represent only 0.4 percent of encounters with 27.8 percent occurring in District 2.

For encounters documented in the TraCS database, the district is determined by linking to data retrieved from the Computer Aided Dispatch system (CAD).<sup>8</sup> Encounters represented by only citations or warnings suffer from the highest degree of missing district data when attempting to match to the CAD data files, with nearly 90 percent of the encounters lacking information due to the inability to link to CAD data. We use latitude and longitude information present in these data files to map encounters onto MPD police districts to compensate for the inability to match to CAD data and offer a more complete picture of where these encounters occur.<sup>9</sup>

**Table 1. Police encounters by type and district. January – June 2021.**

|                        | TRAFFIC<br>STOP-TRACS | FIELD<br>INTERVIEW<br>-RMS | NO-ACTION<br>ENCOUNTER<br>-RMS | CITATION/<br>WARNING<br>ONLY | TOTAL                  |
|------------------------|-----------------------|----------------------------|--------------------------------|------------------------------|------------------------|
| DISTRICT 1             | 1,773 (5.5%)          | 90 (5.7%)                  | 9 (6.3%)                       | 190 (5.9%)                   | 2,062 (5.5%)           |
| DISTRICT 2             | 5,498 (16.9%)         | 331 (21.1%)                | 40 (27.8%)                     | 651 (20.2%)                  | 6,520 (17.4%)          |
| DISTRICT 3             | 4,436 (13.7%)         | 236 (15.1%)                | 21 (14.6%)                     | 488 (15.2%)                  | 5,181 (13.9%)          |
| DISTRICT 4             | 5,061 (15.6%)         | 214 (13.6%)                | 21 (14.6%)                     | 481 (15.0%)                  | 5,777 (15.4%)          |
| DISTRICT 5             | 2,654 (8.2%)          | 348 (22.2%)                | 19 (13.2%)                     | 385 (12.0%)                  | 3,406 (9.1%)           |
| DISTRICT 6             | 6,373 (19.6%)         | 157 (10.0%)                | 8 (5.6%)                       | 483 (15.0%)                  | 7,021 (18.8%)          |
| DISTRICT 7             | 5,548 (17.1%)         | 190 (12.1%)                | 25 (17.4%)                     | 499 (15.5%)                  | 6,262 (16.7%)          |
| NULL                   | 0 (0.0%)              | 0 (0.0%)                   | 1 (0.7%)                       | 0 (0.0%)                     | 1 (0.0%)               |
| MISSING                | 1,134 (3.5%)          | 2 (0.1%)                   | 0 (0.0%)                       | 38 (1.2%)                    | 1,174 (3.1%)           |
| <b>GRAND<br/>TOTAL</b> | <b>32,477 (86.8%)</b> | <b>1,568 (4.2%)</b>        | <b>144 (0.4%)</b>              | <b>3,215 (8.6%)</b>          | <b>37,404 (100.0%)</b> |

Notes:

<sup>1</sup> The numbers in this table represent the number of encounters per person that was involved in the encounter. For example, if there were two field interviews in district one which involved two individuals each, the total for field interviews in district one would be four.

<sup>2</sup> “NULL” refers to encounters that occurred out of jurisdiction.

<sup>3</sup> “Missing” refers to encounters that were missing location data in the data file.

<sup>4</sup> The percentages for the grand totals are the percentages for that type of encounter out of the total encounters. The percentages for the districts are the percentages for that district out of the total number of the type of encounter in the column.

<sup>8</sup> CAD data represent information drawn from the dispatch record for each encounter, including the location of the encounter, communication between officers and dispatchers, and the call type for the encounter.

<sup>9</sup> Esri ArcGIS software was used to geocode latitude and longitude for encounters that did not match to CAD but had location information present in other files. Using this process, we were able to identify district information for 2,710 encounters from TraCS. We used the MPD police district shapefile available on the City of Milwaukee Open Data Portal to obtain police district boundaries.  
<https://data.milwaukee.gov/dataset/milwaukee-police-district/resource/7ce853c5-04a0-4500-8650-b7442f10198d>

Table 2 shows the breakdown of frisk types for the first half of 2021. During this time period, 587 police encounters included at least one documented frisk. Of these frisks, we determined that eight were incident to arrest, 91 were for conveyance or to seat someone in a squad car, and 488 were forcible frisks, meaning that the officer used their discretion and decided to frisk the individual for reasons other than to seat the person in a police vehicle or as a search incident to arrest.

**Table 2. Frisks by type. January – June 2021.**

|                    | NUMBER OF FRISKS | PERCENT OF TOTAL FRISKS |
|--------------------|------------------|-------------------------|
| FORCIBLE           | 488              | 83.1%                   |
| INCIDENT TO ARREST | 8                | 1.4%                    |
| FOR CONVEYANCE     | 91               | 15.5%                   |
| TOTAL              | 587              | 100.0%                  |

Table 3 provides a breakdown of the forcible frisk by type of encounter and district. Most frisks (69.3 percent) occurred during encounters documented as field interviews. Over half of frisks occurred in District 5 (27.7 percent) and District 2 (26.6 percent).

**Table 3. Forcible frisks by encounter type and district. January – June 2021.**

|                | TRAFFIC STOP-<br>TRACS | FIELD INTERVIEW-<br>RMS | NO-ACTION<br>ENCOUNTER<br>-RMS | TOTAL<br>FRISKS |
|----------------|------------------------|-------------------------|--------------------------------|-----------------|
| DISTRICT 1     | 3 (2.0%)               | 8 (2.4%)                | 0 (0.0%)                       | 11 (2.3%)       |
| DISTRICT 2     | 42 (28.2%)             | 88 (26.0%)              | 0 (0.0%)                       | 130 (26.6%)     |
| DISTRICT 3     | 16 (10.7%)             | 41 (12.1%)              | 1 (100.0%)                     | 58 (11.9%)      |
| DISTRICT 4     | 13 (8.7%)              | 43 (12.7%)              | 0 (0.0%)                       | 56 (11.5%)      |
| DISTRICT 5     | 37 (24.8%)             | 98 (29.0%)              | 0 (0.0%)                       | 135 (27.7%)     |
| DISTRICT 6     | 13 (8.7%)              | 21 (6.2%)               | 0 (0.0%)                       | 34 (7.0%)       |
| DISTRICT 7     | 25 (16.8%)             | 39 (11.5%)              | 0 (0.0%)                       | 64 (13.1%)      |
| GRAND<br>TOTAL | 149 (30.5%)            | 338 (69.3%)             | 1 (0.0%)                       | 488 (100.0%)    |

Notes:

<sup>1</sup> “NULL” refers to encounters that occurred out of jurisdiction.

<sup>2</sup> The percentages for the grand totals are the percentages for that type of encounter out of the total encounters.

<sup>3</sup> The percentages for the districts are the number of encounters in that district out of the total number of the type of encounter. For example, 2.0 percent of the frisks that occurred during traffic stops were conducted during encounters in District 1.

## SAMPLING STRATEGY

We drew two random samples from these data to complete the required IOARS analysis. The sample size is a statistically significant representation of encounters and frisks, with a confidence level of 95 percent and a margin of error of five percent. An encounter is defined as a discretionary police stop, categorized as a traffic stop, field interview, no-action encounter, or encounter resulting in a citation or warning that



lacks additional corresponding information in TraCS or RMS. A frisk is an action that occurs during a police encounter and is sampled separately.

Because officers record a majority of encounters in TraCS (86.8 percent), we stratified the stop sample to oversample field interviews and no-action encounters. This stratification allows us to gain a better understanding of field interviews and no-action encounters. The resulting sample included 381 encounters: 219 traffic stops (57.5 percent), 76 citations/warnings (19.9 percent), 67 field interviews (17.6 percent), and 19 no-action encounters (5.0 percent).

We did not stratify the frisk sample by encounter type. Frisks occur more frequently during field interviews, but the proportion of frisks documented in TraCS was substantial enough to have confidence in a non-stratified random sample. The sample we drew included 215 frisks. As we reviewed each frisk in the sample for IOARS, we determined that two represented frisks incident to arrest, rather than forcible frisks. We excluded these from the sample, leaving 213 frisks in the final sample (57 traffic stops and 156 field interviews).

## DECISION RULES

The Settlement Agreement does not specify decision rules for determining IOARS. We consulted MPD training materials, SOPs, previous research, and subject matter experts to establish decision rules to determine whether officers sufficiently documented IOARS in the encounter and frisk samples.<sup>10</sup> These decision rules are consistent with previous semiannual analyses.

### ***Decision Rule #1: “Speed Violation” stops demonstrate IOARS.***

Stops occurring because of speeding violations meet IOARS and no further documentation is necessary to justify the stop. This is because speeding represents visual and observable cues that the person has engaged in a traffic violation.

### ***Decision Rule #2: “Vehicle Registration Violation” and “Vehicle Equipment Violation” stops demonstrate IOARS if officers document the observable registration or equipment violation that prompted the stop.***

Officers must indicate in narrative fields the specific nature of the vehicle registration or equipment violation. Examples include expired registration, missing registration, improperly affixed registration, and brake light, headlight, plate, tinted window, or muffler violations. We coded encounters marked as vehicle registration or equipment

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<sup>10</sup> For traffic stops, when officers indicate several violations as the reasons for initiating the stop, the decision rules prioritize reasons for stops and the necessary IOARS documentation needed to justify the stop. For example, if an officer indicates “speeding” and “other rules of the road” as the reason for the stop, Decision Rule #1 determines that the officer provided adequate IOARS documentation to make the stop without further explanation of the “other rules of the road” violation.

violations that do not have supporting text regarding the registration or equipment violation observed prior to initiating the stop as a failure to document IOARS.

***Decision Rule #3: Stops that are not speed, vehicle registration, or vehicle equipment violations are examined to judge whether IOARS was present prior to initiating the stop.***

We determine IOARS to be sufficiently documented if narrative text indicates an observable and legally justified reason for the stop. Examples include stop sign violations, traffic light violations, blocking traffic, open intoxicants, and seatbelt violations. If an officer documents that loitering was the stop justification, the narrative needs to include details about the violated loitering ordinance, such as “loitering in area where ‘no loitering’ signs posted.”

***Decision Rule #4: Field interviews documented in RMS must include narrative that specifies IOARS was present prior to initiating the stop.***

Examples that meet the IOARS threshold include: truancy, traffic violations or rules of the road, illegal loitering as violation of ordinance, vehicle registration infractions, and matching description of a suspect. If officers specify the reason for the stop as matching description of a suspect, they must provide specific information about how the person matched the suspect description.

***Decision Rule #5: No-action encounters must include narrative that specifies IOARS was present prior to initiating the stop.***

No-action encounters are interactions in which officers briefly question a person about that person, or that person’s own actions or behavior but do not obtain the subject’s personal information or conduct any other police action such as a frisk. The examples listed above apply to no-action encounters as well.

***Decision Rule #6: Frisks must meet the guidelines of SOP 085 and include narrative about the IOARS that the person is armed and immediately dangerous.***

SOP 085 indicates that “members may not use only one of the below factors on their own to justify a frisk as more than one of these or other factors must be present”:

- The type of crime suspected – particularly in crimes of violence where the use or threat of deadly weapons is involved.
- Number of subjects vs. police members present.
- Police member vs. subject factors (age and gender considerations).
- Factors such as time of day, location, or neighborhood where the stop occurs.
- Prior knowledge of the subject’s use of force and/or propensity to carry deadly weapons.
- The appearance and demeanor of the subject.

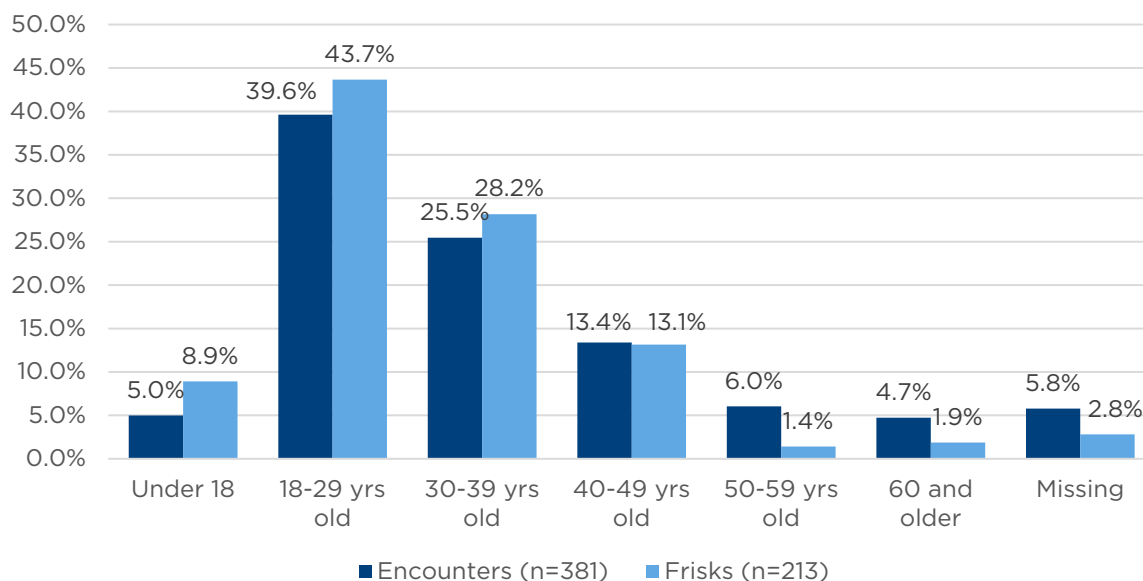
As articulated in SOP 085, if the following condition alone is present, the frisk is justified: “Visual indications that suggest that the subject is carrying a firearm or other

deadly weapon.” Boilerplate language such as “officer safety” is not considered adequate to meet the IOARS standard for this condition.

### ENCOUNTER AND FRISK SAMPLE CHARACTERISTICS

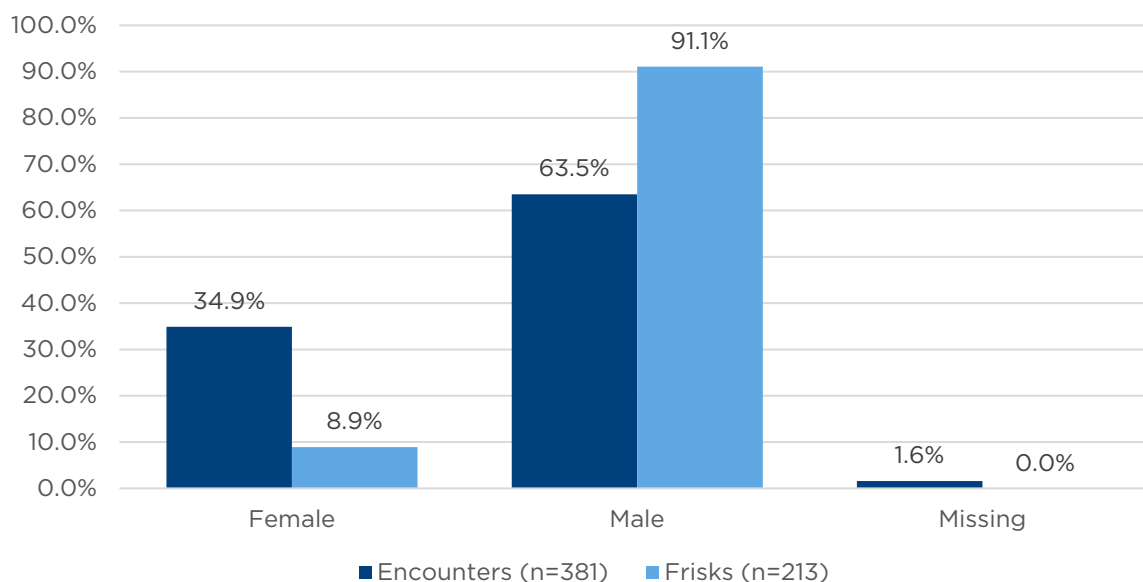
Figures 1, 2, and 3 provide an overview of the characteristics of the individuals that members of the MPD stopped from January to June 2021. We see in Figure 1, which presents the proportion by age group, that young adults (18-29 year-olds) represent the largest group of individuals involved in both encounters and frisks (39.6 percent and 43.7 percent, respectively). Figure 2 presents the breakdown of encounters and frisks by gender and illustrates that males represent the majority of encounters and frisks (63.5 percent and 91.1 percent, respectively). Figure 3 shows the proportion of police encounters and frisks by race and ethnicity. Over half of the subjects of police encounters are Black, and Black subjects make up an even greater proportion of frisks (62.5 percent and 77.0 percent, respectively).

**Figure 1. Proportion of encounters and frisks by age group. January – June 2021.**

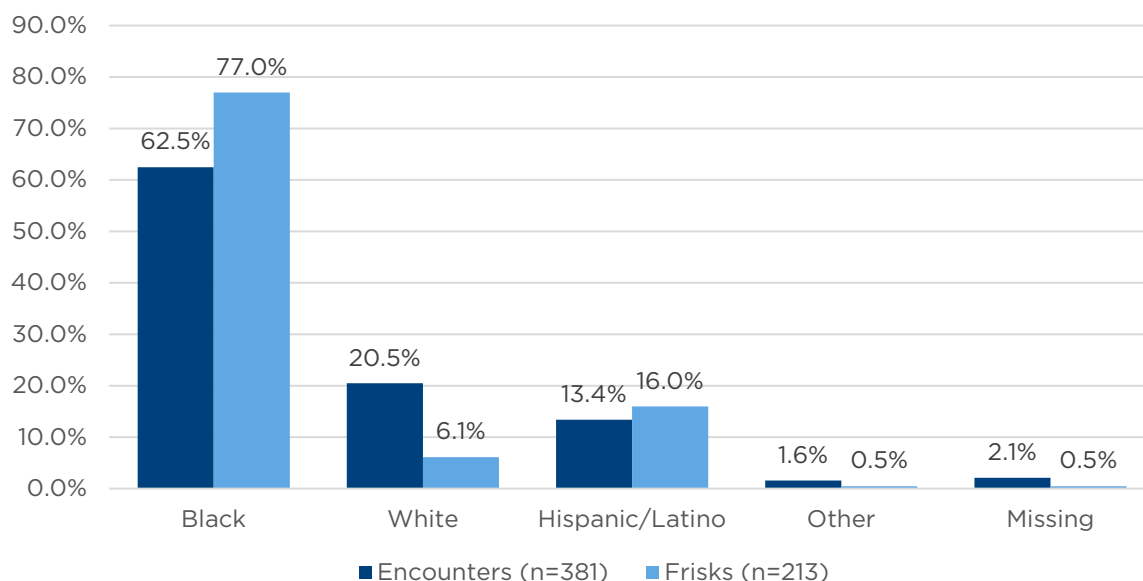


Note: Age represents the person’s age at the time of the encounter, given date-of-birth information.

**Figure 2. Proportion of encounters and frisks by gender. January – June 2021.**



**Figure 3. Proportion of encounters and frisks by race and ethnicity. January – June 2021.**



Notes: “Other” includes subjects that are Asian, Indigenous, or documented as an unknown race or ethnicity. “Missing” refers to instances in which the race and ethnicity information was blank.

Table 4 provides information about the original CAD call type for the police encounter. (See Appendix A for a categorization of relevant CAD call types.) Unsurprisingly, a substantial proportion of both samples are subject or traffic stops (73.5 percent for encounters and 57.7 percent for frisks). The frisk sample had more weapon/firearm-

related call designations than the encounter sample (16.9 percent and 1.8 percent, respectively). Nearly twenty percent of the encounter sample did not have a call type, primarily due to citation or warning forms without associated contact summary or RMS forms. As previously noted, most of these encounters do not match back to CAD data, from which the call type is derived.

**Table 4. CAD call types by sample. January – June 2021.**

|                               | ENCOUNTER SAMPLE | FRISK SAMPLE   |
|-------------------------------|------------------|----------------|
| <b>SAMPLE TOTAL</b>           | N = 381 (100.0%) | N = 213 (100%) |
| <b>CRIME SUSPECT/SUBJECT</b>  | 7 (1.8%)         | 11 (5.2%)      |
| <b>DRUG-RELATED</b>           | 0 (0/0%)         | 1 (0.5%)       |
| <b>INVESTIGATION</b>          | 7 (1.8%)         | 24 (11.3%)     |
| <b>OTHER REASON</b>           | 7 (1.8%)         | 8 (3.8%)       |
| <b>PROPERTY CRIME-RELATED</b> | 1 (0.3%)         | 6 (2.8%)       |
| <b>SUBJECT/TRAFFIC STOP</b>   | 280 (73.5%)      | 123 (57.7%)    |
| <b>VIOLENCE-RELATED</b>       | 1 (0.3%)         | 0 (0.0%)       |
| <b>WEAPON/FIREARM-RELATED</b> | 7 (1.8%)         | 36 (16.9%)     |
| <b>WELFARE CHECK</b>          | 2 (0.5%)         | 3 (1.4%)       |
| <b>MISSING CALL TYPE</b>      | 69 (18.1%)       | 1 (0.5%)       |

Notes:

<sup>1</sup> Specific call types for each of these groupings can be found in Appendix A.

<sup>2</sup> Encounters with missing call types represent TraCS or RMS information that does not match to CAD data using the CAD number.

## STOP SAMPLE ANALYSIS

The first semiannual analysis, referencing encounters from January to June 2019, noted that much of the failure to meet the IOARS documentation standard was due to missing officer-written narratives in traffic stop documentation.<sup>11</sup> Since that time, there has been improvement in the presence of officer-written information about the reason for stops or frisks within the documentation for traffic stops, field interviews, no-action encounters, and frisks. Generally now the failure to meet the documentation standard is due to documentation lacking the detail necessary to justify the stop.

The findings for this semiannual review of IOARS documentation for traffic stops, field interviews, no-action encounters, and frisks are inherently limited to police actions that are documented in the CAD, TraCS, and RMS databases. This review includes an analysis of body-worn camera images for select calls for service based on a CAD call type that did not have corresponding documentation of a frisk. Review of the video is limited to determine whether there was a frisk conducted during the police stop.

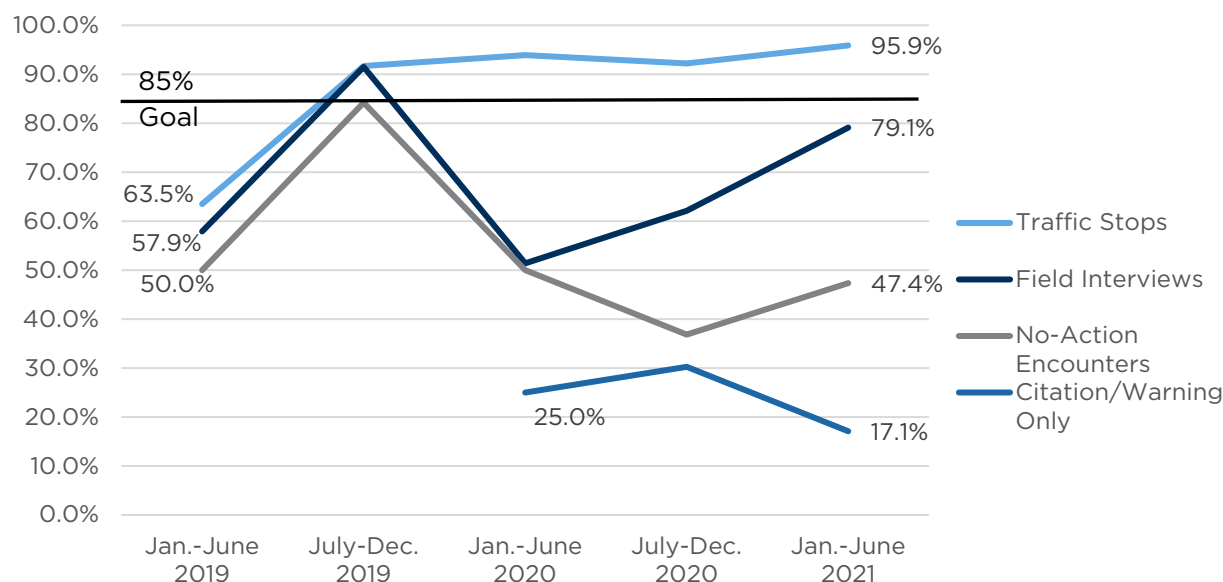
### IOARS FOR STOPS

Of the sampled encounters, 285 out of 381 encounters show sufficient IOARS documentation (74.8 percent). Figure 4 indicates the proportion of encounters with IOARS documentation by encounter type and offers a comparison to previous reporting periods. When broken down by encounter type, only traffic stops meet the required threshold for the current reporting period (January to June 2021). Officers establish IOARS for 95.9 percent of traffic stops, but field interviews, no-action encounters, and citations/warnings do not meet the threshold (79.1, 47.4, and 17.1 percent, respectively). Compared to previous reporting periods, traffic stops remained at about the same level of IOARS documentation; field interviews and no-action encounters increased adherence to the IOARS standard; and citations/warnings decreased. It should be noted that there are very few no-action encounters, so any fluctuation in the number of that encounter type without proper IOARS documentation will greatly impact the percentage. Across all encounter types failure to document IOARS was largely due to insufficient or omission of narrative details necessary to meet the threshold for establishing IOARS.

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<sup>11</sup> Crime and Justice Institute. (February 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks* pp. 11. <https://www.cj institute.org/city-of-milwaukee-settlement-agreement/>.

**Figure 4. Proportion of encounters with IOARS by encounter type and time period.**



Nine out of 219 encounters (4.1 percent) documented in TraCS (with a contact summary form) failed to meet the IOARS threshold. Most of these nine had officer-written narratives about the stop but omitted details to justify the stop when justification was needed (e.g., something other than speeding). While officers may have documented that there was a defect with a vehicle or equipment malfunction, they omitted specific detailed information about the nature and extent of the defect. For example, an officer may write “I observed the vehicle operating with no lights on,” but does not indicate which lights (e.g., headlamps, taillights) were expected to be illuminated.

Fourteen out of 67 field interviews documented in RMS failed to provide sufficient documentation for IOARS (20.9 percent). Similar to traffic stops, officers included narratives that did not provide the specific, observable facts the officer used to establish IOARS prior to initiating the stop. Officers did not always include details about the specific crime that they observed or suspected happened, was happening, or was going to happen. For example, an officer might articulate that an individual was in a stolen vehicle, without providing information on how they knew the vehicle was stolen.

No-action encounters were the least frequently reported type of encounter. Ten of the 19 encounters in the sample failed to include sufficient IOARS for the stop (52.6 percent). For these encounters, officers either did not provide information about what led to the stop or did not adequately detail in their narrative the legally-justified observable facts that led them to initiate the encounter. For example, an officer indicates that the subject matches a suspect description, but does not provide details about the clothing or other aspects of physical appearance that match the description received.



Over eighty percent of encounters where a citation or warning was documented without a corresponding contact summary in TraCS or field interview information in RMS failed to meet the IOARS standard (63 out of 76 encounters). The majority of the encounters in this group that did not meet the standard for IOARS documentation were missing a narrative about the reason for initiating the stop.

Table 5 displays the stops in the stop sample by district with the proportion of stops in that district that met the IOARS documentation standard. Encounters occurring in each district with documented IOARS ranged from 66.7 percent (District 1) to 83.9 percent (District 6).

**Table 5. Stops by IOARS justification and district. January – June 2021.**

|             | NUMBER OF STOPS | PERCENT OF STOPS WITH DOCUMENTED IOARS |
|-------------|-----------------|--|
| DISTRICT 1  | 21              | 66.7%                                  |
| DISTRICT 2  | 69              | 68.1%                                  |
| DISTRICT 3  | 50              | 68.0%                                  |
| DISTRICT 4  | 58              | 81.0%                                  |
| DISTRICT 5  | 57              | 73.7%                                  |
| DISTRICT 6  | 62              | 83.9%                                  |
| DISTRICT 7  | 55              | 72.7%                                  |
| MISSING     | 9               | 100.0%                                 |
| GRAND TOTAL | 381             | 74.8%                                  |

## DOCUMENTATION OF FRISKS

The Settlement Agreement stipulates an investigation of the consistency and reliability of frisk documentation by requiring analysis of “cases in which an officer marks ‘no frisk’ and ‘no search’ in cases in which a frisk or search was highly likely to have occurred (e.g., stop for a robbery investigation)” (SA V.A.3.e). Based on established knowledge of police encounter protocols and in consultation with policing experts, we created a list of CAD call types likely to involve a frisk. Appendix B includes a list of the 22 CAD call types designated as cases in which an officer is likely to conduct a frisk. Call types flagged for this purpose generally involve firearms or other weapons, including: subject with a gun, shots fired, armed robbery, or domestic violence battery. When we find encounters that fit the criteria but otherwise are not reported as including a frisk, we request video footage from MPD to determine if a frisk occurred but was not documented. As our analysis is focused on one random person in multi-person encounters, we review documentation and video footage for all individuals involved in the encounter to determine whether each individual has proper documentation based on what is found in the video review. This request is based on the guidelines of the Settlement Agreement (SA III.A.7.). As context for the findings for this reporting period, we first review the findings from all prior reporting periods, calendar years 2019 and 2020.

CJI has requested and received videos for stops likely to involve a frisk for every 6-month reporting period and have found at least one undocumented frisk in each review. Table 6 provides summary details for the number of encounters for which we requested videos and the number of encounters for which we observed undocumented frisks during video review.

The totals presented in Table 6 for the January to June 2020 reporting period represents a correction to our original analysis. In our original review of encounters for this time period, and as reported in our October 2020 semiannual report<sup>12</sup>, we did not find any encounters that likely involved a frisk where officers did not document a frisk. Therefore we did not request video footage for that report. However, during the analysis process for the July to December 2020 reporting period we identified an error in the coding we use to compare call types to frisk documentation. This prompted us to conduct an additional quality check of the January to June 2020 data analysis as we originally identified no CAD numbers for video review. Out of the full population of encounters, there were 604 encounters that met the criteria for a frisk being likely due to their CAD call type, with six CAD numbers flagged for review once the coding error was resolved. We requested video footage for the newly-flagged six encounters and found one undocumented frisk.

**Table 6. Frisk documentation by time period.**

|                       | VIDEOS REQUESTED | UNDOCUMENTED FRISKS |
|-----------------------|------------------|---------------------|
| JANUARY TO JUNE 2019  | 10               | 1                   |
| JULY TO DECEMBER 2019 | 11               | 5                   |
| JANUARY TO JUNE 2020  | 6                | 1                   |
| JULY TO DECEMBER 2020 | 10               | 4                   |
| JANUARY TO JUNE 2021  | 9                | 2                   |

Notes:

<sup>1</sup> Further details regarding the analysis for each reporting period are available in the associated semiannual reports that can be found on the FPC website (<https://city.milwaukee.gov/fpc/Reports/Crime-and-Justice-Institute-Reports.htm>) or CJI's website (<https://www.cj institute.org/city-of-milwaukee-settlement-agreement/>).

For the current reporting period, January to June 2021, we requested and received video footage for nine encounters where we determined a frisk was likely but was not documented. These encounters included one instance of a citation/warning without an associated contact summary or field interview form, one no-action encounter, and seven field interviews. In the footage for those nine encounters, we observed two undocumented frisks, both occurring during field interviews. One was determined to be a forcible frisk, and the other frisk served as a part of a search incident to arrest.

<sup>12</sup> Crime and Justice Institute. (October 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks*  
<https://www.cj institute.org/assets/sites/2/2020/11/CJI-Semiannual-Analysis-October-2020.pdf>

## FRISK SAMPLE ANALYSIS

The first semiannual analysis involved encounters occurring January through June 2019, a period when the Department was in the process of conducting training for all officers on constitutional policing practices and other Settlement Agreement requirements. That first analysis provided a baseline for the extent to which officers document IOARS to justify frisks during police encounters. By the second analysis, all officers had been trained on constitutional policing practices and other Settlement Agreement requirements, and by this fifth analysis, all officers have been through a second round of training on these topics and at the time data were recorded, were going through a third round of training. MPD has demonstrated progress in providing sufficient IOARS documentation for frisks in this reporting period, for the first time in our IOARS analyses.

### IOARS FOR STOPS AND FRISKS

For encounters that involve frisks, two levels of IOARS documentation are needed: 1) IOARS that the person has/is/will engage in a crime for officers to justify the stop, and 2) IOARS that the person is armed and dangerous for officers to justify the frisk. The Settlement Agreement (SA V.1.d.vii.) calls for “analysis of TraCS and RMS data on frisks [that] demonstrates that fewer than 15 percent of frisk records documented during the previous six (6) months fail to show that the frisks were supported by individualized, objective, and articulable reasonable suspicion that the stop subject was armed and dangerous.”

Table 7 presents a breakdown of the frisks in the frisk sample by district along with the proportion of frisks in that district that are supported by documented IOARS for conducting the frisk. The districts vary widely in the number of frisks conducted and in meeting the IOARS standard. The fewest number of frisks occurred in Districts 1 and 6 (5 and 11 frisks, respectively) and Districts 2 and 5 reported the highest number of frisks (53 and 62 frisks, respectively). District 6 was least likely to meet the IOARS documentation standard to justify frisks (27.3 percent) and District 7 was most likely to meet the IOARS standard (76 percent).

The primary reason for our determination of insufficient IOARS justification is the lack of specific information about why the officer(s) suspected the subject was armed and why they suspected the person was immediately dangerous. This includes officers using boilerplate language (e.g., “furtive movement” or “bulge”) that is not detailed enough to establish IOARS that the person is armed and dangerous.

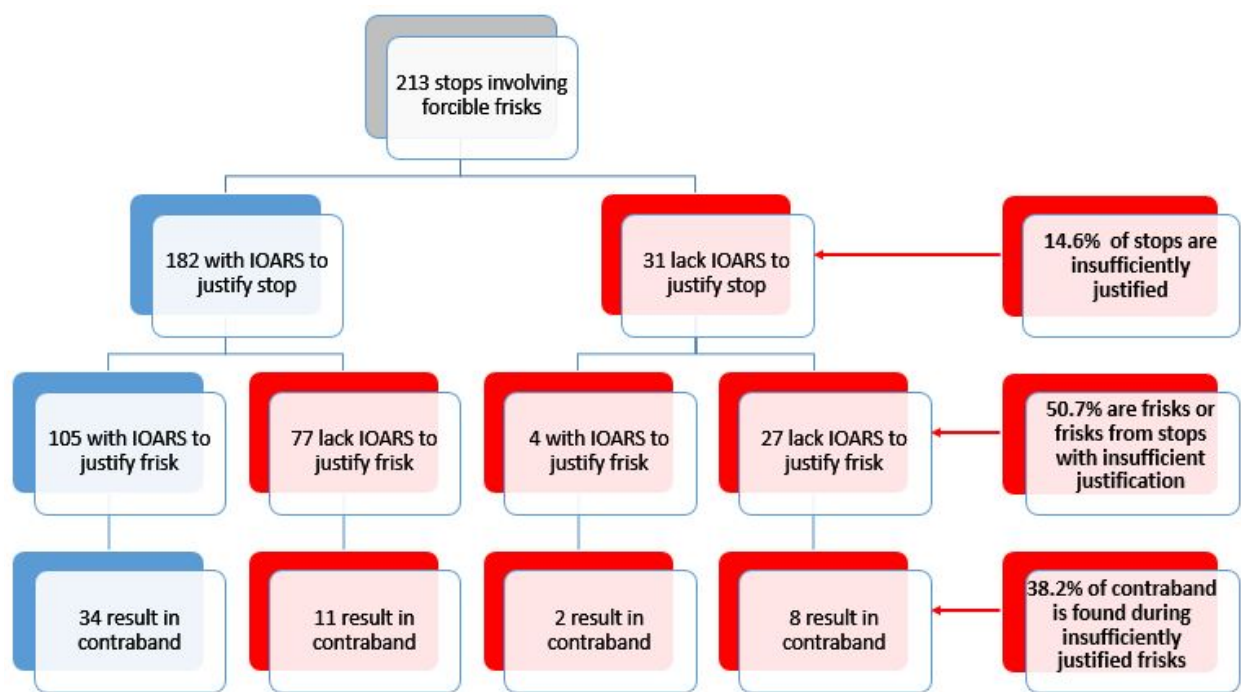
Another pattern that emerged in the articulation of IOARS for frisks is placing the individual(s) involved in a stop in the back seat of a squad car. While this is a valid reason to conduct a pat down, in many cases officers did not articulate why a back seat detention was necessary during the course of the encounter.

Table 7. Stops involving forcible frisks by IOARS justification and district. January – June 2021.

|             | NUMBER OF STOPS INVOLVING FORCIBLE FRISKS | PERCENT OF FRISKS WITH DOCUMENTED IOARS |
|-------------|---|---|
| DISTRICT 1  | 5   | 60.0%                                   |
| DISTRICT 2  | 53  | 35.8%                                   |
| DISTRICT 3  | 26  | 57.7%                                   |
| DISTRICT 4  | 31  | 58.1%                                   |
| DISTRICT 5  | 62  | 51.6%                                   |
| DISTRICT 6  | 11  | 27.3%                                   |
| DISTRICT 7  | 25  | 76.0%                                   |
| GRAND TOTAL | 213                                       | 51.2%                                   |

Figure 5 presents a breakdown of the frisk sample, including whether officers documented IOARS for the stop or for the frisk, and whether officers found contraband. After assessing the documentation officers provided for each encounter in the sample, 31 of the 213 stops (14.6 percent) did not meet the IOARS documentation needed to justify the stop. An examination of IOARS for frisks determined that officers did not document the IOARS necessary to justify the frisk 48.8 percent of the time.

Figure 5. Stops involving forcible frisks by IOARS justification and contraband seizure. January – June 2021.



Note: Blue boxes represent sufficient justification and within acceptable thresholds. Red boxes represent insufficient justification and not within acceptable thresholds.

## OUTCOMES OF INSUFFICIENTLY JUSTIFIED STOPS<sup>13</sup>

The presence or lack of IOARS documentation in a given encounter can influence criminal procedure in a court of law, especially if officers find contraband during that encounter. IOARS documentation also becomes important during investigations of complaints against officers. Proper documentation of the justification for stops and frisks, or lack thereof, influences not only the credibility of officers in the eyes of the community but also impacts the integrity of cases they bring to court. This section of the report examines outcomes of stops and frisks that lack proper documentation of IOARS and are therefore insufficiently justified stops and frisks.

We explored outcomes in a few ways. The first considers the frisk as an outcome of a stop without IOARS documentation, acknowledging that frisks are an intrusive police action potentially or possibly infringing on the constitutional rights of the public. In the stop sample analysis of 381 randomly selected encounters, 20 forcible frisks occurred during the encounter (6.0 percent). Four of the 20 frisks occurred during insufficiently justified stops.<sup>14</sup> The lack of IOARS documentation to justify the stop in the data we reviewed could create vulnerabilities in criminal procedure and/or complaints regarding officer misconduct.

The second outcome of insufficiently justified stops and frisks involves seizure of contraband. In the sample of 213 stops where a forcible frisk occurred, 55 resulted in finding contraband—a “hit rate” of 25.8 percent. In the instances where officers found contraband, 50.7 percent lacked proper IOARS documentation for the frisk or the stop (see Figure 5). When considering only stops and frisks with appropriate justifications, the contraband hit rate decreases from 25.8 to 16.0 percent.

Table 8 details the type of contraband obtained during frisks where officers found contraband, broken down by whether the stop and/or frisk was sufficiently justified by IOARS. The contraband obtained during the stops fall into only a few categories, mainly weapons and drugs, with an “other” category that includes items such as stolen property. Overall, weapons were the most common type of contraband found during frisks. Drugs was the second most common, with “other” the least common.

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<sup>13</sup> Section V.A.3.c of the Settlement Agreement calls for an analysis of “fruit of the illegal stop” where a frisk, though proper given the officer’s observations, was made pursuant to a traffic stop or field interview conducted without IOARS. Based on this language, the “fruit” is the frisk. However, conventionally in this type of analysis “fruit of an illegal stop” considers contraband and/or weapons as the “fruit.” We provide a discussion of both interpretations for this report.

<sup>14</sup> Nine of the 20 frisks in the stop sample had insufficient IOARS documentation to justify the frisk.

**Table 8. Type of contraband found by IOARS determination. January – June 2021.**

|   | WEAPON(S) | DRUGS | OTHER | TOTAL |
|---|-----------|-------|-------|-------|
| ALL FRISKS IN SAMPLE                    | 26        | 18    | 11    | 55    |
| STOP AND FRISK WITH IOARS               | 21        | 9     | 4     | 34    |
| STOPS WITHOUT IOARS & FRISKS WITH IOARS | 0         | 1     | 1     | 2     |
| STOPS WITH IOARS & FRISKS WITHOUT IOARS | 2         | 7     | 2     | 11    |
| STOPS AND FRISKS WITHOUT IOARS          | 3         | 1     | 4     | 8     |

## HIT RATES

As stated previously, in the sample of 213 stops where a forcible frisk occurred, 55 resulted in finding contraband—a “hit rate” of 25.8 percent. Table 9 provides an overview of hit rates by type of stop indicated by the originating CAD call type. The highest hit rate for contraband obtained during frisks was during weapon or firearm-related call types (41.7%). Frisks that occur during the most common call types in the sample, subject and traffic stops, had a contraband hit rate of 18.7 percent.

**Table 9. Contraband hit rates by CAD call type. January – June 2021.**

|                        | NUMBER OF FRISKS | CONTRABAND HIT RATE |
|------------------------|------------------|---------------------|
| SAMPLE TOTAL           | 213              | 25.8%               |
| SUBJECT/TRAFFIC STOP   | 123              | 18.7%               |
| WEAPON/FIREARM-RELATED | 36               | 41.7%               |
| INVESTIGATION          | 24               | 37.5%               |
| CRIME SUSPECT/SUBJECT  | 11               | 18.2%               |
| OTHER REASON           | 8                | 37.5%               |
| PROPERTY CRIME-RELATED | 6                | 16.7%               |
| DRUG-RELATED           | 1                | 100.0%              |

Note: Percentages represent the proportion of all frisks within each CAD call type that result in obtaining contraband, regardless of whether the IOARS documentation standard was met.

Section V.A.3.d of the Settlement Agreement calls for hit rate analysis disaggregated by race and ethnicity. As we discussed in previous reports, research from jurisdictions across the country indicates that the threshold of suspicion used by officers to initiate a stop or frisk varies by race, and hit rates are often lower for non-white individuals.<sup>15</sup> This may be an important indicator, but not definitive proof of racial or ethnic bias in policing.

In this sample, 57 of the frisks represent encounters documented in the TraCS database. When recording race and ethnicity in TraCS, officers must choose from a

<sup>15</sup> Crime and Justice Institute. (February 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks* pp. 16-17 <https://www.cj institute.org/city-of-milwaukee-settlement-agreement/>.



dropdown menu giving the options “Asian,” “Black,” “Hispanic,” “Indian,” “White,” and “Native Hawaiian/Pacific Islander.” The remaining frisks are documented in RMS as Field Interviews (n=156). The RMS database includes a field for race (“American Indian or Alaskan Native,” “Asian,” “Black/African American,” “Unknown,” or “White”) and a field for ethnicity (“Hispanic/Latino,” “Not Hispanic/Latino,” and “Unknown”). To analyze the hit rate by race or ethnicity for all frisks, we recoded race and ethnicity for stops documented in RMS into White (Not Hispanic/Latino), Black (Not Hispanic/Latino), Hispanic/Latino, and Other.

Table 10 details the hit rates for all frisks, disaggregated by race and ethnicity, to the best of our ability given how the data are structured. In looking at all frisks in the sample, including those with and without appropriate IOARS documentation, we see the highest hit rate among White subjects at 30.8 percent, followed by Black subjects at 26.8 percent, and Hispanic/Latino subjects at 20.6 percent. It is difficult to draw reasonable conclusions from these rates given the small sample sizes for all races/ethnicities other than Black subjects.

**Table 10. Hit rate by race and ethnicity. January – June 2021.**

|                 | FRISKS | CONTRABAND HIT RATE |
|-----------------|--------|---------------------|
| ALL FRISKS      | 213    | 25.8%               |
| BLACK           | 164    | 26.8%               |
| HISPANIC/LATINO | 34     | 20.6%               |
| WHITE           | 13     | 30.8%               |

Notes:

<sup>1</sup> In addition to the frisks listed above, there were two frisks of individuals with unknown or missing race/ethnicity that did not result in contraband.

Table 11 demonstrates the type of contraband found during frisks, broken down by race and ethnicity. Due to the low number of instances where officers find contraband, it is difficult to draw any conclusions about racial disparities in the type of contraband seized.

**Table 11. Contraband type by race and ethnicity. January – June 2021.**

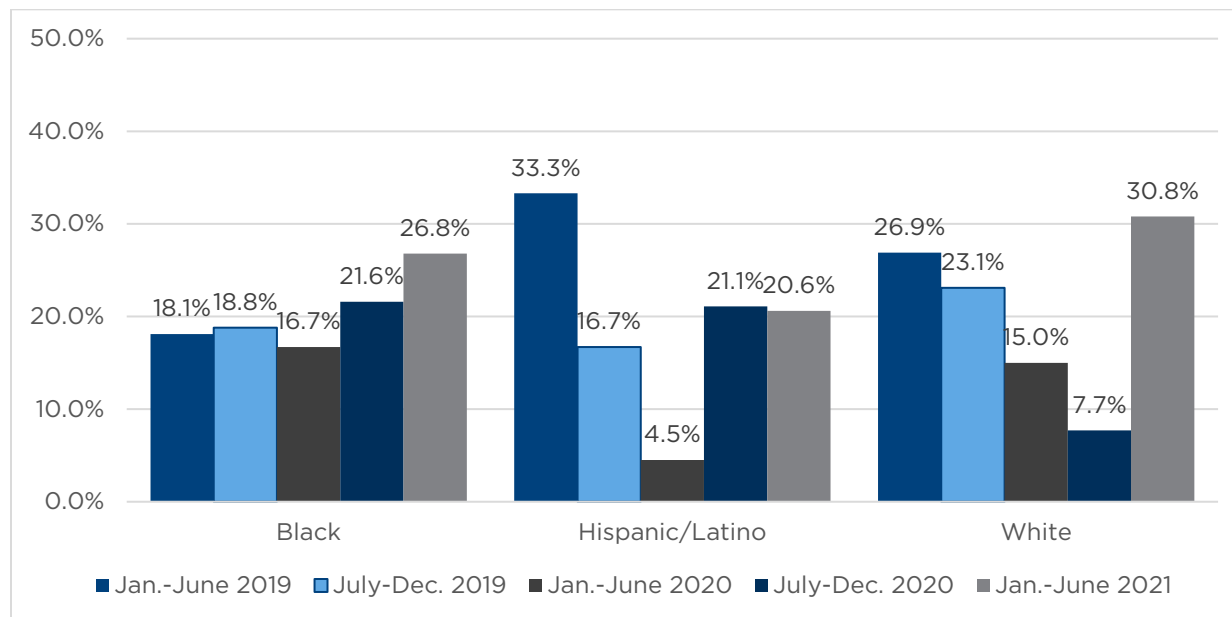
|         | BLACK | HISPANIC/LATINO | WHITE |
|---------|-------|-----------------|-------|
| NONE    | 120   | 27              | 9     |
| DRUGS   | 14    | 2               | 2     |
| WEAPONS | 21    | 3               | 2     |
| OTHER   | 9     | 2               | 0     |

Hit rates in Milwaukee have historically varied by race. Figure 6 presents an overview of the contraband hit rate by race over the four reporting periods for which we have



conducted this analysis.<sup>16</sup> In all analyses, Black subjects represent the vast majority of individuals involved in frisks and therefore had the most stable hit rates over time. The first half of 2021 shows the highest hit rate for Black subjects, with officers finding contraband in 26.8 percent of frisks. Hit rates for Hispanic/Latino and White subjects have been far more variable over time due to the very small number of frisks conducted with Hispanic/Latino and White subjects. This makes it difficult to draw strong conclusions about contraband hit rates for these racial and ethnic groups.

**Figure 6. Hit rate by race and ethnicity. January 2019 – June 2021.**



**Notes:**

<sup>1</sup> For the January to June 2019 reporting period, there were 199 frisks in the sample involving 160 Black, 26 Hispanic/Latino, and 12 White subjects.

<sup>2</sup> For the July to December 2019 reporting period, there were 260 frisks in the sample involving 208 Black, 24 Hispanic/Latino, and 26 White subjects.

<sup>3</sup> For the January to June 2020 reporting period, there were 266 frisks in the sample involving 222 Black, 22 Hispanic/Latino, and 20 White subjects.

<sup>4</sup> For the July to December 2020 reporting period, there were 242 frisks in the sample involving 208 Black, 19 Hispanic/Latino, and 13 White subjects.

<sup>16</sup> Crime and Justice Institute. (February 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks* pp. 18; Crime and Justice Institute. (June 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks* pp. 17; Crime and Justice Institute. (October 2020). *Semiannual Analysis of Traffic Stops, Field Interviews, No-action Encounters, and Frisks* pp. 19. <https://www.cj institute.org/city-of-milwaukee-settlement-agreement/>.

## PROGRESS BENCHMARKS

The purpose of the semiannual analysis of IOARS is to determine, in part, whether MPD is meeting the thresholds for justification of traffic stops, field interviews, no-action encounters, and frisks as stipulated in the Settlement Agreement.

Table 12 lists the proportions of each encounter type as well as frisks from their respective samples that fail to show documented IOARS. The highlighted cells represent where MPD has met the threshold. For the first half of 2021, the IOARS threshold of fewer than 15 percent was only met for traffic stops and not for field interviews, no-action encounters, and frisks.

MPD has made progress toward meeting the 15 percent threshold for sufficient IOARS documentation for frisks in this reporting period. The frisk samples for all reporting periods in 2019 and 2020 indicated that the vast majority of frisk encounters are not sufficiently justified with officer-written narratives describing IOARS that the subject was armed and dangerous. For this reporting period, just over half of frisks in the sample had sufficient IOARS to justify the frisk.

**Table 12. Comparison of IOARS documentation to Settlement Agreement thresholds by time period.**

| SA Paragraph | SA Language  | Percentage of Encounters Without IOARS |                       |                       |                       |                       |
|--------------|--|--|-----------------------|-----------------------|-----------------------|-----------------------|
|              |  | Jan.-<br>June<br>2019                  | July-<br>Dec.<br>2019 | Jan.-<br>June<br>2020 | July-<br>Dec.<br>2020 | Jan.-<br>June<br>2021 |
| V.1.d.iv     | Fewer than 15% of traffic stop records fail to show that the stops were supported by IOARS (TraCS)             | 36.5%                                  | 8.3%                  | 6.1%                  | 7.8%                  | 4.1%                  |
| V.1.d.v      | Fewer than 15% of field interview records fail to show that the field interviews were supported by IOARS (RMS) | 42.1%                                  | 8.5%                  | 48.6%                 | 37.9%                 | 20.9%                 |
| V.1.d.vi     | Fewer than 15% of no-action encounters fail to show that they were supported by IOARS (RMS)                    | 50.0%                                  | 15.8%                 | 50.0%                 | 63.2%                 | 52.6%                 |
| V.1.d.vii    | Fewer than 15% of frisk records fail to show that the frisks were supported by IOARS (TraCS and RMS)           | 79.4%                                  | 80.8%                 | 91.4%                 | 86.8%                 | 48.8%                 |

Note:

Encounters with only citations or warnings that lack corresponding contact summaries in TraCS and/or RMS forms are not represented in this table. It is unclear from available data whether these encounters are traffic stops or field interviews and as such are excluded from the percentages.

## SUMMARY OF FINDINGS

This report offers an assessment of the Milwaukee Police Department's progress in implementing changes to police procedures in accordance with the requirements of the Settlement Agreement of *Charles Collins, et al. v. City of Milwaukee, et al.* The encounters detailed in this report occurred during the first half of 2021, after the first and second cycles of training specific to constitutional policing practices and other Settlement Agreement requirements were completed, and the third cycle of training was underway. In addition, for the first time in our analysis of MPD's data we found instances where supervisors noted in the encounter report that the officer did not document appropriate IOARS and were issued a Non-Disciplinary Corrective Action (NDCA). This is a promising step in the Department's progress toward compliance with the Settlement Agreement. The following summarizes the major findings based on our review of these data.

**The Department has remained fairly steady in meeting the requirement that fewer than 15 percent of traffic stops fail to show individualized, objective, and articulable reasonable suspicion.** Analysis of traffic stops for this report finds that 4.1 percent of traffic stops fail to show sufficient IOARS documentation.

**The Department has shown progress in meeting the requirement that fewer than 15 percent of field interviews fail to show individualized, objective, and articulable reasonable suspicion.** Analysis of field interviews for this report finds that 20.9 percent of field interviews fail to show appropriate IOARS documentation, down from 37.9 percent during the previous reporting period. This is the second reporting period in a row showing similar progress.

**The Department has shown progress toward meeting the requirement that fewer than 15 percent of no-action encounters fail to show individualized, objective, and articulable reasonable suspicion to support the stop.** Analysis of no-action encounters for this report finds that 52.6 percent fail to provide proper IOARS documentation, relatively consistent with previous reporting periods.

**The Department has shown progress in meeting the requirement that fewer than 15 percent of frisks fail to show individualized, objective, and articulable reasonable suspicion that the subject is armed and dangerous.** Our analysis of officer-written narratives indicates that 48.8 percent of frisks are insufficiently justified, down from 86.8 percent in the previous reporting period. This is the first time that the analysis has shown such progress.

**Most of the contraband seized during frisk encounters is obtained during frisks that were sufficiently justified.** In a shift from our previous analysis, which indicated that 70.6 percent of contraband was obtained when either the encounter or the frisk were insufficiently justified, this reporting period indicates that 38.2 percent of

contraband was obtained when either the encounter or the frisk were insufficiently justified.

**The contraband hit rate varies by race.** Overall, most frisks in the sample occur with subjects who are Black (77.0 percent). For this reporting period, this group had a contraband hit rate of 26.8 percent. Hispanic/Latino subjects represent 16 percent of frisks in the sample and White subjects represent 6.1 percent. These groups have contraband hit rates of 20.6 and 30.8 percent respectively. While these differences are notable, the low rate of contraband seizure overall makes it difficult to draw conclusions based on hit rates by race. We will continue to track racial and ethnic differences in encounter, frisk, and contraband hit rates in future analyses.

## CONTRIBUTORS

**Joanna Abaroa-Ellison** conducts data analysis and provides policy and project support for the Milwaukee Settlement Agreement work. She has policy and data experience in various parts of the criminal justice system, including policing, courts, and corrections. Prior to her work with CJI, Ms. Abaroa-Ellison served as the Data Integration Specialist and Research Analyst at the Middlesex Sheriff's Office (MA). There, she was able to extract, analyze, and visualize data as well as build capacity for implementing data-driven practices and policies. She holds a Master's of Social Work in Macro Practice from Boston College and a BA in Criminology from the University of Pennsylvania.

**Katie Zafft** coordinates CJI's data analysis efforts for the Milwaukee Settlement Agreement work. She has over 10 years of experience working in criminal justice policy evaluation and implementation. Dr. Zafft's professional research experience includes both quantitative and qualitative data analysis at the local, state, and national level to evaluate a wide range of criminal justice topics, including the intersection of law enforcement and drug policy, community supervision strategies, drug court implementation, sentencing guidelines, and felony theft statutes. Her work for The Pew Charitable Trusts' public safety performance project involved evaluating state criminal justice policy reforms to inform the national conversation about sentencing and corrections. She holds a Ph.D. in Criminology and Criminal Justice from the University of Maryland, a Master's Degree in Criminology from the University of Minnesota-Duluth, and a BA in Psychology from St. Catherine's University in St. Paul, Minnesota.

**Theron Bowman** is a policing professional contracted by CJI for his subject matter expertise in policing and compliance with court-ordered reforms. He is a police and city management professional and consultant with more than 30 years of experience leading and managing some of the most complex and sophisticated police and public safety operations in the world. In addition to 30 years with the Arlington TX Police Department, Dr. Bowman's consulting experience includes serving as a Federal court-appointed monitor; police practices expert and investigator on use of force, internal affairs, misconduct complaints, community policing, bias-free policing, stops, searches and arrests; and recruitment for the U.S. Department of Justice in several jurisdictions. He earned a Ph.D. in urban and public administration from the University of Texas at Arlington and has more than 25 years' experience teaching college and university courses. His experience also includes international policing, community affairs, workforce diversification, public finance, construction oversight, policing strategies, technology, and inspections and accreditations. He has written extensively on policing topics for industry publications and is a graduate of the FBI National Executive Institute and the FBI National Academy.

## APPENDIX A

| Call Category         | CAD Call Type                      |
|-----------------------|------------------------------------|
| Crime Suspect/Subject | Foot Pursuit                       |
|                       | Subj Wanted                        |
|                       | Trb w/ Juv                         |
|                       | Trb w/ Subj                        |
|                       | Vehicle Pursuit                    |
|                       |                                    |
| Drug-Related          | Drug Dealing                       |
|                       |                                    |
| Welfare Check         | Welfare Citizen                    |
|                       | Injured Person/Sick                |
|                       | Missing Report Critical            |
|                       | Mental Observation                 |
|                       |                                    |
| Investigation         | Additional Info                    |
|                       | Investigation                      |
|                       |                                    |
| Other Reason          | 911 Abuse/911 Abuse Confirmed      |
|                       | Accident Property Damage Only      |
|                       | Accident Unknown Injury            |
|                       | Assignment                         |
|                       | Business Check                     |
|                       | Call for Police                    |
|                       | Citizen Contact                    |
|                       | Contribute to Delinquency of Minor |
|                       | Documented Call                    |
|                       | Esp Target Escort                  |
|                       | Fire                               |
|                       | Follow Up                          |
|                       | Gambling                           |
|                       | Hostage Situation                  |
|                       | Indecent Exposure                  |
|                       | Non Pursuit                        |
|                       | Noise Nuisance                     |
|                       | Out                                |
|                       | Parking Trouble                    |
|                       | Patrol                             |
|                       | Reckless Vehicle                   |
|                       | Special Assignment                 |
|                       | Susp Pers/Auto                     |
|                       | Traffic Hazard                     |
|                       | Truant                             |
|                       | Vacant House Check                 |
|                       | Violation of Restraining Order     |
|                       |                                    |

| Call Category          | CAD Call Type             |
|------------------------|---------------------------|
| Property Crime-Related | Entry                     |
|                        | Entry to Auto             |
|                        | Property Damage           |
|                        | Shoplifter                |
|                        | Stolen/Aband Property     |
|                        | Stolen Vehicle            |
|                        | Theft                     |
|                        | Theft from Person         |
|                        | Theft from Vehicle        |
| Subject/Traffic Stop   | DUI                       |
|                        | Subj Stop                 |
|                        | Traffic Stop              |
| Violence-Related       | Battery                   |
|                        | Battery Domestic Violence |
|                        | Bomb Threat               |
|                        | Fight                     |
|                        | Robbery                   |
|                        | Threat                    |
| Weapon/Firearm-Related | Reckless Use of a Weapon  |
|                        | Robbery Arm               |
|                        | Shooting                  |
|                        | Shots Fired               |
|                        | ShotSpotter               |
|                        | Subj With Gun             |
|                        | Subj With Weapon          |



## APPENDIX B

### CAD Call Types Likely to Involve Frisk

| Call Type Code | Call Type Description |
|----------------|-----------------------|
| AS             | ACTIVE SHOOTER/ATTACK |
| 1344           | BATTERY CUTTING       |
| 1344D          | BATTERY CUTTING - DV  |
| 1345           | BATTERY DV            |
| 1523           | BB GUN COMPLAINT      |
| 1810           | DRUG DEALING          |
| 1952           | EXPLOSIVES            |
| 1613           | FIGHT                 |
| FP             | FOOT PURSUIT          |
| 1820           | HOSTAGE SITUATION     |
| 1349           | OFFICER SHOT          |
| 1733           | PRISONER TRANS        |
| 1351           | RECK USE OF WEAP      |
| 1352           | ROBBERY ARM           |
| SW             | SEARCH WARRANT        |
| 1356           | SHOOTING              |
| 1357           | SHOTS FIRED           |
| 1358           | SHOTSPOTTER           |
| 1632           | SUBJ WITH GUN         |
| 1634           | SUBJ WITH WEAPON      |
| 1847           | SUICIDE ATTEMPT       |
| WS             | WARRANT SERVICE       |