



CITY HALL • 109 NORTH MAIN STREET • HARTFORD, WI 53027

City of Hartford Police & Fire Commission Agenda
Council Chambers, 109 North Main Street
Wednesday, April 14, 2021
7:00 p.m.

This is a regular meeting of the Police and Fire Commission of the City of Hartford. Prior to this meeting, notice was given to the public by posting an agenda on the City Office Meeting Board, Library Bulletin Board, and Police Bulletin Board. In addition, the Daily News (the official City newspaper) was given notice of this meeting and an agenda was placed in their City Office mailboxes at least 24 hours ago.

- 1) Call to Order
- 2) Pledge of Allegiance
- 3) Roll Call
- 4) Approval of the minutes from the February 10, 2021 meeting (minutes attached)
- 5) Public Comment Period
- 6) **Fire & Rescue** – Chief Stephans will discuss the promotional process to be used to fill a full-time Paramedic/Firefighter vacancy due to a resignation. The promotional process proposed is found in “Section VI, Promotional Procedures – Fire Department” of the PFC Rules and Regulations Policy Manual. The most recent eligibility list expired on December 31, 2020.
- 7) **Fire & Rescue** – Chief Stephans will seek the Commission’s approval of his appointment of Kevin Lovelace to the position of probationary EMT-Paramedic/Firefighter.
- 8) **Police Department** – Chief MacFarlan will review the Use of Force memo issued to the PFC in July of 2020 (memo attached)
- 9) Adjournment

Ronald Kuhar, President
Hartford Police and Fire Commission

“Persons with disabilities requiring special accommodations for attendance at the meeting should contact the City Clerk at least one (1) business day prior to the meeting. Members of the Common Council may attend the above meeting. Pursuant to State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553, 494 N.W.2d 408 (1993) such attendance may be considered a meeting of the Common Council. This notice is given so that members of the Common Council may attend the meeting without violating the open meeting law.”

POLICE & FIRE COMMISSION
CITY OF HARTFORD, 109 N. Main Street, Hartford, WI 53027

February 10, 2021 Minutes

1. The PFC meeting was called to order at 7:00 pm in the Council Chambers.
2. Pledge of Allegiance
3. Present: Commissioners Albrecht, Fehr, Kirley, Kuhar, and Hetzel; Police Chief MacFarlan; Fire & Rescue Chief Stephans; Alderperson Mixon.
4. Public Comment Period: None
5. Motion by Kirley & seconded by Hetzel approving the minutes of the November 11, 2020 meeting. Approved 5-0.
6. Motion by Fehr & seconded by Albrecht approving Chief Stephans' appointments to various positions of Hartford Fire & Rescue. Approved 5-0.
7. Motion by Fehr & seconded by Hetzel to move into closed session to discuss a disciplinary Police matter involving the suspension of a subordinate. Approved 5-0.
8. Motion by Kirley & seconded by Albrecht to return to open session. Approved 5-0.
9. Motion by Fehr & seconded by Kirley to adjourn the meeting at 7:35 pm. Approved 5-0.

Respectively,
Richard Fehr, Secretary
Hartford Police & Fire Commission

INTEROFFICE MEMORANDUM

TO: COMMON COUNCIL, POLICE AND FIRE COMMISSION

FROM: CHIEF SCOTT MACFARLAN

SUBJECT: USE OF FORCE AND OFFICER WELLNESS

DATE: 07/21/2020

CC: CITY ADMINISTRATOR VOLKERT

I am aware that some of you have recently fielded questions regarding the use of force and how Hartford police officers are trained. To aid in answering those questions, and develop a deeper understanding of Hartford Police Department operations, I have briefly outlined some of the training Hartford officers receive in the area of use of force. In addition to that, and equally important in my opinion, are the resources and training the officers have available to them for officer/citizen wellness.

USE OF FORCE

GENERAL ORDERS

Annually officers are required to review the general orders regarding the use of force, use of deadly force, and use of less lethal weapons. Each of those general orders is posted on our website <https://ci.hartford.wi.us/191/Police-Department> for the public to review. Contained in General Order 5.01 Use of Force is information regarding the Defense and Arrest Tactics System (DAAT). All Hartford Police Officers are trained in the DAAT system per State Training and Standard Bureau Standards. This is a system designed for all police officers for the primary purpose of self-defense. This system includes the Incident Response and Disturbance Resolution Models which provide general guidelines that define the degree and type of force to be used in controlling suspects. When utilizing the Disturbance Resolution Model, officers must use the minimum necessary force in reacting to other people's behavior by escalating or **de-escalating** through the Intervention Options.

TRAINING

Defense and Arrest Tactics System is trained annually. Officers learn through repeated practice of trained techniques so the response becomes a type of "muscle memory". The officers are then run through person to person scenario-based training where they can practice the techniques in a higher stress, more realistic environment. This includes such training as proper ground cuffing of a subject. The reason for this type of training has been proven to aid the officer when they are faced with a very stressful and potentially dangerous situation. The officer in those circumstances will revert to their training and "muscle memory" under duress.

In addition to the above described training, officers are able to utilize a virtual environment to train. The Multiple Interactive Learning Objectives (MILO) system simulates real life through scenarios that are projected onto a screen and monitored by a camera that interacts with the screen. If an officer uses the facsimile weapon during the exercise, the computer can determine where the officer shot. During these exercises, officers are forced to use the Incident Response and Disturbance Resolution Models to resolve the information while always monitoring for potential threats in their environment. The trainer who runs the simulation can change the scenario based on the officer's actions. New scenarios are uploaded annually and the officers train on it monthly. We were able to purchase this extremely effective training resource through the funds received by hosting the annual Hartford Police Mini Academy.

DOCUMENTATION AND REVIEW

The Hartford Police Department has deployed squad and body cameras for many years now. These body cameras document citizen police encounters. The video from these cameras is stored for record requests and review. It provides the opportunity for supervisors to assess officer performance and determine if they are using Incident Response and Disturbance Resolution Models properly. It can be used as a training tool to teach officers the correct way to engage in citizen police encounters. Many times, the footage from the cameras has been used to exonerate officers who have had complaints filed against them regarding abuses of power. We will continue to use cameras as a powerful tool to ensure officer integrity

OFFICER/CITIZEN WELLNESS

GENERAL ORDERS

General Order 2.06 Duty Fitness issues guidance to officers regarding officer wellness. The purpose of this General Order is to reduce the incidents of injury on the job and improve the health and quality of life of each member of the Hartford Police Department. This policy also identifies the Department's Employee Assistance Programs and set forth a system that can be used for employees that may need assistance or remedial actions to increase their career development and provide a further opportunity to meet the agency's values and mission.

TRAINING

We train our staff in Crisis intervention training (CIT). CIT programs create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. Through collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety. Not only can CIT programs bring community leaders together, they can also help keep people with mental illness out of jail and in treatment, on the road to recovery. That's because diversion programs like CIT reduce arrests of people with mental illness while simultaneously increasing the likelihood that individuals will receive mental health services.

RESOURCES

We invited Chris Prochut, a mental health advocate and law enforcement suicide prevention trainer, to speak with our staff regarding officer suicide prevention. Over the past eight years, Chris has had the honor to present to over 10,000 law enforcement officers across the United States and Canada on the topics of suicide and depression warning signs, medication myths,

department policy revision, and told of his personal experience with the stigma of mental health issues. Feedback from these trainings shows just how well received Chris's message is, how the topics of suicide and mental illness are rarely discussed within law enforcement, and how education and training are causing a paradigm shift within police departments.

Chris is a member of the Wisconsin Law Enforcement Death Response (LEDR) Team, a former trainer in QPR (Question, Persuade, and Refer) suicide prevention program, a FBI National Academy (FBINA) Enrichment Speaker, a FBI National Academy Associates (FBINAA) Officer Safety and Wellness Committee Member, and an active volunteer with BringChange2Mind; an organization founded by Actress Glenn Close to end the stigma surrounding mental illness.¹

In addition to that, we have distributed a book to officers titled "Emotional Survival for Law Enforcement – A Guide for Officers and Their Families." This resource is designed to help law enforcement professionals overcome the internal assaults they experience both personally and organizationally over the course of their careers. These assaults can transform idealistic and committed officers into angry, cynical individuals, leading to significant problems in both their personal and professional lives.²

WILEAG ACCREDITATION

As you know, the Hartford Police Department, through voluntary participation, received its first Wisconsin Law Enforcement Accreditation in October of 2018. This was the culmination of a long and arduous process of policy generation, operational review, and facility preparation. The key to any successful accreditation system lies in the consensus of published standards obtaining a clear statement of professional objectives. The Hartford Police Department was scrutinized by other law enforcement officials during this process to ensure it complied with the professional standards set forth in the WILEAG 5th Edition of Standards. Proofs were submitted to show the general orders described above are being complied with, including use of force. What this means is we are not simply stating we follow and meet a certain set of professional standards, other law enforcement officials in the State of Wisconsin recognize the Hartford Police Department meets these standards of excellence as well.

MISSION

As always, **It is the mission of the Hartford Police Department to enhance the quality of life through community based policing that provides police services in a fair, conscientious, and professional manner.** We value and preserve **all** human life, and develop policies and training practices that focus on de-escalation and the application of force only when necessary to bring a situation under control.

This is not all inclusive of the policy and training Hartford Police officers review and receive, and is meant as a resource for Hartford Common Council and Police and Fire Commission members should you receive inquiries from constituents.

¹ <http://www.talk2endstigma.com/about-chris.html>

² Dr. Kevin Gilmartin, Emotional Survival for Law Enforcement