

West Allis Police Department

Training Facility



Early Stages...

- In 2013, we began to examine and explore the need to include more realistic scenario-based training here at the West Allis Police Department.
- Given the limitations of the current training environment available to us here at the PD, we began to research building an on-site Training Facility.
- In our initial discussions, we needed to determine IF a training facility was necessary to help us accomplish our training goals
- Through our discussions, we determined a Training Facility would not only help us improve our training, but it would also help in a number of other ways.

Training Facility will...

- Allow us to conduct realistic, on-site, **scenario-based** training that will provide us with maximum control over the training times and topics.
- Allow us to **collaborate** and cross-train with other City Departments (i.e. WAFD) and our area law enforcement partners throughout the region.
- Allow for additional **storage** (i.e. training related items, seized/recovered vehicles, etc.)

Early Support

- Chief Padgett spoke to City Administrator Paul Ziehler prior to beginning this project, and he was very supportive of the project.
- This idea was presented to this Commission over the last several months, and there appeared to be support throughout that time.

Current Training Limitations

- Our current training room consists of a large square multi-purpose room.
- It provides a location for classroom instruction, static drills, and very limited scenario-based training.
- The room is not conducive to creating a realistic environment to immerse an officer in life-like situations.

Current Training Limitations

- To further the point regarding an increased emphasis on scenario-based training, the State is modifying new Recruit Training from its current 520-hour configuration to a new 720-hour configuration.
- Some of the rationale behind the increase in training time is to include more “Integration Exercises” into each phase.
- In addition, a “Tactical Response” component was added to give students more time to practice room clearing and basic active shooter techniques.

Current Training Limitations

- Under our current configuration, to include scenario-based training in a life-like setting , we need to utilize one of the **local technical colleges**, or find a vacant or abandoned **building or dwelling** that will allow us to conduct training there.

Drawbacks to using the Tech Schools

- Utilizing MATC or WCTC
 - MATC – Approximately \$150.00 /day for 11-12 Inservice dates **\$1650 - \$1800**
 - WCTC – Approximately \$175.00/day for 11-12 Inservice dates **\$1925 - \$2100**

This does not include the cost of the instructor.

In addition, this requires WAPD to shorten the training or **pay overtime to include travel time to and from the college.**

- $\$33.50/\text{hr} \times 1.5 \text{ (OT)} = \$50.25/\text{hr} \times 1.5 \text{ hr (travel time)} = \$75.38 \text{ per officer}$
- $\$75.38 \text{ per officer} \times 116 \text{ officers} = \mathbf{\$8744.08}$

This also requires us to coordinate vehicles for travel to and from the off-site location, gas, etc...

Drawbacks to Using Tech Schools

This also limits our control over when the training can occur (must be reserved far in advance) and the specifics with which the training will be conducted.

Training can not occur on an “as needed” basis for our K9’s, CRU, Evidence Techs, pre-employment and promotional testing, etc...

Drawbacks to using Local Structures

- Locating and coordinating SAFE structures to utilize for this purpose (limited availability)
- Unknowns hazards within the structure
- Impact on surrounding residences and the neighborhood
- Traveling to and from the location cuts into valuable training time. (see prior slide)
- Training can not occur as needed for our K9's, CRU, Evidence Techs, pre-employment and promotional testing, etc...

Alternative Plan

- Through exploring the possibility of an on-site training facility, we did examine the possibility of procuring an existing City owned structure somewhere within the City limits and re-purposing it as a Police Training Facility.
- In speaking to Mark Wyss (Finance), who worked with Development and other City Departments, this was determined to be more costly and problematic than erecting a new structure behind the Police Department.
- In addition, the following would remain an issue:
 - Impact on surrounding residences and the neighborhood
 - Traveling to and from the location cuts into valuable training time.

Scenario-Based Training

- Law Enforcement training has moved from static drills conducted in a classroom setting to realistic scenario-based training.
- Rather than train a task in isolation (handcuffing), the tasks should be incorporated into a scenario or sequence which trains and tests multiple areas (Approach, Professional Communication, Intervention Options, Aftercare, Debrief, etc.)
- This allows for a sense of realism and a greater understanding of how to perform under the stress of a dynamic situation.

Scenario-Based Training

- Evidence recognition, collection and preservation in a realistic-setting, not in a staged “classroom setting.”
 - Crime Scene Processing
- Pre-employment testing
 - Include realistic exercises in the assessment process
- Promotional testing
 - Include realistic exercises in the promotional process

Collaboration

This facility would give us the ability to coordinate training with other City of West Allis Departments and area law enforcement agencies.

- WAPD and WAFD work jointly for responding to various incident, and WAFD has expressed an interest in utilizing the facility for their own training.
- I have been in contact with the FBI, WI State Patrol, MCSO, the Milwaukee DA's Office, State Fair PD, West Milwaukee PD, Greenfield PD, Bayside PD, Shorewood PD, St. Francis PD and many others. All agencies who responded expressed interest in using the facility. (see handout)
- A number of them did indicate they would be willing to pay a nominal fee; however, we would not anticipate charging for joint exercises/training.

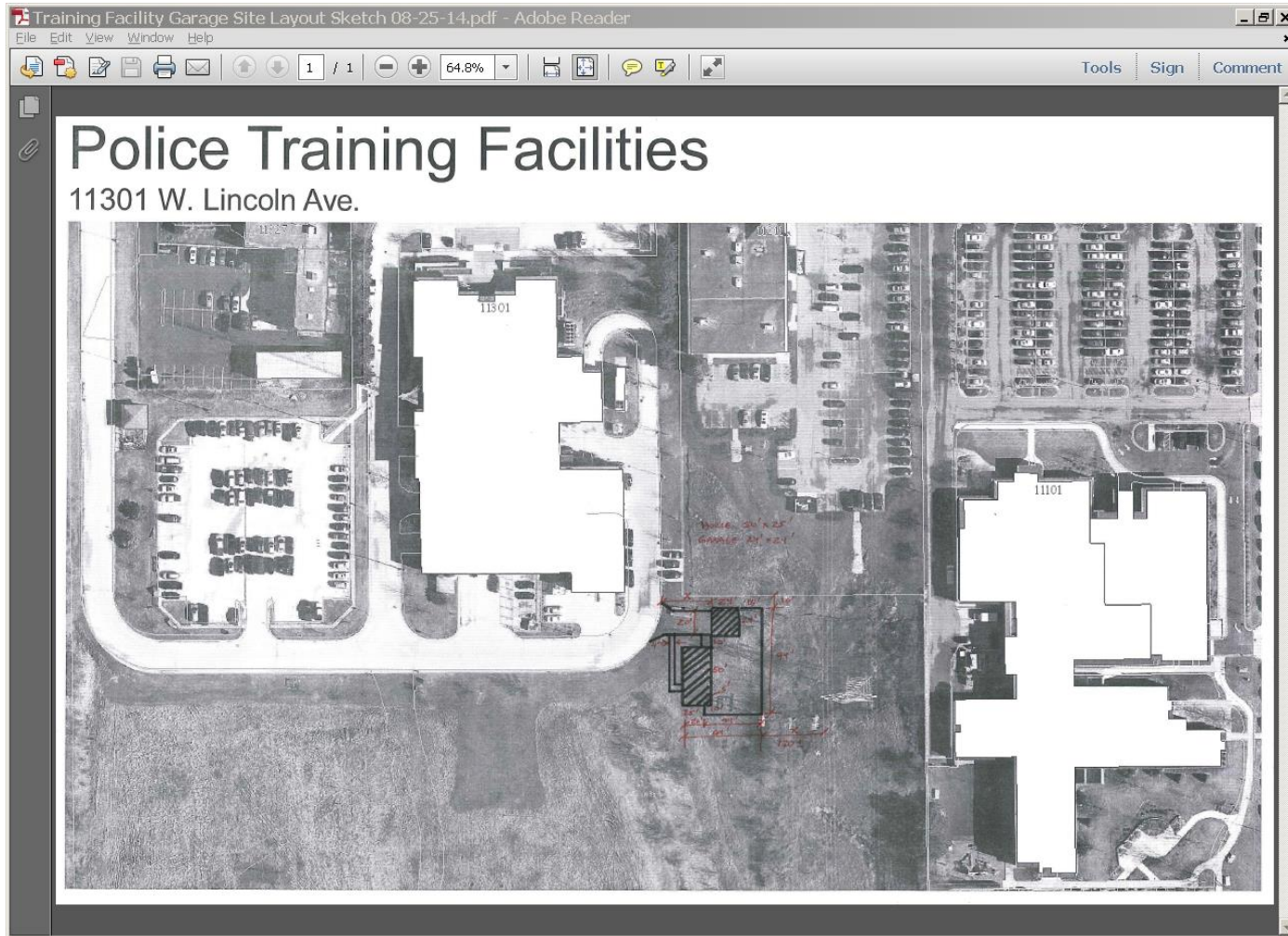
Storage

- The facility would give us the ability to use the garage to store training related items and/or vehicles seized for evidentiary purposes.
- The facility would allow us to free up valuable space in our main garage and other areas.

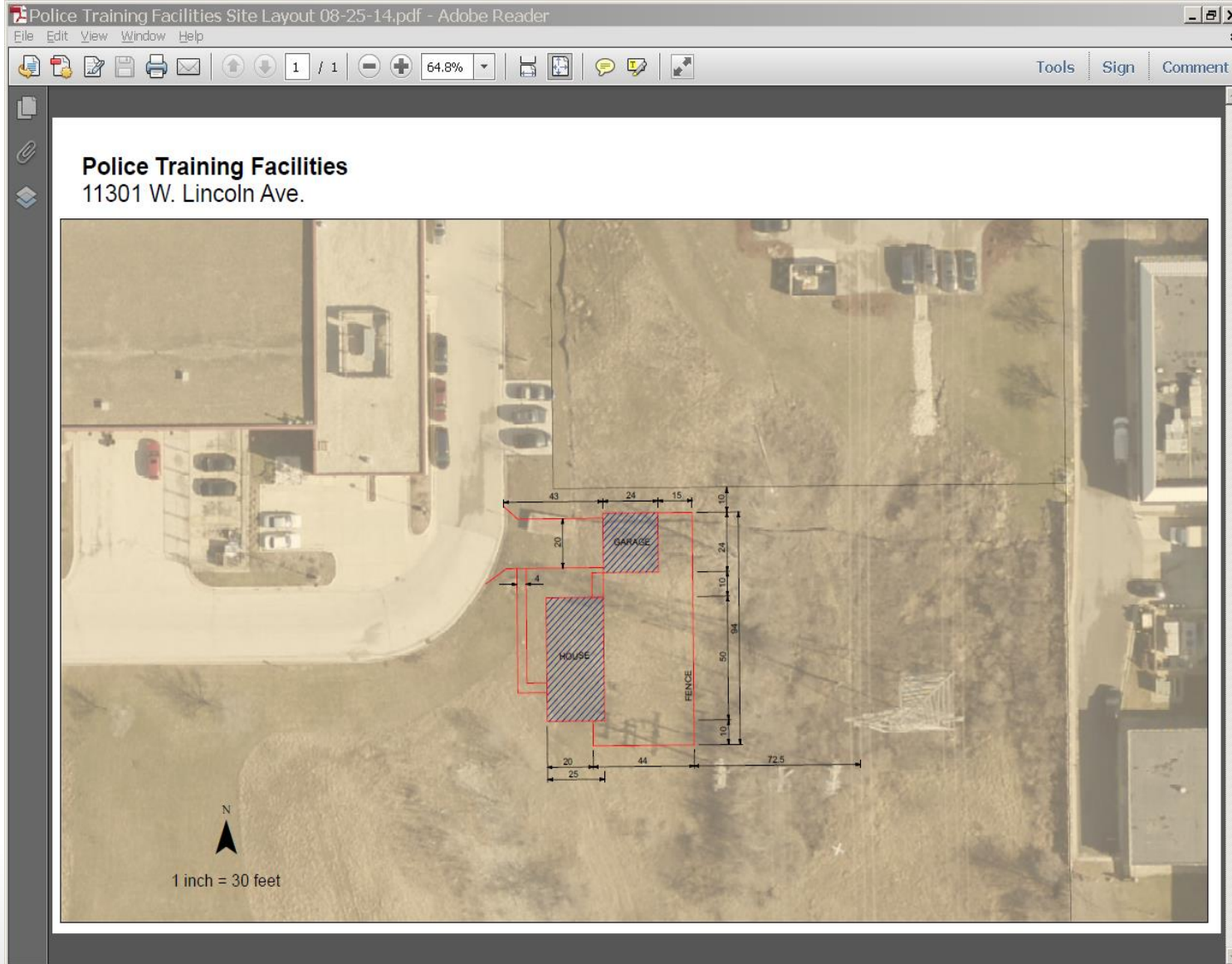
Proposed Training Facility

- 3,000 square foot two-story structure with a two-car detached garage.
- From the outside, it would look like a two-story salt box style home with a driveway and walkway similar to what we would find throughout the area.
- Open construction on both floors to allow for configurable walls/rooms.
- Two staircases consisting of types commonly found in homes and businesses in the real world.
- The structure will not contain water or sewer lines.
- Heat provided via electric baseboard heat (when in use).
- Video cameras to record scenarios to playback for debriefing purposes.

Location of Training Facility



Location of Training Facility



Interior Design...



Interior Design...



Training Video



Working Together

- Police
- Fire
- Development
- Building Inspections
- Engineering
- Planning Commission (Approved: 08-27-14)
- Finance

- ***Kaerek Homes***

Community Partners

- Kaerek Homes has...
 - visited the site
 - provided architectural plans for the proposed structure
 - provide rough pricing if they were to build the structure

*****All free of charge*****

Costs

- Kaerek Homes provided a rough cost of construction at **\$129,500.00**; however, this would have to be bid out through normal bidding process.
 - Principal Engineer Chris St. Claire is already involved and has agreed to assist with the bidding process and project management.
- The number above is not inclusive of the driveway, landscaping, fencing, interior movable walls, interior cameras, etc.
- We are asking for approval for approximately \$175,000.00 to ensure all costs are covered and we will not need to return to request additional funding.

Cost Mitigation

- Although we are seeking approval for approximately \$175,000.00, we anticipate needing far less.
- If the project is approved, we will begin the process of seeking donations:
 - Money – From local businesses and residents
 - Supplies – Local businesses (e.g. Home Depot, Menards, ABC Supply, Ace Hardware, etc...)
 - Labor – Milwaukee Area Technical College?

Through these efforts, we intend to reduce the cost of the project significantly.

We have not yet begun these conversations because we did not want to begin the dialogue until approvals are in place.

Funding

- \$42,678.00 from surplus funds in various accounts carried over from the 2014 Police Department Budget
- \$89,000.00 from the Reserve Fund for Safety and Productivity account
- \$40,000.00 from the Federal Equitable Sharing Account #214-0801-521-64-05.

Approvals

- We are requesting approval to move forward with the project to include the funding described above.
- ***The Common Council would need to approve the carryover funds and the funds from the Reserve account and we plan to work with Mark Wyss in finance to present it and work toward accomplishing this aspect ***

- Questions?

- *Thanks for your time
and attention!*