

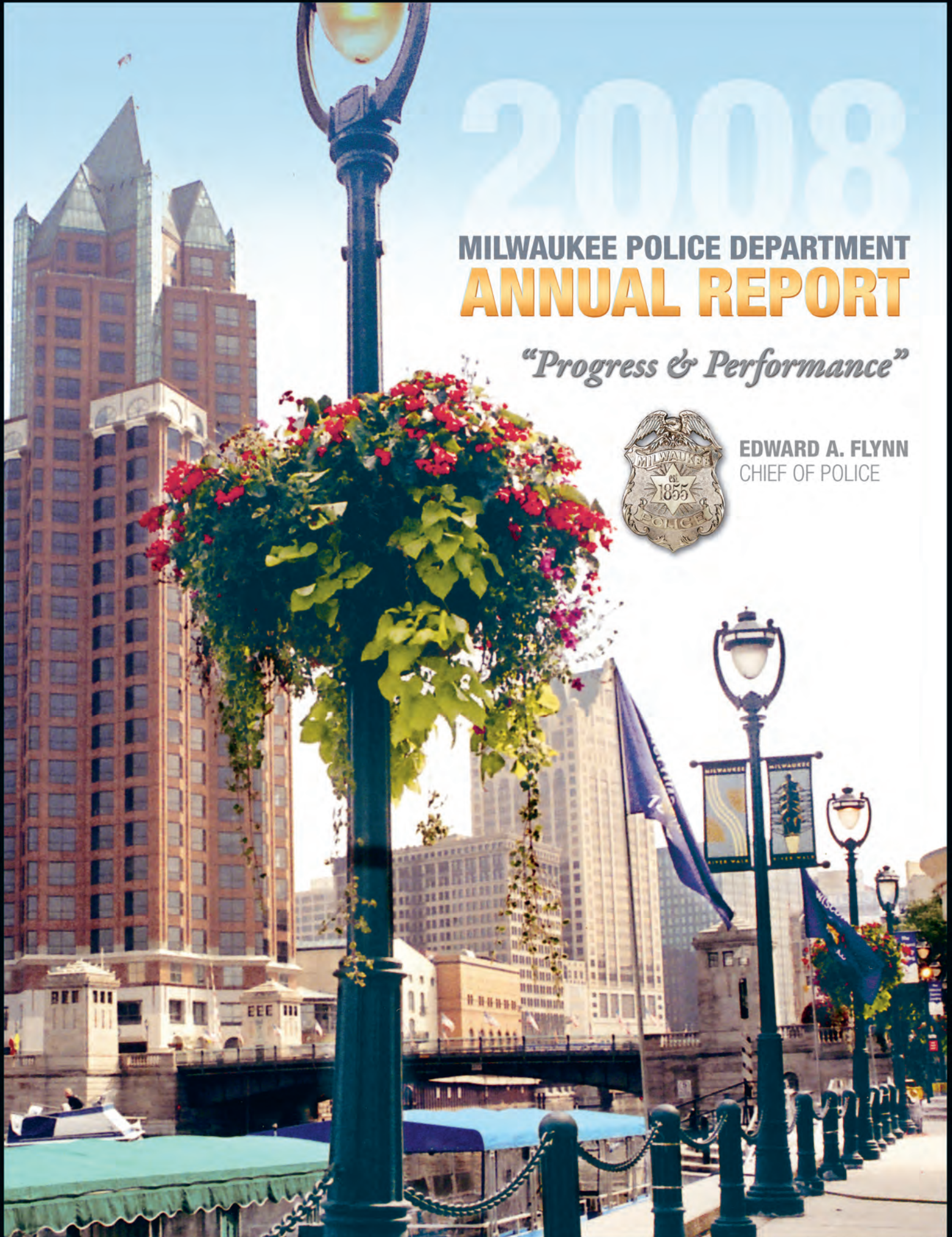
# 2008

## MILWAUKEE POLICE DEPARTMENT **ANNUAL REPORT**

*"Progress & Performance"*



**EDWARD A. FLYNN**  
CHIEF OF POLICE





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### Annual Report Committee Members

Lieutenant Gary Gacek – Project Manager

Sergeant Kristin Riestra – Project Coordinator

Detective Carol Starr – Graphs & Photos

Diane Lardinois – Graphic Design & Publication

January 7, 2008

## Milwaukee Police Chief Edward A. Flynn Oath of Office Ceremony Remarks

Mayor Barrett, Council President Hines, and Chairman Sobczak: thank you for your kind words. Thank you for the confidence you have expressed in me. I will not let you down.

2008 will be an historic year. Certainly that is what the candidates for president are all promising. They also all proclaim that they will bring “change” and that they are in favor of “change.” In my experience, being in favor of change is a little like being in favor of gravity. Change will come, whether or not you favor it. The only constant in life is change. The question is how will we respond to inevitable change? The problems of society change in degree and magnitude. The problems of a city change in scope and seriousness. The responsibility for those of us in city government is to anticipate, respond to, and mitigate the negative aspects of change while facilitating and encouraging positive change.

In police work, the more things change the more, in some ways, they remain the same. Although the challenges the police must confront change, our fundamental responsibilities do not. In 1829, Robert Peel, the father of modern policing, stated, “the basic mission for which the police exist is to prevent crime and disorder.” The types of crime may change over time. The types of public disorder the police must manage may change over the years. Nonetheless, our responsibility is, no matter what the historical epoch or geographic location to prevent crime and disorder. To those two fundamental purposes of the police a third must also be added, to reduce the level of fear in a community.

I expect the Milwaukee Police Department to be organized and focused on accomplishing that basic mission. We shall reduce the levels of fear, crime, and disorder in the City of Milwaukee. Our measure of success will not be the number of arrests. Our measure of success will not be the number of traffic citations issued. Our measure of success will not be our response time to non-emergency calls. Our measures of success will be the reduction of crime, fear, and disorder in Milwaukee.



*Chief Flynn's son Patrick, a D.C. Metro police officer, proudly pins the Chief of Police badge on his dad with Mayor Barrett looking on.*

To accomplish our mission, we will embrace a community-based, problem-oriented, data-driven policing strategy that emphasizes beat integrity, geographic accountability, the use of problem-solving techniques, and a reliance on data to identify threats, measure the results of our interventions, and to hold ourselves accountable; to each other and to our community.

It is often said in police agencies that patrol is the backbone. Yet too often police departments act like patrol is the expendable resource, made up of call-answerers and report takers, while the real police work is done by special units. That has to change. We're not report takers. We're the police. Every member of this agency, and every unit in this agency, will be judged on what their contribution is to our core mission. We will focus on the districts. It is there that the

many communities that make up Milwaukee are located. It is there that the unique needs and priorities of our communities must be handled. Our local commanders and their officers are those in closest touch with the needs of those neighborhoods. The rest of the department must, and will, support those critical efforts.

To the command staff and supervisory officers of the Milwaukee Police Department, I commit myself to empowering you and

developing your potential as leaders. I believe responsibility must be accompanied by sufficient authority to accomplish the mission. I believe in the principles of delegation and accountability. I foster an environment in which responsible risk-taking on behalf of the public good is

encouraged and supported. I believe firmly that the police department does not exist to avoid mistakes; it exists to accomplish something important.

What I expect in return is your focus on the mission and on the needs of those for whom you are responsible. You are responsible for the safety of this community. You are also responsible for the performance of your people and for meeting their legitimate needs.

Your officers need to know how they are doing, they need to know willful incompetence will not be ignored, good work will be recognized, and honest mistakes will be dealt with differently than misconduct. They need to know you care about them and for them and do all you can to help them succeed in our mission. I also expect





*Our measures  
of success  
will be the  
reduction of  
crime, fear,  
and disorder  
in Milwaukee.*

*Chief Edward Flynn*



your best advice and for that advice to be about the future of this department and this city, not your career. I have very little patience with office politics, rival factions or cliques. Your first and only loyalty must be to this city.

To the officers of the Milwaukee Police Department, I commit myself to do all that I can to see that you are properly trained, equipped, supervised, and supported. I believe in you. I believe you became police officers because you sought moral clarity and wanted to make a difference in people's lives and the life of your city. I pledge to you to foster an environment worthy of the idealism that brought you to us. I recognize that police work is hard and that it can be emotionally debilitating. I know about the frustrations of the work and the constant risk of demoralizing cynicism. But I also know that our work has meaning. If anyone lives a purpose-driven life, it is a police officer. The greatest antidote to cynicism is a sense of accomplishment, accompanied by community support and acceptance. You also need to believe that your opinion about how to accomplish our mission matters. You are closer to the work than anyone in the organization. If this department can successfully draw on your energy, your commitment, and your ideas, we will accomplish great things. I pledge to you that we will create an environment where you feel like you matter.

What I expect in return from you is integrity, courage, competence, commitment, compassion, restraint, and respect for your department, yourself, each other, and your community. I expect you to be leaders. You are as responsible for the morale and reputation of this department as I am. You must be the custodians of the honor of policing. I not only expect you to refrain from misconduct, I expect you to prevent it. Too often, we, in the police, are defined by our worst examples, not our best. Every act of misconduct undermines respect for everyone who wears a badge and for the rule of law.

If you want to save a colleague's job, and protect your own reputation you must act. By the time it gets to me, it will already be too late, for your colleague and for our reputation.

To the community, I promise an open, accountable, accessible police department responsive to your concerns. It is my hope that, someday, support for the department will be uniformly strong across every neighborhood and from every sector of society. I hope someday that all of our communities will be willing to suspend judgment when there is a critical incident until all the facts are in. But I recognize that we are not there yet. This police department and all its communities have a

***“What I expect in return is for every neighborhood to understand that public safety is not a spectator sport.”***

history and that history has not always been positive. We will work to learn from that history and not be held hostage to it. We will work to earn your trust. Reducing crime, fear, and disorder in your neighborhood while treating you with dignity and respect will be our down payment on earning that trust.

What I expect in return is for every neighborhood to understand that public safety is not a spectator sport. Safe neighborhoods are the result of people and their police working together to create communities capable of sustaining civic life. We have a mutual obligation to do our respective parts. The Milwaukee Police Department will use every tool at its disposal to create safe places. But you must do your part. We can control crime; we cannot control your child. We can take down criminals. We cannot raise your children. We can seize drugs, guns, and money, but we can't ask your child when he comes home how he could afford those new clothes. Too many inevitable homicides are termed tragedies when, in fact, they were inevitabilities; the inevitable result of immature bad choices

and disengaged parenting.

It is said that, “it takes a village to raise a child.” Well, our villages are failing. I believe an effective police department can help “raise villages” but only those who live in that “village,” that neighborhood, can raise that child. To all of you who, every day, try to do just that with your own child or the children of others in your care, we will do all we can to make their streets safe for them.

I am in a new political environment. It will take time for me to understand it and learn to navigate it. But I want all of those who operate in that environment to know that I assume good will. I believe that our goals for this city are the same. I suspect from time to time we will have our disagreements about means but not ends. I will be an advocate for the needs of the department. I will advocate for it in city hall, at the state house, and in

Washington, D.C. I know we do not function in a vacuum. I know many worthy services find themselves competing for scarce resources. I pledge that I will manage the resources provided by you to the department prudently and will take your needs, issues, and concerns seriously while endeavoring to respond to them appropriately.

In return, I expect your support for our efforts and a true partnership with us as we work together to overcome the city's challenges. I look forward to close and productive relationships with the mayor, the common council, the fire and police commission, the District Attorney, the City Attorney, and the Sheriff. I have been impressed by the caliber of the people who have devoted themselves to public life here in Milwaukee and look forward to working with them.

Daunting challenges lay before us. I have confidence in this community and in its cops. Together, we will achieve great things. Change is coming. It's coming fast, and it's inevitable. We're in this together. Let's get to work.



## Chief's Message

Thank you for picking up a copy of the Milwaukee Police Department's Annual Report for 2008. It has been a successful first year for my administration, in which we can tout both "Progress and Performance".

I am gratified by the crime reductions we have seen and it is clear that community partnerships and focused policing efforts are saving lives.

Metaphors matter. So Dr. George Kelling once told me. The "war" on crime and the "war" on drugs are not actually being waged on any front. We cannot wage war on a symptom. We cannot overcome crime or drugs with force. We cannot, as police professionals, be led into employing strategies that alienate us from the very communities that need us the most. We cannot wage war on our citizens.

The Milwaukee Police Department is not fighting a war against anyone. We are committed to creating neighborhoods capable of sustaining civic life; to creating a base level of public safety. We recognize that crime is causing poverty in our most distressed and

crime-ridden areas. Crime and the fear it induces drives jobs, investment and opportunities out of our neighborhoods.

To accomplish our mission to take on crime, fear and disorder head-on, we are embracing a community-based, problem-oriented, data-driven policing strategy that emphasizes beat integrity, geographic accountability, the use of problem-solving techniques and a reliance on data to identify threats, measure the results of our interventions, and to hold ourselves accountable to each other and to our community.

In the following pages you will read about the Milwaukee Police Department, but we do not work alone. I am grateful for the

support and the positive working relationship with Milwaukee Mayor Tom Barrett. We also enjoy a strong partnership with the Milwaukee County District Attorney and our federal partner agencies including the U.S. Attorney, ATF, DEA, HIDTA and FBI.

Most important, we are grateful to you in the community who work with us and who work with each other to help in our ultimate mission to reduce crime, fear and disorder in the city of Milwaukee.

Sincerely,



Edward A. Flynn  
Chief of Police





# MILWAUKEE FIRE AND POLICE COMMISSION



*Commissioner  
Woody Welch*



*Commissioner  
Ernesto A. Baca*



*Commissioner  
Richard C. Cox*



*Commissioner  
Kathryn Hein*



*Commissioner  
Earl Buford*



*Commissioner  
Paoi X. Lor*



*Commissioner  
Carolina Maria Stark*



*Commissioner  
Leonard Sobczak*



*Executive Director of the  
Fire and Police Commission  
Michael G. Tobin*

## What the Fire and Police Commission Does

Under Wisconsin law and the Milwaukee City Charter, the Fire and Police Commission oversees all aspects of Fire Department and Police Department operations. The Commission sets overall policy while the chief of each department manages daily operations and implements the Commission's policy direction and goals. Specific Commission functions also include establishing recruitment and testing standards for positions in the Fire and Police Departments, hearing appeals by members of either department who have been disciplined by their Chief, independently investigating and monitoring citizen complaints, and disciplining employees for misconduct.

The seven part-time civilian Commissioners and full-time Executive Director are appointed by the Mayor and must be approved by the Common Council. The Commissioners serve as the citizens' voice in police and fire matters and as a means of ensuring more responsive and effective city government. The Commissioners' concerns are reflective of the community-at-large, and their priorities include initiatives to reduce crime, increase public safety, and maintain effective responses to fire and medical emergencies.



## History

The Milwaukee Board of Fire and Police Commissioners was established in 1885 by state law and is one of the oldest police oversight agencies in the nation. The Commission was originally created to remove the fire and police services from the influences of politics. Until that time, in Milwaukee, as in most cities, chiefs of both departments were appointed by the mayor, who used these appointments, and the appointment of police officers, as a form of political patronage. The new law made the Fire and Police Commission responsible for setting employment standards, testing candidates for positions in the Fire and Police Departments, and appointing both chiefs. In 1911, the Commission's authority was expanded to include all aspects of operational oversight of the Fire and Police Departments. The Commission's authority and responsibility are specified in Wisconsin Statute section 62.50, and in the Milwaukee City Charter.

## Disciplinary Appeals

Members of the Fire and Police Departments may appeal to the Commission if they believe they have been unfairly dismissed, demoted, or suspended for more than five days. The Commission may sustain, modify, or reverse the Chief's action.

## Citizen Complaints

Citizens may file a complaint directly with the Police Department or Fire Department. In addition, the Fire and Police Commission has full authority to receive complaints and independently investigate and discipline department employees up to and including termination from employment for acts of misconduct. A person may file a complaint against an employee of the Fire or Police Department for specific acts of inappropriate conduct. Complaints can be initiated in writing, in person, by telephone, by fax, by e-mail, through the Commission website, and through recognized community referral organizations. The Commission also monitors complaints filed directly with the Police Department and Fire Department and reviews their completed investigations.

## Policy Oversight

The Commission, supported by a full-time professional staff, prescribes policies and standards for both the Fire and Police Departments. The Commission exercises this oversight function through regular meetings with both department chiefs and their staff, by conducting research and analysis of policies and procedures, by implementing reforms, and by direct public input through the citizens appointed to the Commission.

## Recruitment & Testing

Since 1885, no person has been appointed or promoted to any position in either the Police Department or the Fire Department without Commission approval. The Commission has a long-standing commitment to ensure the public safety workforce is representative of the Milwaukee community. Following Commission standards, Department of Employee Relations staff administer a variety of examinations, including written, physical ability and oral tests, background investigations, and medical, drug, and psychological screenings. Applicants who pass all components are hired according to their total score on an eligibility list. Firefighters and police officers are hired at intervals for training classes; other entry-level positions are filled as vacancies occur.

When the position of Chief becomes vacant in either department, the Commission determines qualifications, solicits applications, and appoints the new Chief. Chiefs of both departments are hired for four-year terms, renewable at the Commission's discretion.

## Meetings

The Commission and its standing committees hold regular meetings and disciplinary hearings. These meetings are open to the public, and members of the community are encouraged to attend. Meetings are usually held in City Hall, with periodic meetings held in other community locations. Regular meetings always have a standing agenda item to allow for citizen input on any public safety topic. The meeting time, location, and agenda is published in advance on the Commission website at <http://www.city.milwaukee.gov/fpc> and through the City of Milwaukee E-Notify system at <http://www.city.milwaukee.gov/>.





*James Harpole and Gregory Habeck are sworn in as Assistant Chiefs*

## Reorganization of the MPD

In 2008, the Milwaukee Police Department underwent a major modification to its organizational structure. The modification created four distinct bureaus that are aligned to better implement the police department's vision for enhanced service to the community. This creation gave way to the promotion of four assistant chiefs to head these bureaus. Assistant Chief Dale Schunk heads the Professional Standards Bureau, Assistant Chief Monica E. Ray heads the Administration Bureau, Assistant Chief Gregory Habeck heads the Neighborhood Policing Bureau, and Assistant Chief James Harpole heads the Criminal Investigation Bureau.



*Assistant Chief Ray, Chief Flynn and Assistant Chief Schunk*



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graph TD
    FPC[FIRE & POLICE COMMISSION] --> COP[CHIEF OF POLICE]
    COP --> PPD[PROFESSIONAL PERFORMANCE DIVISION]
    COP --> BFD[BUDGET & FINANCE DIVISION]
    COP --> PIO[PUBLIC INFORMATION OFFICE]
    COP --> RD[RESEARCH & DEVELOPMENT]
    COP --> ACP[ASSISTANT CHIEF OF POLICE]
    ACP --> FID[FIELD INSPECTION DIVISION]
    ACP --> ISD[INTERGOVERNMENTAL SERVICES DIVISION]
    ACP --> AB[ADMINISTRATION BUREAU]
    ACP --> PB[PATROL BUREAU]
    ACP --> CIB[CRIMINAL INVESTIGATION BUREAU]
    
    PPD --> BIVS[BACKGROUND INVESTIGATION SECTION]
    PPD --> CIVS[CRIMINAL INVESTIGATION SECTION]
    PPD --> IAS[INTERNAL AFFAIRS SECTION]
    PPD --> RMS[RISK MANAGEMENT SECTION]
    
    ISD --> LIU[LICENSE INVESTIGATION UNIT]
    ISD --> MSS[MUNICIPAL SECURITY SECTION]
    ISD --> PCS[PROPERTY CONTROL SECTION]
    
    AB --> MED[MEDICAL SECTION]
    AB --> PAY[PAYROLL SECTION]
    AB --> REC[RECRUITING SECTION]
    AB --> PERS[PERSONNEL DIVISION]
    AB --> RMD[RECORDS MANAGEMENT SECTION]
    AB --> ORS[OPEN RECORDS SECTION]
    AB --> TRS[TRAFFIC RECORDS SECTION]
    AB --> CRD[CENTRAL RECORDS DIVISION]
    AB --> COM[COMMUNICATIONS DIVISION]
    AB --> DSD[DATA SERVICES DIVISION]
    AB --> ID[IDENTIFICATION DIVISION]
    
    PB --> PO[PLANNING & OPERATIONS]
    PB --> PD1[FIRST DISTRICT]
    PB --> PD2[SECOND DISTRICT]
    PB --> PD3[THIRD DISTRICT]
    PB --> PD4[FOURTH DISTRICT]
    PB --> PD5[FIFTH DISTRICT]
    PB --> PD6[SIXTH DISTRICT]
    PB --> PD7[SEVENTH DISTRICT]
    PB --> PSD[PATROL SUPPORT DIVISION]
    
    CIB --> H[DIVISION]
    CIB --> CAPD[CRIMES AGAINST PERSONS DIVISION]
    CIB --> CACP[CRIMES AGAINST PROPERTY DIVISION]
    CIB --> IDIV[INTELLIGENCE DIVISION]
    CIB --> SCD[SENSITIVE CRIMES DIVISION]
    CIB --> VCD[VICE CONTROL DIVISION]
    
    PERS --> PRS[PRISONER PROCESSING SECTION]
    PERS --> CAS[COURT ADMINISTRATION SECTION]
    PD3 --> WS[WEED & SEED]
    PSD --> ARU[ACCIDENT RECONSTRUCTION UNIT]
    PSD --> MU[MOTORCYCLE UNIT]
    PSD --> MPU[MOUNTED PATROL UNIT]
    PSD --> HPU[HARBOR PATROL UNIT]
    PSD --> TEU[TACTICAL ENFORCEMENT UNIT]
    PSD --> UUI[UNDERWATER INVESTIGATION UNIT]
    
    PERS --> FS[FIREARMS SECTION]
    PERS --> ISS[IN-SERVICE SECTION]
    PERS --> REC[RECRUIT SECTION]
    PERS --> SD[SAFETY DIVISION]
    PERS --> AS[AUDIOVISUAL SECTION]
    PERS --> CS[CHILD COMMUNITY SAFETY SECTION]
    PERS --> SCG[SCHOOL CROSSING GUARD SECTION]
    PERS --> CPS[CRIME PREVENTION SECTION]
    PERS --> SPS[SPECIAL PROGRAMS SECTION]
    PERS --> YS[YOUTH SERVICES SECTION]
    PERS --> CS[COMMUNITY SERVICES DIVISION]
    
    PSD --> PS[PRINTING & STORES SECTION]
    PSD --> FSD[FACILITIES SERVICES DIVISION]
  
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The organizational chart for the Fire & Police Commission is structured as follows:

- FIRE & POLICE COMMISSION**
  - CHIEF OF POLICE**
    - PROFESSIONAL PERFORMANCE DIVISION**
      - BACKGROUND INVESTIGATION SECTION
      - CRIMINAL INVESTIGATION SECTION
      - INTERNAL AFFAIRS SECTION
      - RISK MANAGEMENT SECTION
    - BUDGET & FINANCE DIVISION**
    - PUBLIC INFORMATION OFFICE**
    - RESEARCH & DEVELOPMENT**
    - ASSISTANT CHIEF OF POLICE**
      - FIELD INSPECTION DIVISION**
      - INTERGOVERNMENTAL SERVICES DIVISION**
        - LICENSE INVESTIGATION UNIT
        - MUNICIPAL SECURITY SECTION
        - PROPERTY CONTROL SECTION
      - ADMINISTRATION BUREAU**
        - MEDICAL SECTION
        - PAYROLL SECTION
        - RECRUITING SECTION
        - PERSONNEL DIVISION
        - RECORDS MANAGEMENT SECTION
        - OPEN RECORDS SECTION
        - TRAFFIC RECORDS SECTION
        - CENTRAL RECORDS DIVISION
        - COMMUNICATIONS DIVISION
        - DATA SERVICES DIVISION
        - IDENTIFICATION DIVISION
      - PATROL BUREAU**
        - PLANNING & OPERATIONS
        - FIRST DISTRICT
        - SECOND DISTRICT
        - THIRD DISTRICT
          - WEED & SEED
        - FOURTH DISTRICT
        - FIFTH DISTRICT
        - SIXTH DISTRICT
        - SEVENTH DISTRICT
        - PATROL SUPPORT DIVISION
          - ACCIDENT RECONSTRUCTION UNIT
          - MOTORCYCLE UNIT
          - MOUNTED PATROL UNIT
          - HARBOR PATROL UNIT
          - TACTICAL ENFORCEMENT UNIT
          - UNDERWATER INVESTIGATION UNIT
      - CRIMINAL INVESTIGATION BUREAU**
        - HOMICIDE DIVISION
        - CRIMES AGAINST PERSONS DIVISION
        - CRIMES AGAINST PROPERTY DIVISION
          - CRIME ANALYSIS
          - GANG CRIMES UNIT
          - FUGITIVE APPREHENSION UNIT
        - INTELLIGENCE DIVISION
        - SENSITIVE CRIMES DIVISION
        - VICE CONTROL DIVISION

Additional sections and divisions under the Administration Bureau and Patrol Support Division:

- PERSONNEL DIVISION** (under Administration Bureau)
  - PRISONER PROCESSING SECTION
  - COURT ADMINISTRATION SECTION
- COMMUNITY SERVICES DIVISION** (under Administration Bureau)
  - FIREARMS SECTION
  - IN-SERVICE SECTION
  - RECRUIT SECTION
  - SAFETY DIVISION
  - AUDIOVISUAL SECTION
  - CHILD COMMUNITY SAFETY SECTION
  - SCHOOL CROSSING GUARD SECTION
  - CRIME PREVENTION SECTION
  - SPECIAL PROGRAMS SECTION
  - YOUTH SERVICES SECTION
- PRINTING & STORES SECTION** (under Patrol Support Division)
- FACILITIES SERVICES DIVISION** (under Patrol Support Division)

Effective September 21, 2008







Left- Chief Flynn with members of the French Municipal Police.

Below- Clear Channel Billboard and Neighborhood Roll call



## “Progress and Performance” in 2008

**Jan. 7, 2008** Chief Edward A. Flynn is sworn in as Chief of the Milwaukee Police Department.

**March 2008** Major crimes in Milwaukee decreased 11.8% in the first three months of 2008 compared with the same period last year.

**April 2008** the Milwaukee Police Department opened its own page on the popular video Website, YouTube. The site is used to show surveillance videos that are distributed to the media when help is needed to identify perpetrators of crime. Becoming part of YouTube helps the Milwaukee Police Department reach a wider audience in order to assist in solving crimes.

**May 2008** The black and white squads debut with new technology. The squads have crime mapping capabilities, crime data information, citation and accident report writing and printing capabilities, in-squad video cameras, and RapID fingerprinting technology.

**June 2008** Chief Flynn conducted the first “Roll Call in the Street” as a highly visible

sign of police presence in the neighborhoods in which district and Neighborhood Task Force officers patrol.

**August 2008** The City of Milwaukee hosted the 105th Harley-Davidson Anniversary, which featured non-stop city-wide action for over 130,000 guests. In addition, over 100 police motorcycles representing police departments through out the U.S., Canada, and France, helped signify 100 years of Harley-Davidson police motorcycles. Chief Flynn led the historical parade through the streets of Milwaukee on a 2009 Harley-Davidson Police Concept Tri Glide motorcycle. Chief Flynn had the honor of receiving a plaque from French Municipal Police Chief Eric Mercinier and four other chiefs from towns surrounding Paris commemorating Police Municipale Française’s participations in the Harley-Davidson’s Anniversary festivities hosted in Milwaukee.

**October 2008** In partnership with the Milwaukee County District Attorney’s Office and Clear Channel Outdoor, the Milwaukee Police Department sent a BIG message to gang members. The Milwaukee Police Department began featuring convicted

gang members on billboards to warn people about the consequences of gang activity and to reassure the community that one less criminal is on the street thanks to the hard work of the Milwaukee Police Department.

**October 2008** For the first time in seven years, the Milwaukee Police Department stayed on track with its overtime budget.

**November 2008** Milwaukee Police Department launched a new website which gives the public easier access to information on crime mapping, forming Block Watches, providing anonymous tips, recruiting, and much more. The site, [www.milwaukee.gov/police](http://www.milwaukee.gov/police), provided all the day’s news on Department events and information. Additionally, visitors to the site can use the COMPASS system to get a sense of crime trends in their neighborhood or any part of the city.

**December 2008** Overall crime is down in the City of Milwaukee during 2008, including a 32% decrease in homicides.

# A NEW LOOK FOR 2008

The outward appearance of the Milwaukee Police Department took on new a look in 2008. Black-and-white cars were part of the Milwaukee police fleet from the late 1950s until about 1964. Squads were then white with the familiar blue stripe added in the early 1980's. In 2008, the squad car underwent a new, yet traditional, look back to the black and white design using the historic Milwaukee Police badge as the graphic on the doors. Milwaukee joins numerous other departments across the country in adopting the retro color schemes for patrol cars.

Signs of change could also be seen on the uniforms of our sworn members. In 2008, the Department awards program was

designed to recognize and honor the exemplary service of Department members and citizens as well. Two categories of awards were created: Heroism Awards and Police Service Awards. The recipient of an award receives an award bar, which can be displayed on the uniform as visible recognition of exemplary service. In addition, Military Service Recognition is presented to a member from any military branch of service that has been deployed or activated during wartime. To give visible recognition for the years of dedication to law enforcement, Longevity Service Stripes were authorized to be worn by uniform police members. Each service stripe represents five years (5) of completed service with the Department or comparable service as a sworn law enforcement officer with another agency.



The new look for squads and motorcycles



The new look for prisoner conveyance vans

MERIT AWARDS PROGRAM			
HEROISM AWARDS		POLICE SERVICE AWARDS	
<b>MEDAL OF HONOR</b> The Medal of Honor is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.		<b>UNIT SERVICE</b> The Unit Service Award is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.	
<b>MEDAL OF VALOR</b> The Medal of Valor is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.		<b>EXCELLENCE IN POLICE SERVICE</b> The Excellence in Police Service Award is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.	
<b>LIFESAVERS</b> The Lifesaver Award is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.		<b>CHIEF'S SUPERIOR LEADERSHIP</b> The Chief's Superior Leadership Award is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.	
<b>MILITARY SERVICE RECOGNITION</b> The Military Service Recognition Award is presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.		<b>REPEAT AWARDS</b> The Repeat Awards are presented to a member who exhibits a heroic act in the line of duty. The award is given to a member who has performed an act of exceptional valor, courage, and heroism. The award is given to a member who has performed an act of exceptional valor, courage, and heroism.	





## Milk-Bone® Police Dog Program

The finest in law enforcement deserve extraordinary partners.

When people call on their local law enforcement, sometimes a canine cop is best suited for the job. Highly trained and undeniably focused, these dogs share crucial traits with their human partners: tenacity, bravery, and the will to do right. On September 17, 2008, the Milk-Bone Canine Heroes program donated \$5,000 to the Milwaukee Police Department which was beneficial in funding an additional police dog for the recently re-established Canine Unit.

## Leadership in Police Organizations

The Milwaukee Police Department had the opportunity to host three Leadership in Police Organization (LPO) courses, conducted by the International Association of Chiefs of Police (IACP), Center for Police Leadership in 2008. A total of 96 members of the Milwaukee Police Department from many different ranks attended and completed the course.

The course curriculum is built around a comprehensive leadership development model which was developed by the International Association of Chiefs of Police through a grant from the Office of Community Oriented Policing Services (COPS). The IACP model reflects documented best practices in the public and private sectors, the military, and the justice system. In recognition of the diversity of police agencies and the communities they serve, the model is designed to be adaptable to an agency's individual mission and philosophy.

The IACP leadership model recognizes that a police organization can no longer rely on a single leader or a small group of leaders. In order to develop leaders, law enforcement executives must first create a culture in their organization that is supportive of dispersed leadership. They need to establish expectations that department members will take leadership actions at their level of responsibility. The model also stresses that training, support, and

rewards must be provided to those who do take leadership actions.

Dispersed leadership has five characteristics that not only form the basis for the IACP's Leadership in Police Organizations (LPO) course, but also achieves decentralized leadership conditions. The first characteristic is a shared understanding of what leadership means. This provides a common base of knowledge and vocabulary with which to understand and discuss leadership issues. The second principle is commitment to shared goals and values by leaders at all levels of the organization. Having a well-conceived and accepted mission, vision, values and goals keeps everyone synchronized. The third concept is that leaders at different levels of the organization do different things. This requires leadership training to be flexible and adaptable for a wide range of leaders, with different needs, at different places in the organization.

Dispersed leadership requires a means to develop leader skills

and knowledge throughout the organization, as well as a means to determine where an organization and its individuals are developmentally as leaders. These last two principles of dispersed leadership require a formal training program as well as periodic individual and organization-wide assessments using formal, calibrated instruments. This fosters a culture in which leaders are constantly learning about themselves and their organization, adapting their behaviors to the needs of commitment to shared goals and values by leaders at all levels of the organization.



*Lt. Carianne Yerkes receiving her certificate of completion for the LPO class.*



*Instructor Williams Meeks*

## Differential Police Response

In April of 2008, the Department took a bold but important step in reducing calls for service and allowing our "limited duty" police officers the opportunity to use their police skills in handling lower priority calls for service with telephone and computer. This new branch of the Department became known as Differential Police Response or DPR. The Technical Communications Division played a major role in the successful implementation of the DPR program and continues to monitor and tabulate its success.

Beginning as a pilot program in Districts 2 and 5, the program was critiqued, enhanced, and expanded. By late October, DPR had expanded to all 7 Police Districts on both the 1st and 2nd shifts. City-wide, approximately 30 limited duty personnel are utilized for the program.

DPR was responsible for handling 15,385 calls for service since its inception in April. Assuming each call for service takes 20 minutes to handle, this equates to more than 5,128 hours of patrol time gained or 15,385 less times a patrol officer had to drive to a location and handle the call.

Surveys which had been conducted throughout the year recorded a 74.6% overall satisfaction rating with the way officers handled their call. The DPR program has been a tremendous success and the Department expects even greater reductions in calls for service in 2009.

10410	Advised (52.3%)
945	Assigned follow-up (4.7%)
291	Referrals (1.5%)
371	Citations (1.9%)
1124	Report Filed (5.6%)
3537	Returned for Dispatch (17.8%)
3189	No answer/C15 (16.0%)

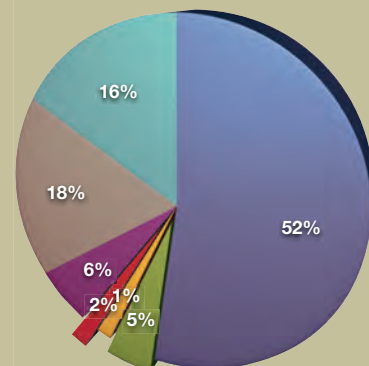


DPR Officers Michael Dederich (above) and Paul Blank-Bahr (below) handle calls for service



### DPR Calls for Service

- Advised (52.3%)
- Assigned follow-up (4.7%)
- Referrals (1.5%)
- Citations (1.9%)
- Report Files (5.6%)
- Returned for Dispatch (17.8%)
- No Answer/C15 (16.0%)





## The Milwaukee Police Department Makes TraCS

Traffic and Criminal Software (TraCS) is a software application developed by the state of Iowa in partnership with the Federal Highway Administration (FHWA), and is the model of automated reporting systems for law enforcement, including the Milwaukee Police Department.

TraCS is application software that provides officers with all of the functionality needed to record and retrieve traffic incident information wherever and whenever an incident occurs. TraCS is designed with modular architecture capable of sharing common data among forms and providing the capability of incorporating the crash report, deer crash form, amended crash form, traffic Electronic Citation (ELCI), traffic warning, fatal crash supplemental report, Driver Condition or Behavior Report, a non-traffic citation, and various Alcohol Enforcement reports, including the Informing the Accused, Notice of Intent to Suspend/Revoke, and Request for Chemical Test.

The Milwaukee Police Department worked with the City's Information Technology Management Department (ITMD) and Department of Public Works (DPW) to integrate TraCS with COMPASS (Community Mapping, Planning, and Analysis for Safety Strategies) to view and print a map view pinpointing the exact location and type of crash. This sharing of data and cooperation between the Police Department and other City departments, as well as making the data available to the public, gained national recognition. At the 2008 International Traffic Records Forum held in Orlando, Florida, and sponsored by The National Safety Counsel, the City of Milwaukee received a nomination for the "Best Practice" award.

As of December 2008, there are 105 TraCS workstations in operation. Approximately 74 vehicles are TraCS equipped. All 56 Motor Officers, including six sergeants, have been issued a laptop,



and their motorcycles have laptop mounts and printers. This is the first known agency to have made use of an actual laptop and a professionally manufactured mounting system specific to a motorcycle application.

Since the implementation of TraCS, over 12,500 crash reports have been electronically filed, even though the entire department was not able to file electronically until June. Traffic citations issued have also increased dramatically. In 2006, there were 93,450, in 2007, 95,430, and in 2008, numbers will top 125,000. One example of the citation increase is seat belt citations, which rose from 4,800 in 2007 to over 10,000 in 2008. There were 1,043 OWI arrests in 2008, with 175 filed via TraCS, up from 971 OWI arrests in 2007 with 18 filed with TraCS. The number of TraCS OWI reports will no doubt increase once TraCS equipped computers and printers are installed in the OWI report rooms of the districts.

A project to have the municipal non-traffic citation for use by Milwaukee officers on TraCS is underway, with a launch date in spring of 2009.



*TraCS are used by members of the motorcycle workstations unit to issue TraCS citations (above and below)*

## OFFICE OF THE CHIEF



Chief Flynn at a Compstat meeting

### CRIME ANALYSIS & COMPSTAT

During 2008, the Milwaukee Police Department transitioned into a data driven police force. CompStat was subsequently created by combining crime analysis with the police management process CompStat which is responsible for collecting, analyzing, and mapping crime data and other essential police performance measures from every district. The Department's commanders use this information to develop effective tactics for dealing with the problems or potential problems in their areas of command. The developed tactics are intended to be proactive and aim to bring about permanent change in crime conditions.

The Milwaukee Police Department, by utilizing CompStat, has developed a process that ensures that the whole of the department is actively involved in the fight against crime, fear, and disorder. The process begins with the collection, analysis, and mapping of accurate and timely crime information from the Tiburon reporting system. Crime in each police district is broken down by type and then further analyzed to identify the place of occurrence, as well as the time of day, day of week, and week of the year of occurrence. The City of Milwaukee's Information Technology Division, using the COMPASS program, is able to map all the incoming data. This tactical mapping displays crime data from the previous day along with other units of time measure-

ments. This enables commanders to assess the impact and effectiveness of their anti-crime strategies.

With these advances, every morning the unit commanders plan and coordinate the Department's fight against crime. The daily morning meeting is conducted as a "webinar" with participation from unit commanders from their work location via the intranet. The data is prepared by Crime Analysis and CompStat and displayed on a shared computer desktop "Smart Board". District commanders and Criminal Investigation Bureau commanders can interactively participate through the Internet and discuss what the maps reveal. "Hot Spots" of serious crimes and other problems such as quality of life offenses are discussed in detail and commanders describe their tactical plans for dealing with them.

To further proactive policing, CompStat meeting is presented weekly in which the Chief, executive staff, district and division commanders, as well as representatives from other criminal justice system providers are in attendance. The participation by other entities is an essential ingredient in the Department's efforts to reduce crime, fear, and disorder in Milwaukee. During these weekly meetings, commanders are asked to report on the efficacy of actions they have taken to tackle issues identified during the previous CompStat



The daily morning briefing of the Assistant Chiefs using the "Smart Board" to display crime data.





*Lieutenant of Detectives John Hagen  
Crime Analysis & Compstat*



*Lieutenant of Police Gary Gacek  
Planning & Research*



*Anne Schwartz  
Media and Communications*



*Barbara Butler  
Finance and Planning Manager*

meetings. Every eighth week, the meetings are scheduled to include an administrative unit such as the Training Division and Technical Communications Division. The data examined at these CompStat meetings is not limited to crime data; it includes administrative performance measures such as the fair use of authority, staffing levels, and overtime. This is an ongoing evolutionary process with improvements being made regularly to ensure greater efficiency and effectiveness in the City of Milwaukee.

## **PLANNING & RESEARCH**

2008 was a year of change for the Milwaukee Police Department and was very much a year of change for Planning and Research. Soon after taking office, Chief Flynn committed a number of resources to the unit not seen in many years. A newly assigned staff of seven employees became responsible for performing a variety of duties. In general, Planning and Research is responsible for strategic planning, academic research, grant research and applications, development and maintenance of departmental forms, development of the department's annual report, and preparation, maintenance, and dissemination of departmental policies, procedures and guidelines.

Early in 2008, Planning and Research worked diligently on an immigration enforcement policy that balances the jurisdictional responsibilities of the federal government with the jurisdictional limitations of local law enforcement. The apolitical policy recognizes the need to assist federal agents when requested to do so, but also recognizes the detrimental affect of proactive immigration enforcement by local police. The Milwaukee Police Department's priority is to facilitate safe, sustainable communities where every citizen is encouraged to interact positively with its police. The department's immigration enforcement policy was published in the Police Executive Research Forum's (PERF) "Critical Issues in Policing Series" in April 2008.

In the spring of 2008, Planning and Research assisted in the development of the Merit Award Program and the design

of the various award medals. The new program provides visible recognition for a variety of awards by allowing members the ability to wear their commendation medals on their uniform or lapel. Also, a comprehensive policy covering uniform, equipment and appearance regulations was developed with the assistance of Planning and Research. The common theme to the new policy is flexibility. Uniformed members have more choices in what they can wear throughout the year (no seasonal uniform periods) such as headgear, neckties, embroidered cloth badge on outerwear, and personal purchase items. The addition of longevity service stripes provide for visible recognition of law enforcement service. The policy also provides more clearly defined appearance standards to ensure a professional public image.

Members of Planning and Research worked closely with Chief Flynn and his advisors in completing the first of two modifications to the department's organizational structure. This included the development of the Concept of Operations (CONOPS) for the newly created Neighborhood Task Force. With this also came a major modification to the department's organizational structure. The modification created four distinct bureaus that are aligned to better execute Chief Flynn's vision for service to the community. Planning and Research also played a key roll in the development of the Differential Police Response (DPR) pilot program and development of a full-time DPR program.

In the fall of 2008, Planning and Research launched the Values Survey to identify the values that are most important to each employee. Over 800 employees participated in the survey, which is a critical component to developing a values-based organizational culture. Keeping the employee in mind, the Directives Intranet platform was developed as a department-wide online resource for information. The site provides a portal to daily roll call information as well as archived written directives. Information is disseminated internally in a

more secure and efficient manner. The Directives Intranet serves as a standardized replacement to the long-serving Rules and Procedures Manual.

In 2009, Planning and Research will continue to identify ways in which the Milwaukee Police Department can better achieve its goals. We will continue to work on the values initiative to develop a Milwaukee Police Department Code of Conduct. This Code will codify a vision and mission statement, our policing philosophy, core values and guiding principles. The Code will take the place of existing rules and position responsibilities. The completion of this initiative will bring about a more desired organizational culture. In addition, Planning and Research will continue to develop a computerized performance appraisal system that can track an employee's performance from recruit training to field training, through their probationary period, and through each successive biannual rating period. The system will identify standardized performance measures with a rating scale for ease of evaluating one employee to the next.

## BUDGET AND FINANCE

The Milwaukee Police Department has three (3) primary budget categories. The primary categories include salaries and benefits, equipment, and operation expenses. The Department relies on funding from the City of Milwaukee operations budget, asset forfeiture funds, and local, state, and federal grants. Some of our department funding requires the police department to work in collaboration with other state law enforcement agencies, state civilian organizations, such as the Milwaukee Public School System (MPS), and federal agencies, such as the Drug Enforcement Agency (DEA), and Alcohol, Tobacco and Firearms (ATF). In 2008 Chief Flynn introduced several initiatives in order to improve the fiscal impact of policing, such as developing a more restrictive and financially sound overtime policy.

## MEDIA AND COMMUNICATIONS

Media and Communications, headed by the Public Relations Manager Anne Schwartz, disseminates information externally to the public via telephone inquiries and through the use of electronic and print media. This office also relays information interdepartmentally through memos and the department newsletter, the MPD Bulletin. In 2008, Media and Communications became responsible for the information on the "MPD News" for the Milwaukee Police Department Website and the information and content on YouTube [www.youtube.com/milwaukeekeepolice](http://www.youtube.com/milwaukeekeepolice) and Twitter [www.twitter.com/milwaukeekeepolice](http://www.twitter.com/milwaukeekeepolice). They are also responsible for getting information out through news conferences, news releases and daily briefings with the local media.



Public Relations Manager Anne Schwartz assists in preparing Chief Flynn for a news conference regarding violent crime reduction in the City of Milwaukee.





## PROFESSIONAL STANDARDS BUREAU



Assistant Chief Dale Schunk  
Commanding Officer of the  
Professional Standards Bureau



Deputy Inspector Gregory Thompson  
Field Inspections Division



Deputy Inspector Mary Hoerig  
Field Inspections Division



Deputy Inspector Denita Ball  
Professional Performance Division



Deputy Inspector Ramon Galaviz  
Training Division



Acting Captain Kurt Leibold  
Professional Performance Division



Lieutenant Dexter Hines  
Executive Protection Unit

### FIELD INSPECTIONS DIVISION

The Field Inspections Division consists of two deputy inspectors who work in the field and are responsible for maintaining operational oversight of the Department, with particular emphasis on line operations and inspections.

### Professional Performance Division

The Professional Performance Division is tasked with investigating complaints against members of the Department that are both internally generated and result from citizen complaints. There was a 27% decrease in citizen complaints from last year. There was a 32% decrease in Chief imposed discipline. Policy training, as well as district level reprimands, increased dramatically from the previous year. The year resulted in 724 personnel investigations, which was the lowest total since 1995.

With the launching of the improved Milwaukee Police Department Website, [www.milwaukee.gov/police](http://www.milwaukee.gov/police), it is very easy to get information on the Department's complaint process, as well as the steps needed to file a citizen complaint.

### Executive Protection Unit

The primary responsibility of the Mayor's Executive Protection Unit is to provide personal protection to the Mayor and his family, as well as ensure the safety and security of all employees and citizens who frequent the Mayor's office on a daily basis. In addition, there are three uniformed officers that are assigned to a security detail that provides security for the City Treasurer's office, as well as other governmental offices within the City Hall complex including City Hall, the Municipal Building and the 809 N. Broadway building, as well as responds to calls for police service within the City Hall complex.

## Training Division

In 2008, the Training Division staff, as well as adjunct instructors committed themselves to making sure the workforce of the Milwaukee Police Department was properly trained and equipped.

The Training Division facilitated three Leadership in Police Organization Sessions sponsored by the International Association of Chiefs of Police (IACP). This Leadership class allowed a vertical slice of the Milwaukee Police Department, ranging from Assistant Chief to Police Officer, an opportunity to be trained in the highly touted leadership model. In collaboration with the IACP, the Training Division has designed a training plan for Department wide implementation of the Leadership in Police Organization's curriculum.

In addition, the Training Division hosted many specialized training sessions which were instrumental in the development of the Department's personnel. Some of these training opportunities were Executive Development Training, facilitated by Dr. George Kelling, supervision of Police Personnel, sponsored by the Northwestern University Center for Public Safety, Law Enforcement Leadership, taught by Dr. Jack Enter, Ethics and Integrity Leadership, facilitated by Dr. Neal Trautman, and Surviving and Thriving on the Job, facilitated by Dr. Alexis Artwohl.

The sworn section of the Department attended mandatory in-service sessions in accordance with law enforcement certification standards. The curriculum in 2008 included Crime Scene Management and how to handle and navigate a crime scene from the perspective of the first responding officer up to the incident commander. Officer awareness issues were presented during one session, including suicide awareness in the profession of law enforcement and outreach for the members, such as the Police Officers Support Team (POST). Updates in the area of narcotics was presented with assistance of the Vice Control Division. The academy

staff took a more hands on and active approach in 2008 by introducing practical activities in every session. Sworn members participated in many forms of Defense and Arrest Tactics (DAAT), such as handcuffing and decentralization. Training in crowd control was also conducted and included different formations with members in riot gear.

In 2008, the Training Division graduated three recruit classes for a total of 156 new police officers eager to fulfill the mission of the Milwaukee Police Department.

The staff of the firearms section worked diligently in 2008 to continue providing sworn members of the Milwaukee Police Department with up to date training. They also worked hard to improve policing by adding new technologies, equipment, and diagnosing potential hazards. The Firearms Section conducted research to implement an efficient patrol rifle program which will replace outdated technology. Fielding and implementation of these new rifles will start to take place in the Spring of 2009. To enhance training, two Firearm Diagnostic Units were purchased. These units are self-contained computer systems, which tie an

officer into a real time display of a weapon's presentation. This unit will assist in diagnosing problem shooter errors and will increase the accuracy.

## License Investigation Unit

The License Investigation Unit (LIU) investigates and processes city license applications, requests and renewals. In 2008, the License Vehicle Squad (LVS) was formed within the LIU as a result of a City Ordinance that was enacted on a six month trial basis to deal exclusively with loud stereos in vehicles. The LVS experienced great success in only five months; 359 cases of loud vehicle stereos were investigated, 160 citations were issued, and over 370 letters were sent out informing the owners or operators of the vehicle which violated the loud stereo ordinance. As a result of the success of the LVS, the Milwaukee Common Council permanently enacted Ordinance 80-63-1, Excessive Noise Prohibited.



*Recent graduate of the Milwaukee Police Citizen Academy and her family.*





Above- Recruit class First Responder Training

Right- Recruit class graduation





## ADMINISTRATION BUREAU



Assistant Chief Monica Ray  
Commanding Officer of the  
Administration Bureau



Captain Anthony Hendricks  
Central Records Division



Captain Andra Williams  
Technical Communications Division



H.R. Administrator Valarie Williams  
Human Resources Division



Maintenance Manager Gordon Gregg  
Facilities Services Division



Captain Diana Rowe  
Integrated Justice Services Division



Safety Director Florence Dukes  
Safety Division

### Human Resources Division

With the reorganization of the Milwaukee Police Department, the Human Resources Division welcomed change in their department. The Human Resources Division is responsible for the administration of personnel, as well as labor relations within the Milwaukee Police Department. In 2008, the Human Resources Division expanded to include Recruiting Section, Medical Section, Payroll Section, and the Background Section. In addition, the Early Intervention Program and Career Development Coordinators were added to Human Resources in order to encompass all current aspects of the administration of Department personnel.

The Recruiting Section worked diligently in 2008 to acquire a diverse pool of quality candidates for the positions of Police Aide and Police Officer with the City of Milwaukee. Their work with WCGV Channel 18 to create a radio promotional proposal for overall recruitment was so impressive and successful that the radio proposal was given the "Award of Excellence" in a nationwide competition. The Recruiting Section branched out and worked with other City Departments, technical colleges, universities, colleges, and high schools throughout the State of Wisconsin. Members of the Recruiting Section attend career fairs and are in constant contact with local grass roots media outlets, local TV, and news stations in order to reach out to potential employees.

### Early Intervention Program

The Early Intervention Program went live on June 1, 2008. The Early Intervention Program (EIP) is intended to serve as a self-monitoring and proactive management non-disciplinary tool. It is designed to monitor, identify, and guide member performance successes and deficiencies in an effort to ensure a professional and accountable work environment for members, and quality service to the citizens of Milwaukee. The pri-



mary objective is to provide management and its employees with clear and usable information to make informed decisions to identify, guide, and manage a Department member's performance to ensure department accountability, identify policy and/or system failures, and help the member achieve the department's goals and mission.

Intervention alerts are computer generated based on information collected via the computer-based Administrative Investigations Management (AIM) program. Supervisors enter all reports on personnel investigations, squad accidents, use of force incidents, and vehicle pursuits into this program. Once an employee reaches the prescribed benchmarks of the program's performance indicators (any combination of three of the above listed incidents within 90 days), an alert is generated by the system and sent to the program administrator.

The intervention itself may be used in several ways:

1. to commend the officer for their successes;
2. to make officers aware of the information collected, and that the Department has identified behaviors which may be precursors to future incidents requiring disciplinary measures;
3. to allow officers the opportunity to express concerns they have, either professional or personal, that may then be appropriately addressed either by counseling, additional training, peer support, referral to the Employee Assistance Program, or referral to another professional.

As of December 31, 2008, 103 valid intervention alerts and referrals have been generated for 65 different employees who have reached the prescribed benchmarks. Statistical data regarding these employees is as follows:

#### **Race and Gender:**

- 3 white female officers
- 53 white male officers

- 5 Hispanic male officers
- 1 American Indian male officer
- 2 African American male officers
- 1 Asian male officer

#### **Age:**

- 8 officers were 21-25 years old
- 29 officers were 26-30 years old
- 27 officers were 31-35 years old
- 12 officers were 36-40 years old
- 12 officers were 41-45 years old
- 5 officers were over the age of 46

#### **Tenure:**

- 35 of the officers have served MPD for 1-5 years
- 43 of the officers have served MPD for 6-10 years
- 10 of the officers have served MPD for 11-15 years
- 4 of the officers have served MPD for 16-20 years
- 1 of the officers has served MPD for more than 20 years

## **Facilities Service Division**

In 2008, the Facilities Service Division was proud to be part of the many changes taking place throughout the Milwaukee Police Department. Many improvements, renovations, and equipment replacements were made at various Department building locations. With support of city officials, Facilities Services began renovations of the former District Three building located at 4515 W. Vliet St. The first phase of facilities renovations was completed in 2008 and will be the home of the Neighborhood Task Force.

The Evidence Warehouse received a scheduled phase renovation to their building HVAC system. These environmental renovations are made to protect the integrity of stored evidence and up-grade technical requirements.

Renovations were completed at the Police Administration Building on the sixth floor. This area is now the new home to our Sensitive Crimes Division. Renovations

were started on the fourth floor. This space will be used to relocate our Human Resources Division. Occupancy is scheduled for early 2009.

The Facilities Services Division continues to provide cost saving service to other city departments in the form of printing and graphic designs. We continue to purchase fuel efficient vehicles, out source vehicle servicing, and provide Restitution Recovery, which generates revenue back to the City's general fund.

## **Technical Communications Division**

In 2008, The Technical Communications Division handled a total of 742,538 incoming calls. The call breakdown is as follows:

- 419,599 non-emergency calls
- 322,939 911 calls.

There were 266,577 dispatched calls in 2008. At times, due to the high volume of calls coming into the division, all calls are not answered by a telecommunicator within 20 seconds and are then redirected. These calls, called RONAs (Redirect On No Answer), dropped by 30.4% as compared to 2007.

Technical Communications Division also added a direct number to language line services to speed up the time it takes to contact a translator for assistance.

## **OpenSky Communication Technology**

In 2003, the department began a communication replacement project which yielded M/A-COM's OpenSky technology. This is an innovative digital trunking solution that allows us to meet current and future needs, as well as meet every FCC efficiency rule put forth. Implementation of the OpenSky radio system was a multiphase process which began in January of 2008. OpenSky mobile radios were installed in every new car in 2008. However, a rebanding issue became apparent and was rectified February of 2008.

Upon substantial completion of the OpenSky conversion process, enhancement capabilities will commence. Many more talk groups will be added which will allow each district to have separate dispatch, administrative, supervisory, and special event talk groups. It will no longer be necessary to curtail some police radio operations to make room for urgent, temporary communication needs.

Radio users will now be identified by squad number on each and every transmission. Supervisors will be able to talk "one on one" with a squad on private matters. Sensitive information can be handled directly on the radio, no longer needing a phone to relay such information. Radio interoperability will be implemented with the addition of more talk groups, which, in conjunction with other equipment, will allow MPD and adjacent agencies to directly intercommunicate.

In 2009, the Milwaukee Police Department will be working on radio interoperability with state public safety, FBI, military, Coast Guard, and others. The flexibility of the OpenSky system allows for future additions and modifications to interoperability with minimal effort. It is expected that radio interoperability will take a bigger role in the near future and we are well positioned to participate. The Milwaukee Police Department and other participating city agencies will be well positioned in 2009 to move forward to reliable, capable, state of the art radio communications. Compliance with future FCC rule mandates are already in place. The upgrade capability of OpenSky should remove the word "obsolete" from our vocabulary.

## Information Technology Division

The Information Technology Division completed several projects in 2008. The IT Division upgraded several systems and servers including Computer Aided Dispatch (CAD) and EMC storage. Numerous statistical reports, such as those reporting on schools, escorts, Election Day and those requested by the common council were

## Cameras Keeping Watch

There are some unique high-tech eyes scanning several high profile and high crime areas in Milwaukee. Pole-mounted video surveillance cameras are keeping watch on a number of crime-plagued neighborhoods. The Milwaukee Police Department currently has 18 pole cameras, some of which are placed on the Summerfest grounds and the Bradley Center to monitor large-scale events. These pole mounted cameras are monitored by police personnel in real time, 24 hours a day, seven days a week, thereby enabling police squads to be dispatched to the location when criminal behavior is observed. The cameras also aid in criminal investigations and serve as a deterrent to criminal behavior.

The pole cameras have given the citizens and business owners of Milwaukee a sense of security and have been proven effective. A storeowner in the area of N. 27th Street and W. Wells Street has noticed a significant decrease in theft from his store since the camera was installed.



Monitoring Pole Cameras

developed. A number of systems, programs and equipment were deployed, including the new Web based MUNI-COURT WRIT system, Web based Employee Intervention Program (EIP) AIM system, new media equipment for the Chief's conference room, the Differential Response Program (DPR) with PC workstation in all districts, Ecutel and RapID network and devices, TRAC software installs on PC workstations in all districts, 50 TRAC ToughBooks and an ALPR license plate reader at District Six with SQL server and devices. In addition, the IT Division assumed responsibility for 100 Data 911 MDC squad deployments and 40 additional in-car video squad camera deployments.

## Central Records Division

### Records Management Section

In 2008, the Records Management Section achieved a number of accomplishments, including the elimination of the Automated Reporting System (ARS) report backlog of supervisor approved reports (7,207 to zero). Now, all incoming supervisor approved reports can be processed daily.

The division also worked on developing and implementing an "ARS Tip of the Week". These "Tips", which provide helpful information on the use of ARS, are now stored on the Department-wide intranet and are available to all Department mem-



bers for reference. In addition, Arrest and Detention Reports and Prisoner Statements have all been imaged and are available to members at their desktop. The Imaging Unit also kept current on all attachments or supplementary reports to be appended to ARS/RMS records.

- 76,148 ARS records were reviewed, approved, and transferred into RMS.
- Records Management Section personnel entered 25,394 reports into the Automated Reporting System.
  - Stolen vehicle personnel entered 5,913 auto theft reports, 4,498 auto recoveries and 93 outside jurisdiction recoveries in the ARS files.
  - The Telephone Reporting Unit handled 14,890 calls for service, which result-

ed in the filing of an incident report into the ARS files.

- The Word Processing Unit transcribed 259,842 minutes of dictation resulting in 19,624 various incident related reports for Criminal Investigation Bureau members.
- Records Management Section personnel processed 4,644 new missing person records through CIB/NCIC and completed 5,043 medical alert entries or updates.
- Records Management Section personnel processed 860 Fire Investigation Reports, 868 Sudden Death/Suicide Reports and 995 Sick and Injured Person/Attempt Suicide Reports.
- All NIBRS reporting deadlines with the State of Wisconsin and FBI were met.

dren walking to and from school on a daily basis. Along with this they also coordinated the "Annual School Crossing Guard Recognition Program" on January 11, 2008.

For the Safety Patrol Program, the division prepared and distributed a Safety Patrol Advisor Informational Packet to two hundred and twenty elementary schools and they conducted two, In-service training workshops for Safety Patrol Advisors on how to establish and implement a Safety Patrol Program at their respective schools.

Many educational initiatives were also developed in 2008. Fall School Packets were developed and distributed to 225 public and private schools in Milwaukee to cover water safety, safe routes to school maps, school bus safety information, pedestrian safety information for parents in English and Spanish, traffic & walking booklets for K-5 students, pedestrian safety information and new booster seat law information.

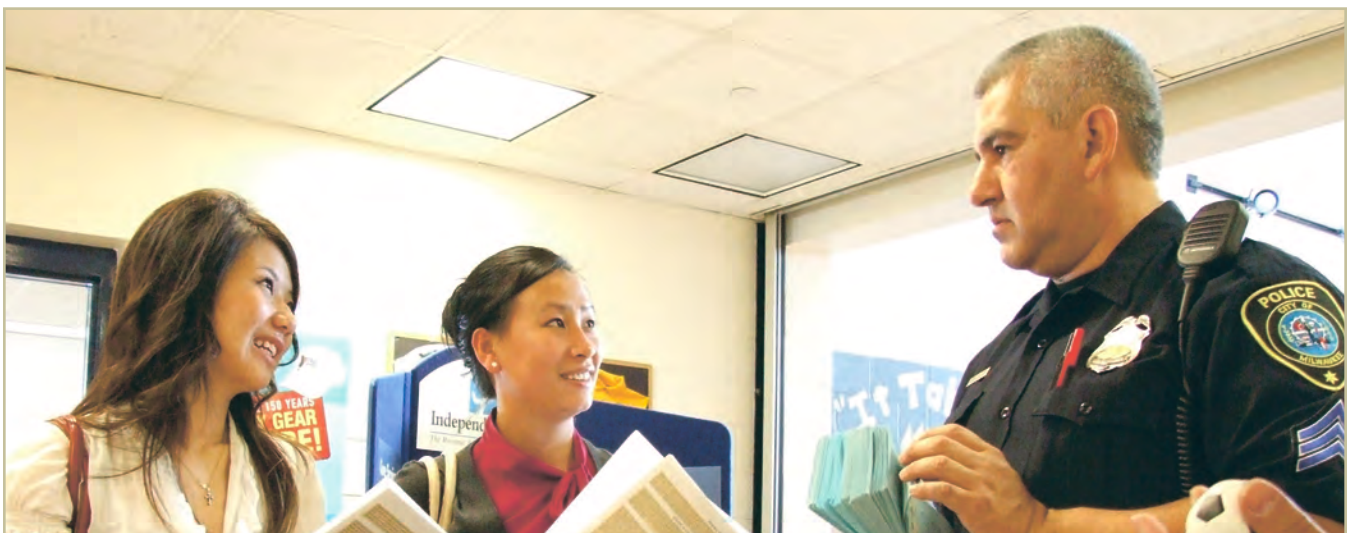
They also facilitated a collaborative effort with the Common Council, Fire Department, Police Department, Sheriff's Office, and the City of Milwaukee Housing Authority to create a DVD that includes an advisory message identifying the consequences associated with the sale, possession, and discharge of fireworks.



*Deputy Inspector Ramon Galaviz at the Crossig Guard Ceremony*

## Safety Division

In 2008, the Safety Division maintained a well diverse and trained staff of one hundred and eighty-two School Crossing Guards, twenty-seven Substitute School Crossing Guards, (3) Dispatchers and (3) Telephone Operators to provide safe coverage for one hundred and ninety-nine corners for area elementary school chil-



*Sergeant Luis Gonzales actively recruiting within the community*

## Integrated Justice Services Division

In order to improve operations, the Milwaukee Police Department was reorganized and the Integrated Justice Services Division was created. The Integrated Justice Services Division is attached to the Administration Bureau and is comprised of the Identification Section, Prisoner Processing Section, Court Administration Section, and the Property Control Section.

### Property Control Section

The Property Control Section is responsible for all the property that comes into the possession of the Milwaukee Police Department. In 2008, the Property Control Section assumed responsibility for tracing firearms through the ATF database. In doing so they traced over one thousand guns. Once again the on-line auction, which generates revenue by selling unclaimed and disposable property, was very successful by generating over \$26,000 which goes into the City Treasury. Over all, the Property Control Section processed 48,227 inventories in 2008.

### Prisoner Processing Section

During 2008, the Prisoner Processing Section continued to serve as the Temporary Holding Facility for adults and juveniles arrested within the boundaries of the First District, all CIB and specialty unit arrests and all females arrested for state charges. The following chart identifies the numbers of persons arrested and processed at the Prisoner Processing Section during 2008:

#### Prisoner Processing Section Persons Processed During 2008

MONTH	ADULT MALE	ADULT FEMALE	JUVENILE MALE	JUVENILE FEMALE	TOTAL
January	612	336	50	10	1008
February	470	209	38	9	726
March	366	190	30	9	595
April	641	313	31	15	1000
May	782	352	38	16	1188
June	677	342	71	6	1096
July	716	365	84	8	1173
August	706	389	86	11	1192
September	704	359	72	24	1159
October	671	331	80	12	1094
November	431	227	43	7	708
December	463	251	53	4	771
<b>Total</b>	<b>7239</b>	<b>3664</b>	<b>676</b>	<b>131</b>	<b>11,710</b>

Officer Stephens makes a traffic stop





## Court Administration Section

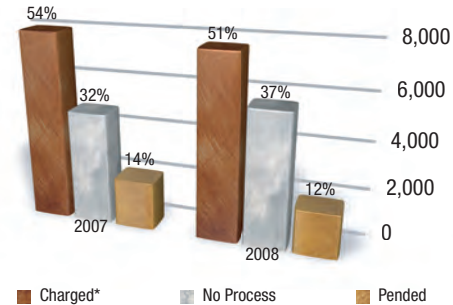
Court Administration Section (CAS) personnel are responsible for processing and preparing most in-custody misdemeanor cases presented to the Milwaukee County District Attorney's Office. The State Liaison Unit processed the below listed cases:

CASES	2007	2008	% of CHANGE
Summary	8,026	7,320	-8.80%
Order-in	6,785	7,518	10.80%
Information & Belief*	520	648	24.60%
<b>Total Misdemeanors</b>	<b>15,331</b>	<b>15,486</b>	<b>1%</b>

\* The information and Belief cases were not included in the lower table

**Court Cases 2007-2008**

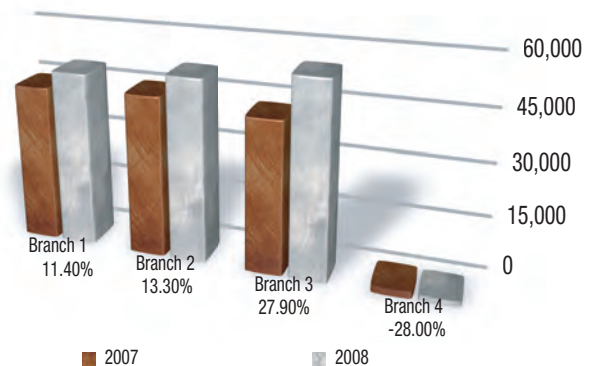
CASES	2007	% of CASES	2008	% of CASES
Charged*	7,955	54%	7,668	51%
No Process	4,754	32%	5,613	37%
Pe ded	2,048	14%	,844	2%



These totals show that CAS handled 14,838 cases from start to finish. There were 3,606 traffic citations handled by the Court Administration officers.

**Court Branches 2007-2008**

COURT	2007	2008	% of CHANGE
Branch 1	44,636	49,748	11.40%
Branch 2	45,746	51,859	13.30%
Branch 3	43,207	55,296	27.90%
Branch 4	2,022	1,570	-28.00%
<b>Totals</b>	<b>135,611</b>	<b>158,473</b>	<b>16.80%</b>



The Municipal Court experienced an increase of 16.8% in cases handled during 2008 compared to 2007.

There were 1,043 OWI arrests processed on the state and city side compared to 971 in 2007. That is a 7.4% increase. The previous year there was a 16.5% increase.

Lt. Gary Gacek demonstrating the capabilities of the Morpho RapID to local media.

Identification Technician Benitez photographing a piece of evidence.



## Identification Section

The Identification Section is responsible for the IWS Crimes Law Enforcement software, which has demonstrated that it is an important investigative tool for all officers and detectives. As of December 2008, the new web version of Crimes was implemented introducing the application to the network. With web-based Crimes, officers and detectives now have the ability to access the law enforcement software from all Department computers including the Mobile Data Computers(MDC) units in the squad cars.

The Morpho RapID units are beginning to make their way to the district stations. The RapID units assist officers in identifying subjects that officers come into contact with in the field and are proving to be an outstanding tool in providing accurate identifications. At this time the RapID units are set up to be squad car specific, providing the officers and the units are within the range of approximately 100 feet of their vehicle.

## NEIGHBORHOOD POLICING BUREAU



Assistant Chief Gregory Habeck  
Commanding Officer of the  
Neighborhood Policing Bureau



Inspector Edward Liebrecht  
Deputy Bureau Commander  
Neighborhood Policing Bureau



Acting Captain Stephen Basting  
Neighborhood Task Force

### Neighborhood Task Force

On June 1, 2008, the Neighborhood Task Force became operational as a permanent, centralized unit to target established hot spots susceptible to violent crime, concentrated areas of crime and disorder, as well as areas with the potential for violent crime and disorder. The mission of the NTF is to provide highly visible, proactive, multi disciplinary policing presence in hot spot locations aimed at driving down street level crime and disorder. The NTF assists district personnel in reducing crime, disorder, and fear through community based, problem oriented, and data driven enforcement interventions. The NTF was formed utilizing several components with different capabilities. These components included a Canine Unit, a Fugitive Apprehension Unit, a Marine Operations Unit, a Motorcycle Unit, a Mounted Patrol Unit, a Street Crimes Unit, and a Tactical Enforcement Unit. The Street Crimes Unit was formed primarily with members from the Vice Control Division and the Intelligence Division. Generally, the responsibilities of the NTF are crime suppression, fugitive apprehension, gang interdiction, street level drug dealing, street level prostitution, traffic enforcement and assisting the districts with directed patrol missions and other incidents of disorder requiring additional resources. Thus far the Neighborhood Task Force, based on the significantly measurable impact it has had on the crime rate and in particular violent crime, has been a success. The NTF is committed to facilitating safe, sustainable neighborhoods in Milwaukee.

### Major Incident Response Team

The Milwaukee Police Department's Major Incident Response Team (M.I.R.T.) had a

monumental year by taking an active roll in the Republican National Convention from August 31 to September 5, 2008 in Saint Paul, Minnesota.

In St. Paul, members of M.I.R.T. were made aware of constant threats and were assigned to maintain control over a portion of a fence line at an exit checkpoint. Numerous members of these disruptive groups were observed scouting our area of responsibility. Never once did a breach of our position or even an attempt at a breach ever take place. This can be attributed to M.I.R.T. member's constant vigilance and dedication to duty. Members were constantly aware of the needs of their fellow officers from not only the Milwaukee Police Department, but also for other law enforcement agencies and worked as a team to maintain proper staffing and security.

Members of MIRT remained professional even during trying times as members of the crowds attempted to coax our officers into confrontations. The Conference was policed in a professional manner protecting both the rights of the protesters and the citizens of Saint Paul.

The experience gained by the officers' contribution to the city of Minneapolis benefited the Milwaukee Police Department and the City of Milwaukee. The Milwaukee Police Department was complimented on its diligence and dedication to duty during this event. This is a direct reflection on the professional manner of the officers who responded to this request for aide.

Members of M.I.R.T. in St. Paul, Minnesota.

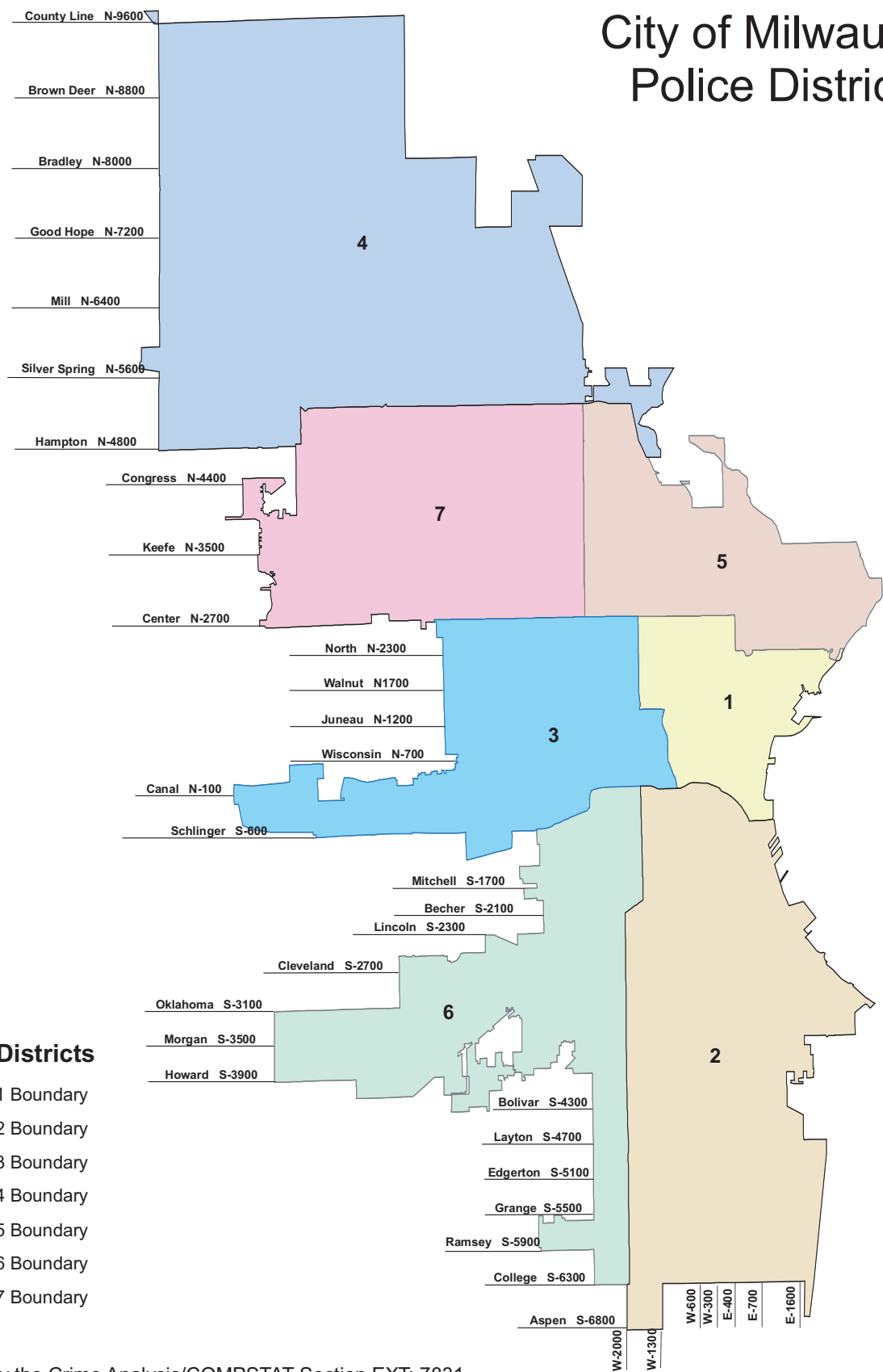




# City of Milwaukee Police Districts

## Police Districts

- D1 Boundary
- D2 Boundary
- D3 Boundary
- D4 Boundary
- D5 Boundary
- D6 Boundary
- D7 Boundary



## THE BACKBONE

As stated in Chief Edward Flynn's swearing in speech, "It is often said in police agencies that patrol is the backbone". The Milwaukee Police Department's backbone consists of seven district stations.

### District One

District One underwent a revamping of their district boundaries which took effect in November 2007. This major change more than doubled the territory and greatly increased the residential population of the district. Expansion also enlarged the mission of the First District, offering new challenges to our officers. The First District continued to grow and evolve during 2008 to meet those new challenges.

An initiative targeting thefts from autos, which has been the leading problem in the First District for many years, was begun in February with a public meeting and press conference at the Grand Avenue Mall. Through intense patrol strategies, increased surveillance, and cooperation with private security, the district achieved a reduction in this category of crime.

Special intense enforcement of laws targeting neighborhood disorder in the downtown and east side areas was launched by First District personnel. New beats were created in the downtown and Brady Street areas. More problem establishments were identified and targeted, with aggressive panhandling, graffiti, and loitering problems given a high priority.

For the third year in a row, District One managed the Joint Investigative Tobacco Compliance Initiative, a city-wide program in conjunction with the Milwaukee Health Department. This program has demonstrated great success in keeping cigarettes and other tobacco products from minors in Milwaukee.

The School Squad, an Anti-Gang Unit, and a Tavern Enforcement Unit all demonstrated great success in their first full year of operation. Violence in MPS schools located in the

## DISTRICT COMMANDERS



*Captain Michael Massa  
First District*



*Captain Anthony Smith  
Fifth District*



*Captain Eduardo Negrón  
Second District*



*Captain Donald Gaglione  
Sixth District*



*Acting Captain Edith Hudson  
Third District*



*Captain Patrick Mitchell  
Seventh District*



*Captain Eric Moore  
Fourth District*



*Captain Gregory Moore  
Community Services Division*





*Police Officer Elbertroy Jackson, Police Officer Anthony Wilson, Auxiliary Mary Hughes delivering Thanksgiving dinner.*

## A Cornucopia from Cops

The coordinators of the auxiliary program at District Three, Police Officer Elbertroy Jackson and Police Officer Anthony Wilson, made a conscious effort to organize a food drive for all the district personnel to participate in by donating food and/or money for families in need. The people working at District Three came through and donated in excess of 70 pounds of non-perishable food items and over \$200 in cash. The auxiliary officers found two very needy families living within District Three to take advantage of the generosity of the officers.

On November 25, 2008, District 3 Auxiliary President Rebekkah Priebe, District 3 Auxiliary Vice President Matthew Albers, District 3 Auxiliary Treasurer Mary Hughes, P.O. Elbertroy Jackson and P.O. Anthony Wilson went to the grocery store to purchase turkeys, gift certificates, and various food items and delivered each basket to the homes of the two families. The families were extremely happy and grateful to the officers who not only work daily to help keep their neighborhood safe, but also made the extra effort to bring a true Thanksgiving to these families. The rest of the non-perishable food items (70 pounds) were donated to the Hunger Task Force.

First District was at an extremely low level due to the efforts of the School Squad officers. Tavern enforcement kept the downtown entertainment district safe for visitors and residents alike. Problem establishments were quickly dealt with, up to and including license suspension.

District One personnel continued to ensure the safety and quality of life for visitors to

Milwaukee during numerous events in the downtown area, including Summerfest, various ethnic festivals, Jazz In The Park, the Riversplash festival, Bastille Days, and the Milwaukee Harley-Davidson 105th Anniversary celebration.

## District Two

During 2008, District Two implemented sev-

eral initiatives to deal with crime, fear, and disorder in different neighborhoods throughout the south side district.

The first initiative, which was very successful, was in the Walker's Point area, and started in January 2008. The area experienced a high level of violent and property crimes such as entry to autos, thefts, robberies, and a homicide. The first step was to assign extra patrol using power shift squads in the area along with the basic squads and additional foot patrols. Then the Department assisted in organizing various meetings with the area business owners and managers which led to a more cohesive working relationship and, in effect, a reduction in crime in the area. Several arrests were made and in some instances, the actor was arrested numerous times, resulting in a geographical restriction of the area from the offender.

The Project Safe Neighborhood (PSN) Safe Streets/Common Ground-High Point Model initiative commenced in May 2008. The challenges incurred during the initiative in District Two did differ from other agencies that had tackled crime using the same model, but the enforcement efforts resulted positively in District Two as a whole. With the PSN initiative, officers worked foot patrol which resulted in overwhelming reports of neighborhood residents' appreciation, as well as an increase in apprehensions of robbery suspects and a dramatic decrease in these crimes.

## District Three

In 2008, a new strategy of policing was introduced to the Department. Chief Edward Flynn directed that our crime prevention efforts be community-based, problem-oriented, and data-driven. Throughout the year, a variety of new policing initiatives were developed and implemented. In addition, existing initiatives were either amended or expanded to realize Chief Flynn's directive.

Over 90 crime prevention initiatives were conducted throughout the year, yielding a significant reduction in crime by the years end. One of the initiatives, the Metal Theft Prevention Initiative, which focused on the prevention of

burglaries and thefts where copper and other metals were targeted, resulted in several arrests and ended this problem.

The driver of our crime prevention initiatives was data interpretation and intelligence gathering. A concerted effort by District Three personnel and our crime prevention partners, probation and parole, District Attorney's Office, and domestic violence advocates resulted in great success. We developed an initiative that monitored the status of criminals arrested in our district for violent crime. Geographic restrictions of these criminals were sought and enforced when granted.

Captain Harpole's commitment to neighborhood focused policing continued to be a key component in District Three's strategic planning to reduce crime, fear, and disorder. The involvement of our community stakeholders resulted in additional block watch groups being formed, and four additional neighborhoods joined our Neighborhood Walk Initiative. Our yearly National Night Out celebration, which was coordinated by Sergeant Linda Reaves, was a great success. The event was attended by several hundred people and provided an excellent example of police community relations.

### District Four

In 2008, it remained the commitment of District Four to deliver effective law enforcement services in the most efficient manner possible. In doing so, a new Multi-Housing Initiative was introduced with the intent to reduce the violent crime in twelve separate clusters of multi-housing units throughout the district. In addition, the Section 8 Housing Program, which is a federally funded entitlement program, was formulated and implemented in areas of the district. The district personnel collaborated with the Housing Authority to work with tenants and landlords participating in the Section 8 Program in reporting certain activities and behaviors which could cause potential eviction.

### District Five

In 2008, two in-depth investigations into the violent street gangs known as the 1st & Keefe Vice Lords and the 1-9 Nash Street Boys came to successful conclusions. Numerous members were arrested on various state and federal charges. After these arrests, neighborhood foot patrols were assigned to these areas to assist the residents in taking back their neighborhood from the gangs.

Open air drug markets in the Harambee neighborhood were targeted as part of the Milwaukee Safe Streets Initiative, utilizing the "High Point Strategy". This resulted in the arrest of over forty subjects for the illegal sale of narcotics. Fifteen subjects were given an opportunity to stop dealing drugs and turn their lives around by participating in one of the two neighborhood call ins. If they successfully comply with the rules set forth by the District Attorney's Office, they can avoid criminal prosecution. This pro-

gram has disrupted the drug markets in Harambee and energized the residents to take back their streets.

District Five started the "Adopt a Block" program this year. This program is designed to help citizens take back their neighborhood, one block at a time. The program engages every resident, landlord, and business owner on one city block. City resources are then concentrated on this one block until the block no longer needs to be adopted, but is owned by the residents. This program is the creation of District Five's Community Liaison Officer Raymond Robakowski.

### District Six

In early 2008, a Target Team meeting was held at District Six. Captain Donald J. Gaglione along with Safe & Sound Community Partners, Weed & Seed, probation and parole, and the aldermen, came up with the idea to utilize people on probation to provide with community service hours to



*Captain Tony Smith and Chief Flynn working with community leaders.*



*Police Officers Bill Black and Elvis Lock helping out a citizen.*



pay back the community where they committed their offenses. The plan was to have people on probation go throughout the neighborhood of District Six and clean up litter and graffiti.

In April 2008, Operation Project Pay Back was well on its way. The initial group was comprised of members of a local tagging crew who were on probation with community service hours. They hit the streets of District Six along with police officers, Safe

district and graffiti is slowly making its way out of the District Six community.

As a part of this program, these individuals are offered resources so that they can attempt to get their lives back in order. Three of these people are working on getting their GED with help from Safe & Sound Community Partners. The Truth School is looking to help several get jobs through the funding of a grant, where they can utilize their talent by painting murals.



*Captain Donald Gaglione at Operation Project Pay Back.*

& Sound Community Partners, probation agents, members of Weed & Seed, and Alderman Robert Donovan. The offenders were split up into groups and are then assigned to an officer who may partner up with a probation agent, Safe and Sound Community Partner, a member of the Weed & Seed program, and/or Alderman Donovan. These groups then went around the neighborhoods picking up trash on the streets and painted out graffiti throughout District Six. Also, during the clean ups, information regarding crime prevention and block watches is distributed to the residents of the neighborhoods.

This program has been going strong ever since that day, and once a week a small group meets at District Six to go out and give back to the community what they have taken away. Since April 3, 2008, Project Pay Back has proudly picked-up hundreds of pounds of trash and cleaned or painted over 1,061 graffiti properties. This hard work has made a mark in the

## District Seven

District Seven initiated the "Sherman Park Policing Plan" during 2008 in which an effort was made to reduce levels of crime, fear, and disorder within the Sherman Park Area. The effort resulted in increased cooperation between police officers and citizens. As a result of increased community involvement and focused police efforts, crime fell in the area by 7% when compared to the same time period in 2007. Additionally, 80% of residents reporting saw an increase in foot patrols, and 59% of residents reported feeling safer in their neighborhoods as a result of the initiative. A direct result of this program was the formation of over 34 new block watch groups throughout District Seven.

## The Community Services Division

The Community Services Division (CSD) provides police services for several of the Milwaukee Public High Schools including Custer, Vincent, Northwest Academy (north

side), and Bradley Tech, Pulaski, Hamilton (south side). Officers involved in the School Resource program have made positive impacts in children's lives, and have changed negative perceptions about the police. In 2008, we deployed officers to six high schools. The challenges have been numerous and results have varied from student to student. However, calls for service have been reduced; incidents in schools are decreasing and becoming less violent and officers are engaging students positively, with the assistance of school administrators and staff.

CSD has been in the forefront of the Department's successful "Citizen's Academy" by recruiting participants for the ten week training. The coordination of this training has also lead to participants applying to join the Department's Auxiliary program. Further, CSD has provided training for our city's youth through our "Youth Citizen's Academy," which runs for two weeks, three hours per day, and gives our youth exposure to the world of policing. Like our adult academy, we have experienced youth that have decided to join Explorer Posts to increase their experience and knowledge of policing.

CSD also provided services to children, adults and families through the Police Athletic League (PAL). Many sports leagues, clubs and clinics were organized such as golf, basketball, t-ball and football, which helped the young people of Milwaukee. These programs were in collaboration with the Milwaukee Brewers organization, National Basketball Association and National Football League and run throughout the year.

During the summer, CSD initiated "Operation Watch Out," which had officers contacting residents in challenging areas on the south side and north side of the city. The efforts lead to more than 12,000 contacts and approximately 200 plus leads of people interested in starting Block Watches. This information was passed on to district Community Liaison Officers (CLOs).

## ANTI-GANG Pilot Site



Chief Flynn, Captain Donald Gaglione and Alderman Robert Donovan working to keep the neighborhoods safe.

Milwaukee is one of six cities in the country selected to implement a comprehensive anti-gang strategy under the Attorney General's pilot program. The Milwaukee project, which has developed under a working name of the Milwaukee Safe Streets Initiative, focuses on two Milwaukee police districts, District Two and District Five, in which entrenched generational gangs pose the most significant threat to the safety of citizens. Gangs in both districts have developed and thrived amid significant pockets of poverty and social disorganization and in spite of ongoing law enforcement interventions. A core premise of the Milwaukee Safe Streets Initiative is that the coordination of funding between law enforcement, corrections, and community and faith based organizations on a single project will maximize the efficiency and effectiveness of all efforts. Overall project coordination and management is provided by the United States Attorney and the Wisconsin Office of Justice Assistance, the state administrative agency that administers funding under the Federal Justice Assistance Grants, Juvenile Justice Grants, Juvenile Accountability Block Grants, Disproportionate Minority Contact Grant, Residential Substance Abuse Treatment Grant and Byrne Formula Grant programs. Project positions were created for Community Prevention Coordinators (one in each police district) and a Re-entry Coordinator. The work of these coordinators will complement the separately funded work of the Community Prosecutors who are

already engaged in coordinating law enforcement resources in each police district.

Milwaukee's Safe Streets Initiative, an anti-gang program, began a series of "call-ins" in 2008. The call-ins force offenders to sit down with members of their communities to confront the harm their lawlessness has caused. They get a last chance to reform, and they get connected to social services and faith-based groups that can help them turn their lives around. The program is a partnership between the Mayor, the Milwaukee County District Attorney, the U.S. attorney, police and community partners. Marquette University's Restorative Justice Initiative, directed by distinguished law professor Janine P. Geske, leads the community portion. Coordinators have met with more than 150 groups, leaders, residents, offenders, and victims. For 2008, of 91 offenders re-entering the community who participated in Restorative Justice Community Circles, 88% have not re-offended.

Marquette's Community Coordinators, in conjunction with the Department of Correction's staff, conducts notification sessions and Restorative Justice Circles on a monthly basis. These sessions are designed to "welcome" offenders back to the community with an admonishment of good behavior coupled with opportunities for school, employment, and other services. These Circles are held in faith-based facilities and community centers at various locations throughout the districts. Some of

the places where notification sessions/circles are held include: Coffee Makes You Black (coffee house), the Church of the Living God, Hepatha Lutheran Church, and the Medical College of Milwaukee's Community Violence Prevention Center. At these sessions, law enforcement takes the lead and gives the straight talk about crime, punishment and personal responsibility. Various members of the community are present to represent the communal ramifications of crime and violence. Circles usually average 8-10 offenders each month and 25-30 community members. The "community" includes residents, service providers, faith-based representatives, business people, and other volunteers.

Another notable accomplishment during the end of 2008 was the launch of the Milwaukee Safe Streets website: <http://www.safestreetsmilwaukee.org/>. The website includes a wealth of information specific to the program and how the collaboration between so many diverse agencies can take place. It is becoming the center of communication for residents and leaders alike to find out about the Safe Streets Initiative and how they can become more involved. Because of the continued growth of volunteers and residents involved in the Safe Streets Initiative on the south side, a database was also developed to track information about events, people, and follow-up. This database further formalizes the activities facilitated by the south side Community Coordinator and provides up-to-date information that allows the development of more efficient programs and communication.

The end of 2007 and beginning of 2008 really focused on developing contacts with law enforcement and resource providers, as well as creating a vision of what the Community Coordinators could do to be an active partner in the Safe Streets Initiative. During the latter half of 2008, the fruits of the project's labors became quite apparent as residents, law enforcement, and organizations embraced the idea of dealing with crime and violence from a different perspective and involving everyone who is impacted by it. The end of 2008 was definitely a period of solid work for the Safe Streets Initiative.



## CRIMINAL INVESTIGATION BUREAU



Assistant Chief James Harpole  
Commanding Officer of the  
Criminal Investigation Bureau



Captain Darryl Winston  
Acting Deputy Bureau Commander  
Criminal Investigation Bureau

The Criminal Investigation Bureau is comprised of the Homicide Division, Crimes Against Persons Division, Crimes Against Property Division, Sensitive Crimes Division, Intelligence Division, Vice Control Division/HIDTA and the Crash Reconstruction Unit.

In the spring of 2008, the Criminal Investigation Bureau successfully coordinated and facilitated a New Detective

Training Seminar. In this seminar, ten newly promoted members of the Milwaukee Police Department and 20 suburban detectives were instructed in the best practices of criminal investigations and were given insight into the expectations of the supervisors in the CIB and the role of the detective. Additionally, this seminar proved to be an excellent opportunity for the newly promoted detectives to network with detectives from the surrounding suburbs, as well as outside instructors from the Wisconsin Regional Crime Lab and Medical Examiner's office.

During 2008, the Criminal Investigation Bureau began to build better bridges and communication with the districts by providing briefings to district personnel regarding high profile and serial crimes. The briefings by the Robbery and Violent Crimes units improve communication between these groups and lead to actionable intelligence being developed that allow both groups to better focus their efforts towards the reduction of crime, fear, and disorder

### Homicide Division

At the closing of 2008, the City of Milwaukee recorded its lowest number of homicides since 1985. There were a total of 71 homicide related deaths, as well as a decrease in non-fatal shootings from the year before.

In 2008, the Homicide Division continued to work cooperatively with the Milwaukee Homicide Review Commission (MHRC) and the Neighborhood Policing Bureau (NPB) by expanding the reviews to all homicides city-wide. This enhanced the information sharing and involvement of commanders, officers, and other criminal justice personnel from all police districts, as well as involving law enforcement from adjoining suburbs.

In 2008, a cold-case homicide unit was developed and implemented to deal exclusively with open homicide cases that date back to the 90's. Criminal justice interns

from local colleges were utilized to begin the daunting administrative task of reviewing files and identifying evidence that may be retested for DNA. There are currently 17 cold-cases with DNA samples pending at the Wisconsin Regional Crime Lab. The cold-case unit cleared four previously unsolved homicides in 2008 (1-1990; 2-1998; & 1-1999) and is working on 28 other cases.

Many of these investigations require a coordination of effort between the various units and divisions within the Department. Our success is tied to our skill in working as a team and in maintaining communications with the various entities. During 2008, several members of the Homicide Division assisted in training other members at in-service sessions, as well as new recruit classes. The information flow was expanded to include regular contact with district personnel and the Neighborhood Task Force (NTF).

### Crimes Against Property Division

Once again, the combined efforts and knowledge of interagency collaboration has proven to be very successful. The White Collar Crimes Unit, as well as the Milwaukee County Department of Health and Human Services, assisted the District Attorney's Office in a large and convoluted investigation involving a large childcare center operating throughout Milwaukee. The investigation started with a routine check by an employee of the Milwaukee County Department of Health and Human Services who observed only six children in attendance when the center was authorized up to 68 children per shift. This large discrepancy in the lack of children sparked an inquiry due in part to the fact that Milwaukee County was providing funding through the Wisconsin Works (W-2) program to the day care. After a year long investigation by the detectives in the White Collar Crime Unit, it was discovered that the center had billed the state for children who never attended the center. After a

review of hundreds of documents and the examination of a computer that was seized in the search warrant, it was determined that approximately \$860,941.00 was fraudulently billed to the state. The investigation further revealed that the mothers of the children were actually paid to stay at home with their children and were provided residence in rental properties as part of the deal. The owners of the childcare center owned the rental properties and received additional state funds because the mothers were receiving rent assistance. The owners were charged in court with 3 counts of theft by fraud and face up to 30 years in prison.

### Crimes Against Persons Division

In 2008, this division of the CIB established robbery media updates to recognize good arrests and clearances made by officers/detectives and provided robbery updates to chain of command staff and the Public Information Office. By doing so, it increased information being released on the department's ten most wanted program and website to include video surveillance of major crimes such as shooting and robberies.

The Crimes Against Person Division also held regular meetings with violent crimes personnel regarding the new link analysis project that is being established which provides for proactive investigations from our personnel. A major advancement was a better exchange of information and communication between the detective bureau and district personnel, which also led to better coordination with multiple agencies regarding case managements and bank robberies.

### Sensitive Crimes Division

The Sensitive Crimes Division (SCD) responsibilities include investigations of sexual assault and crimes against children, investigations of critical and non-critical missing persons, and the Truancy Abatement and Burglary Suppression (TABS) program. Our personnel also investigate incidents of felony domestic abuse, elder abuse and child neglect, and monitor

## CIB DIVISION COMMANDERS



*Early Shift Captain Christopher Domagalski  
Criminal Investigation Bureau*



*Captain James Shepard  
Crimes Against Property Division*



*Late Shift Captain Michael Dubis  
Criminal Investigation Bureau*



*Acting Captain Gary Schuster  
Sensitive Crimes Division*



*Captain David Zibolski  
Homicide Division*



*Captain Timothy Burkee  
Vice Control Division*



*Captain Darlene Jenkins  
Crimes Against Persons Division*



*Captain Michael Young  
High Intensity Drug Trafficking Area*



the release of all registered sex offenders into the community.

This division makes a conscious effort to work together with other agencies throughout Milwaukee to help combat crimes of a sensitive nature. The Milwaukee Child Abuse Review Team (CART) is comprised of representatives from the Department, the District Attorney's Office, Milwaukee Children's Court Center (MCCC), Child Protection Control (CPC), Children's Hospital, Milwaukee Public Schools (MPS), the Milwaukee Health Department, Bureau of Milwaukee Management of Child Welfare (BMCW), West Allis PD, South Milwaukee PD, the Sexual Assault Treatment Center (SATC), and the Task Force on Family Violence (TFFV) who meet monthly to discuss and develop better ways to investigate and prevent child abuse and neglect in Milwaukee County. Multi-Disciplinary Team (MDT) case staffings are also conducted monthly to address specific cases of child abuse and sexual assault, and to plan and implement case specific follow up.

The Sensitive Crimes Division is involved in a co-location project at the Child Protection Center (CPC), which includes an officer from SCD and a social worker from the Bureau of Milwaukee Child Welfare (BMCW) working out of the same office, sharing information and co-investigating the most serious reports of child abuse and sexual assault. This has been a very successful program and has resulted in better and more complete investigations presented to the District Attorney's Office, as well as an immediate removal of children from abusive situations. In October of 2008, a Cold Case/Missing Persons Unit was created to handle all long-term and critical missing persons investigations, as well as "cold hits" obtained from DNA evidence submitted to the Wisconsin Regional Crime Laboratory (WRCL).

In 2008, SCD personnel conducted 1,595 sexual assault investigations, and finished the year with an 86% clearance rate, one of the highest in the nation. This included a 79% clearance rate for UCR reportable offenses,

and a 57% clearance rate for stranger sexual assaults. SCD personnel also conducted 477 child abuse investigations, and 312 critical missing persons investigations.

## Vice Control Division

In 2008, the Milwaukee Police Department went through a restructuring which resulted in the redeployment of many Vice Control Division personnel to the Neighborhood Task Force to focus on geographically specific problem areas dealing with narcotics, prostitution and gambling. In doing so, district personnel became more involved in enforcement against street-level drug dealing and nuisance abatement. To assist in these efforts, VCD held numerous formal and informal training opportunities to raise the proficiency levels of district personnel in those areas. As a result, the districts have become much more proactive in enforcing drug laws in open-air drug markets, and drug houses that are nuisances in the neighborhoods they are in. Using community prosecutors assigned at specific districts, district personnel have significantly increased the number of vice related arrests and search warrants. This combined effort between agencies has shown to be successful in the community. The Vice Control Division has become more active in the vice related investigation of mid-upper level organized vice related crimes and high-level organized offenders.

## HIDTA

The Milwaukee HIDTA (High Intensity Drug Trafficking Area) had a successful year for 2008. The programs operated from the Milwaukee HIDTA utilize state and federal funding to facilitate local, state, and federal collaboration to disrupt and dismantle drug trafficking organizations that contribute greatly to the propagation of crime, fear, and disorder in the Milwaukee area.

A total of 16 Drug Trafficking Organizations (DTO) were disrupted or dismantled in the Milwaukee area in 2008. Working in conjunction with the Milwaukee Police Department and numerous other agencies, we were able to dismantle the Emmanuel

Prince organization, also known as the 1-9 Nash Street Boys, which was a violent street gang that terrorized the area of N. 19th St. and W. Nash St. This gang was responsible for numerous shootings, robberies, and assaults, as well as two homicides that were cleared by the dismantlement of this organization. On February 14, 2008, a total of 296 law enforcement personnel from 52 different agencies worked cooperatively in the arrest of over 43 people. A total of three and a half kilograms of cocaine were seized, as well as over \$293,000.00. These actions helped the citizens of N. 19th St. and W. Nash St. reclaim their neighborhood.



*I.D. Technician Jimmy Young fingerprinting evidence*

# MILWAUKEE HOMICIDE REVIEW COMMISSION

The Milwaukee Homicide Review Commission (MHRC) is a multi-level, multi-disciplinary, and multi-agency homicide review process aimed at reducing the occurrence of homicide in Milwaukee. The MHRC is comprised of law enforcement and community service providers who meet regularly to exchange information on the city's homicide and identify methods of prevention from both public health and criminal justice perspectives. The mission of the MHRC is to better understand the nature of homicides, strategically focus limited enforcement and intervention activities on identifiable risks and develop innovative responses that can lead to solutions.

In 2008, the homicide review commission worked with representatives of the city Attorney's Office and Common Council to pass two significant pieces of legislation. These legislative items included the improvement of surveillance activities at nuisance properties. The legislation requires that retail properties which have had three or more calls for service in one calendar year install video surveillance systems. The goal of this law is to identify and target crime hot spots in the city. The second piece of legislation requires that the costs associated with any property that has three or more calls for service may be charged to the owners of such premises. One additional significant recommendation that the MHRC assisted with in 2008 was the revival of the Milwaukee County Witness Protection Program.

The homicide review process has shed light on the extent of youth criminal activity in Milwaukee and revealed both successes and inefficiencies in our youth-serving criminal justice system. Currently, 45% of homicide victims and 58% of homicide suspects had been arrested as a juvenile. The MHRC was integral in assembling the Juvenile Justice Subcommittee, comprised of Milwaukee County Children's Court, Office of the Chief Judge of Milwaukee County, Milwaukee County District Attorney's Office, Milwaukee Police

Department, and the Department of Corrections (DOC) Division of Juvenile Corrections, to improve information sharing and develop juvenile violence prevention strategies.

*Provided by the Homicide Review Committee*



*Mallory O'Brien, Ph.D.  
Director of the  
Homicide Review  
Commission*

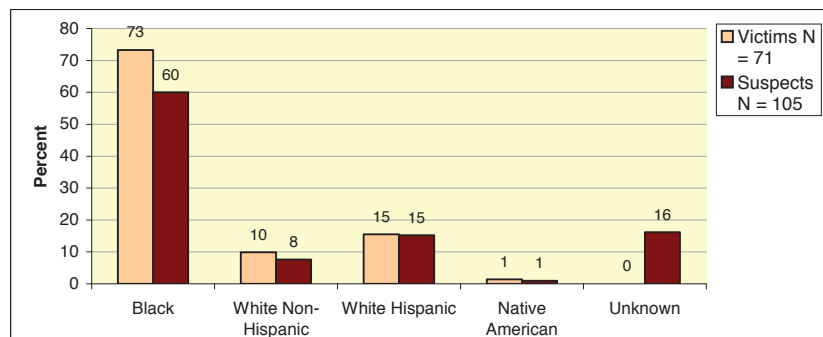
**January 1, 2008 – December 31, 2008**

**Homicide Total: 71**

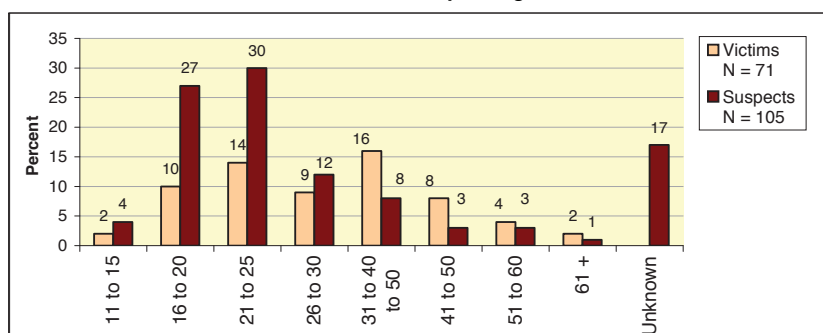
*This is a 33% decline compared to 2007  
and a 32% decline compared to 2006.*

- 65% of homicides were committed with a firearm
- Six infants were victims of abuse, shaken baby syndrome, or neglect
- 39% of homicide victims and 40% of suspects were either on probation with the WI Department of Corrections at the time of the homicide or had been at some time in the past
- 19% of victim arrests and 36% of suspect arrests were as juveniles
- 29% of victims and 19% of suspects had been arrested at least once as a juvenile for a weapon offense or other violent acts against a person

**Homicide Victim and Suspect Race/Ethnicity**



**Homicide Victim and Suspect Ages**



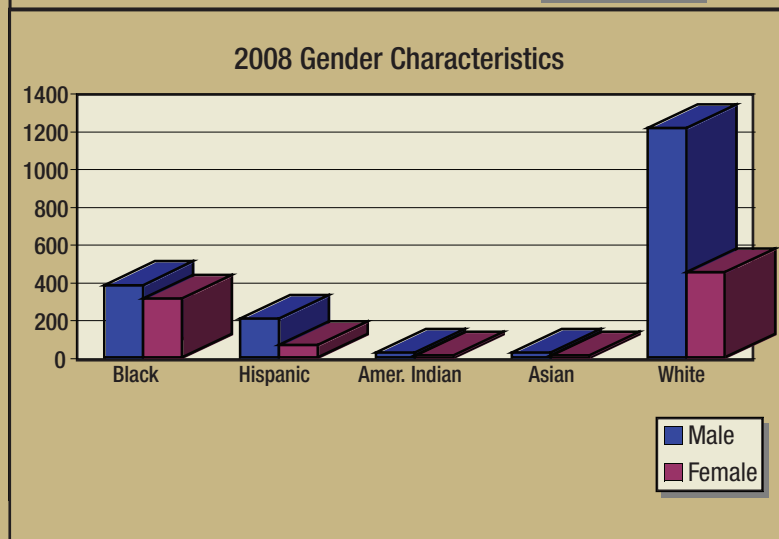
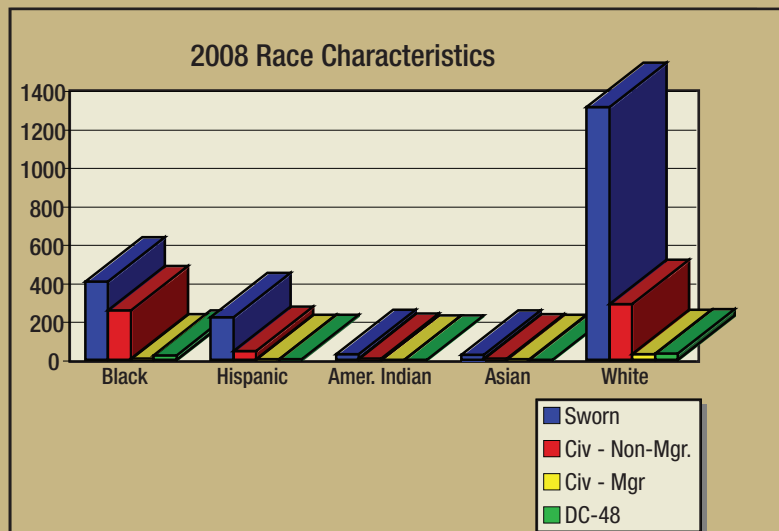
**\*\* 14% of victims and 11% of suspects were under the age of 18**



# 2008 POLICE DEPARTMENT PERSONNEL STATISTICS

## RACE AND GENDER CHARACTERISTICS

	Black	Hispanic	American Indian	Asian	White	TOTALS
Sworn	406	220	30	26	1312	1994
Civilian, Non-Manager	256	46	8	7	290	607
Civilian, Manager	7	2	1	2	28	40
DC-48	24	3	0	0	33	60
<b>Totals</b>	<b>693</b>	<b>271</b>	<b>39</b>	<b>35</b>	<b>1,663</b>	<b>2,701</b>
Male	383	206	27	25	1,213	1,854
Female	310	65	12	10	450	847



# CRIME STATISTICS

## INDEX CRIME STATISTICS FOR QUARTER THREE IN 2007 AND 2008

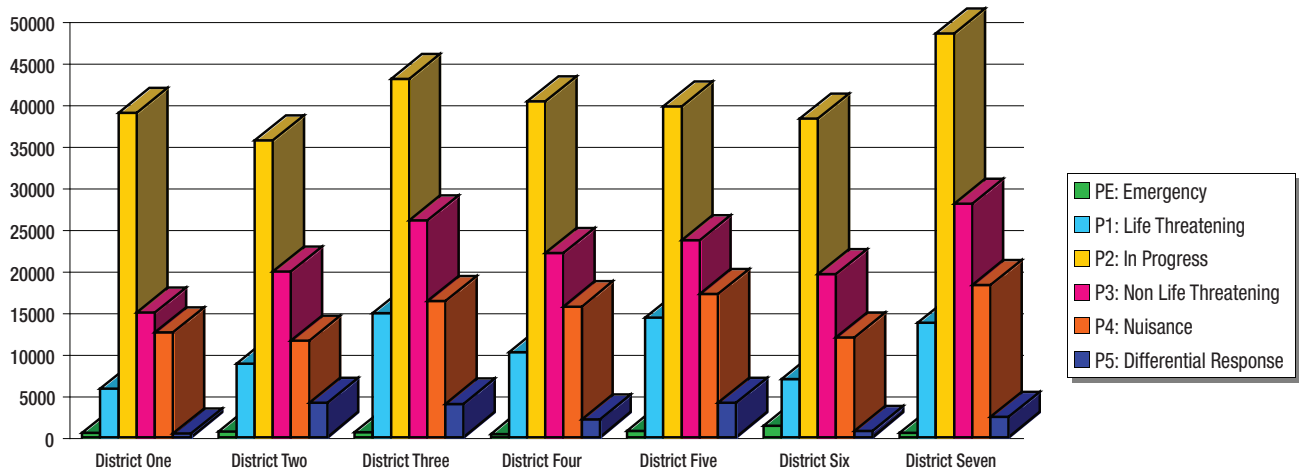
WIBRS (Wisconsin Incident Based Reporting System) data cannot be compared to UCR (Uniform Crime Report) data. UCR data only counts the highest-level crime as an incident and WIBRS counts all lesser offenses in an incident as separate incidents.

## Uniform Crime Statistics

Years	2007 1st Quarter	2008 1st Quarter	2007 2nd Quarter	2008 2nd Quarter	2007 3rd Quarter	2008 3rd Quarter	2007 4th Quarter	2008 4th Quarter	2007 Year End	2008 Year End	Percentage of Change
Homicide	26	13	22	21	29	23	28	14	105	71	-32%
Rape	57	40	67	47	47	79	65	66	236	232	-2%
Robbery	852	670	756	722	937	925	991	857	3,536	3,174	-10%
Aggravated Assault*	1,001	756	1,209	1,161	1,146	1,109	830	762	4,186	3,788	-10%
<b>Total Violent Crime</b>	<b>1,936</b>	<b>1,479</b>	<b>2,054</b>	<b>1,951</b>	<b>2,159</b>	<b>2,136</b>	<b>1,914</b>	<b>1,699</b>	<b>8,063</b>	<b>7,265</b>	<b>-10%</b>
Burglary	1,204	1,342	1,416	1,744	1,869	1,728	1,731	1,535	6,220	6,349	2%
Theft	5,587	5,166	5,937	6,352	6,618	6,647	6,266	5,220	24,408	23,385	-4%
Auto Theft	1,953	1,528	1,766	1,812	2,068	1,878	1,967	1,316	7,754	6,534	-16%
Arson	71	54	81	83	109	105	88	74	349	316	-9%
<b>Total Property Crime</b>	<b>8,815</b>	<b>8,090</b>	<b>9,200</b>	<b>9,991</b>	<b>10,664</b>	<b>10,358</b>	<b>10,052</b>	<b>8,145</b>	<b>38,731</b>	<b>36,584</b>	<b>-6%</b>
<b>Grand Totals</b>	<b>10,751</b>	<b>9,569</b>	<b>11,254</b>	<b>11,942</b>	<b>12,823</b>	<b>12,494</b>	<b>11,966</b>	<b>9,844</b>	<b>46,794</b>	<b>43,849</b>	<b>-6%</b>

\*The assault category reflects aggravated assaults only. No simple assaults are included. The 2007 data has been modified to reflect this change.

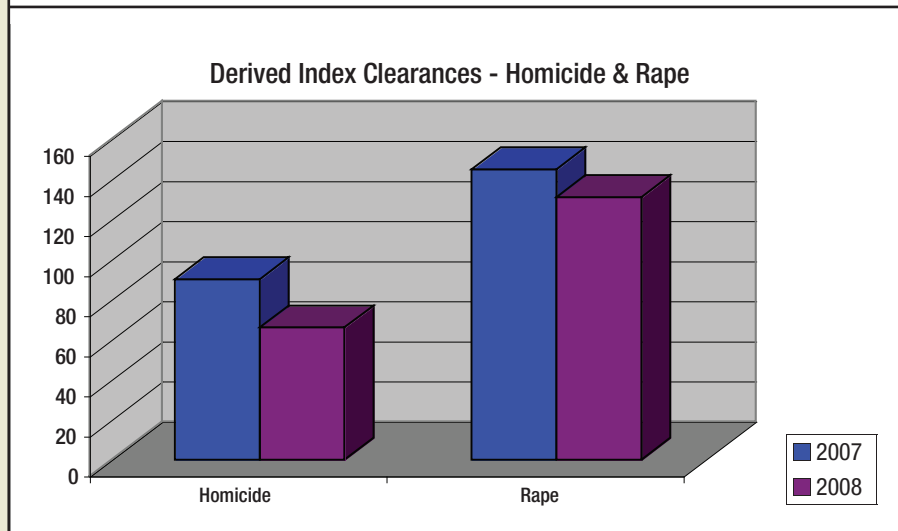
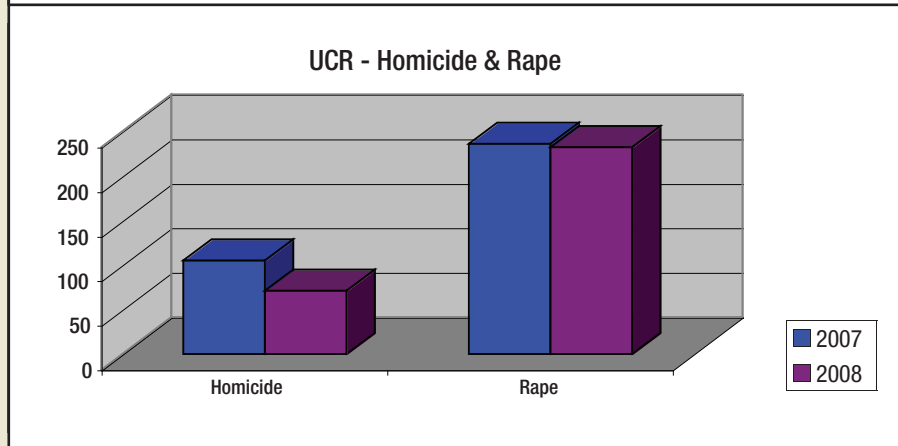
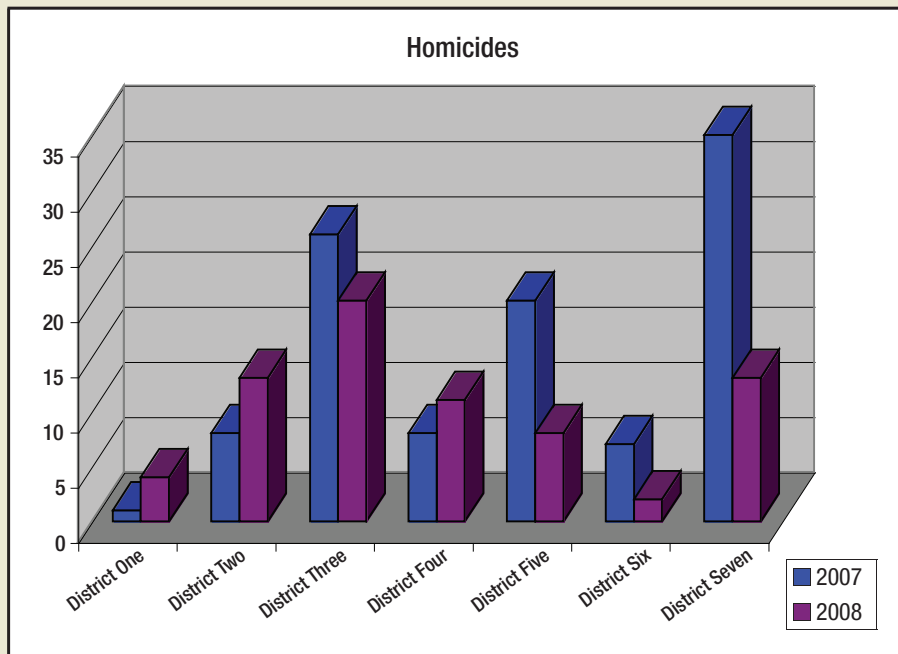
## 2008 C.A.D. Calls For Service



	DISTRICT ONE	DISTRICT TWO	DISTRICT THREE	DISTRICT FOUR	DISTRICT FIVE	DISTRICT SIX	DISTRICT SEVEN	TOTALS
PE: Emergency	532	642	589	381	769	1,349	486	4,748
P1: Life Threatening	5,817	8,801	14,874	10,188	14,328	6,942	13,749	74,699
P2: In Progress	38,973	35,634	43,022	40,324	39,701	38,225	48,534	284,443
P3: Non Life Threatening	14,971	19,916	26,065	22,089	23,625	19,610	28,056	154,332
P4: Nuisance	12,566	11,574	16,345	15,692	17,165	11,950	18,281	103,573
P5: Differential Response	393	4,140	3,996	2,109	4,125	727	2,422	17,912
<b>City Assignment Totals</b>	<b>73,252</b>	<b>80,707</b>	<b>104,891</b>	<b>90,783</b>	<b>99,713</b>	<b>78,833</b>	<b>111,528</b>	<b>639,707</b>

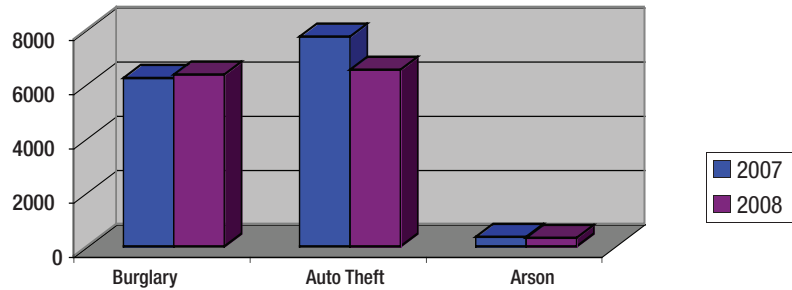


# CRIME STATISTICS

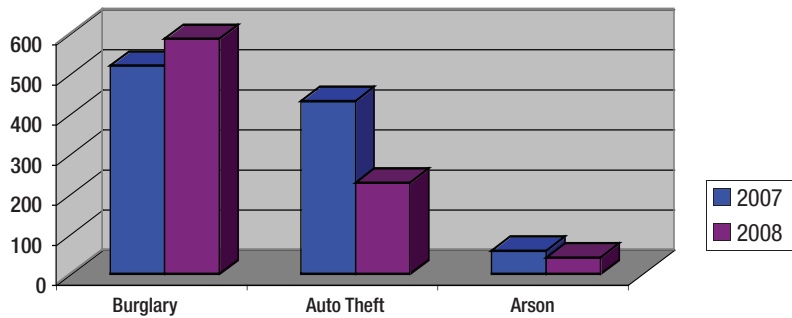


# CRIME STATISTICS

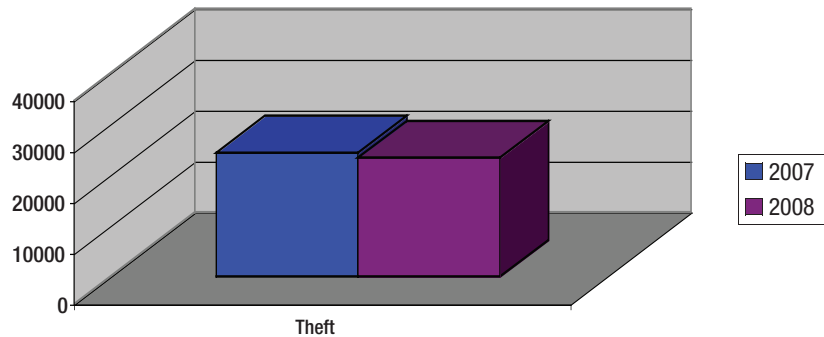
UCR - Burglary, Auto Theft & Arson



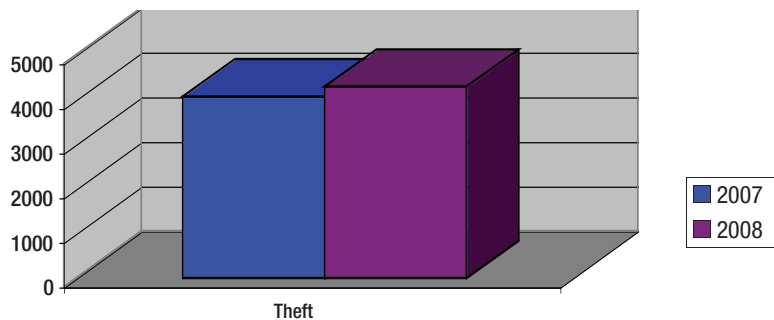
Derived Index Clearances - Burglary, Auto Theft & Arson



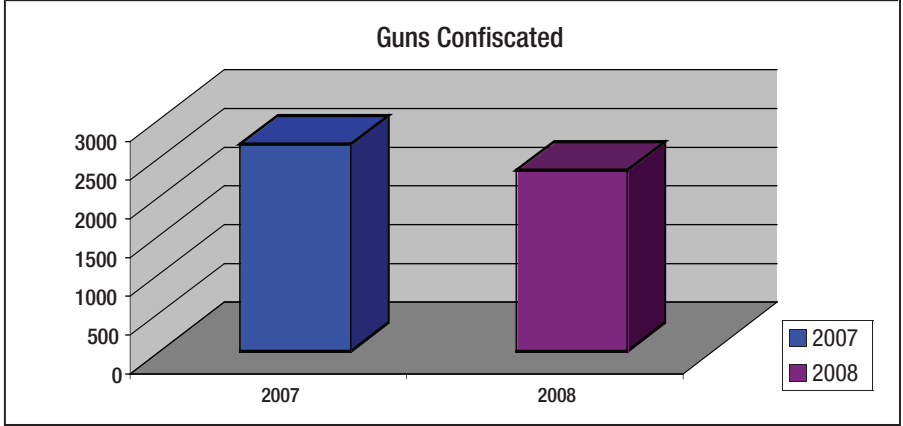
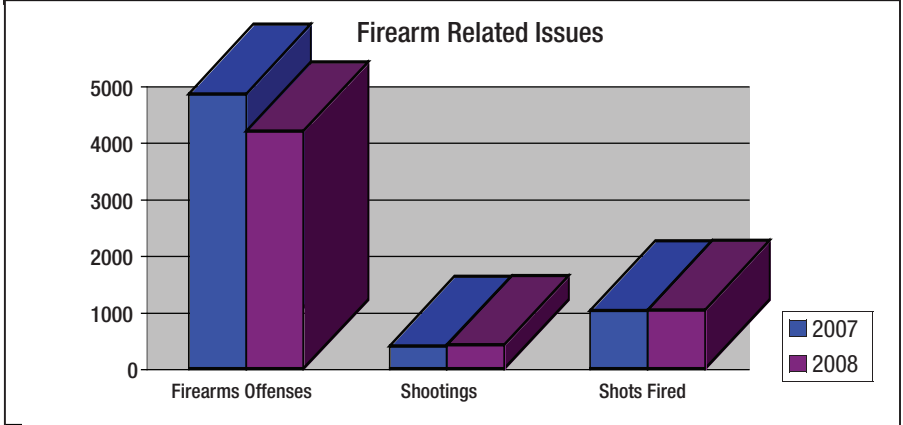
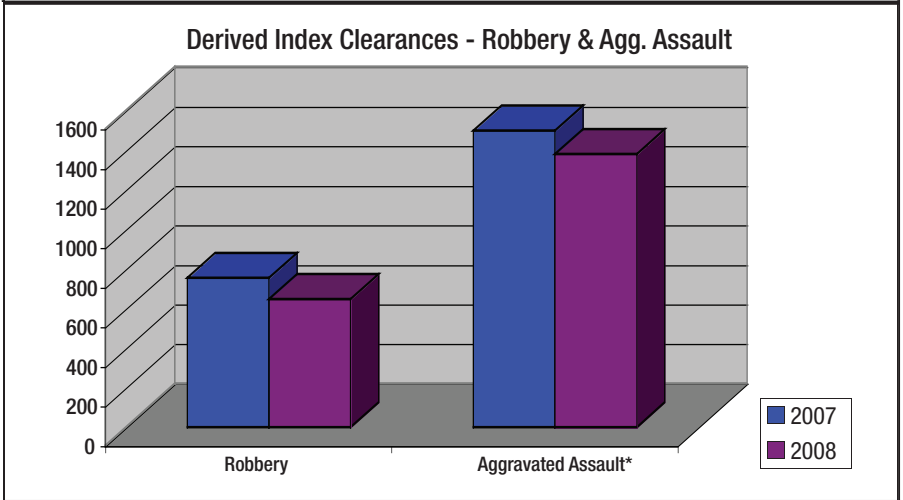
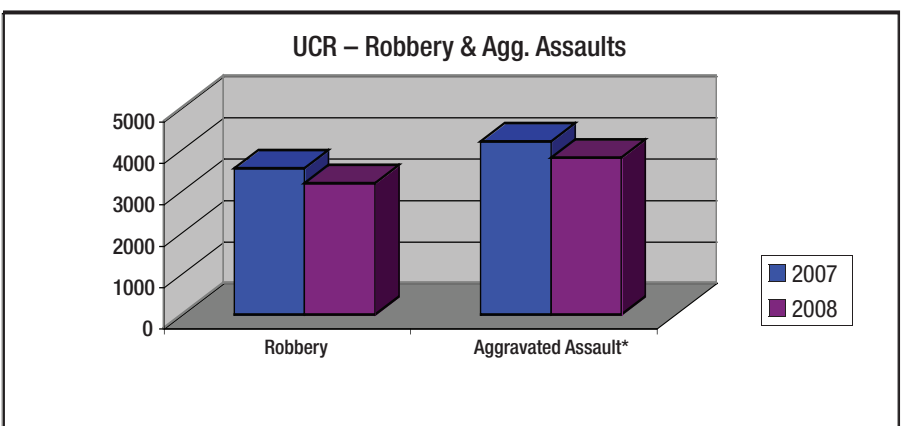
UCR - Theft



Derived Index Clearances - Theft





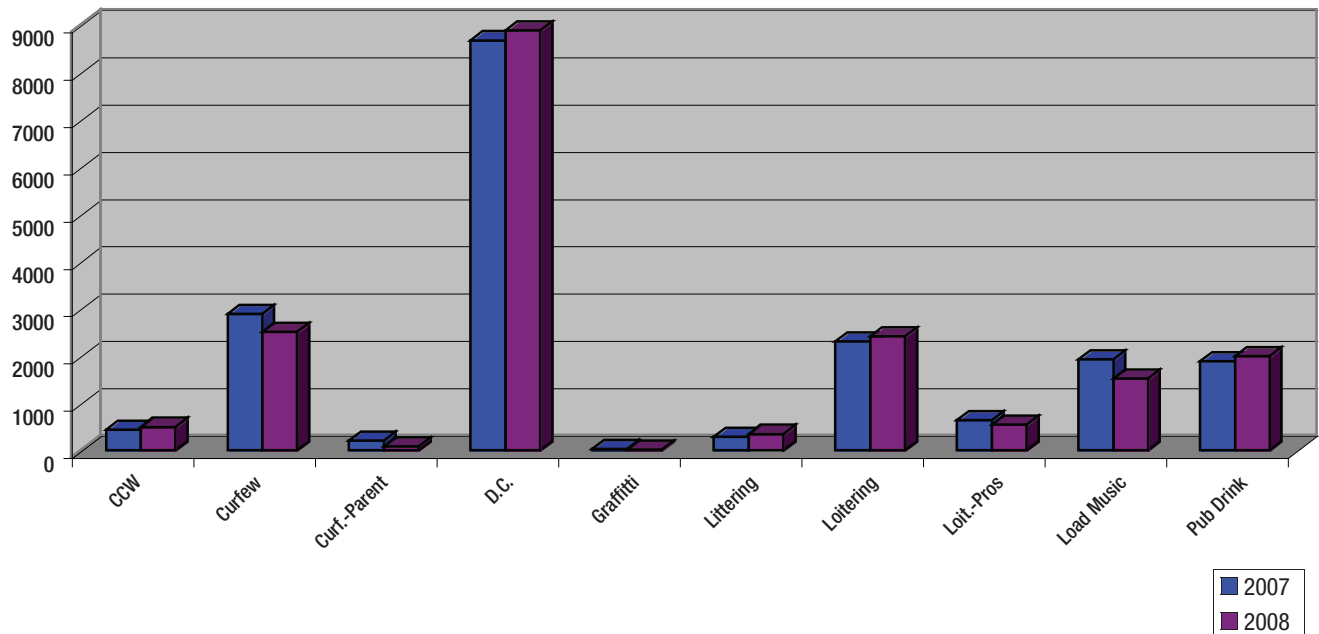


# MILWAUKEE POLICE DEPARTMENT STATISTICS

## Quality of Life

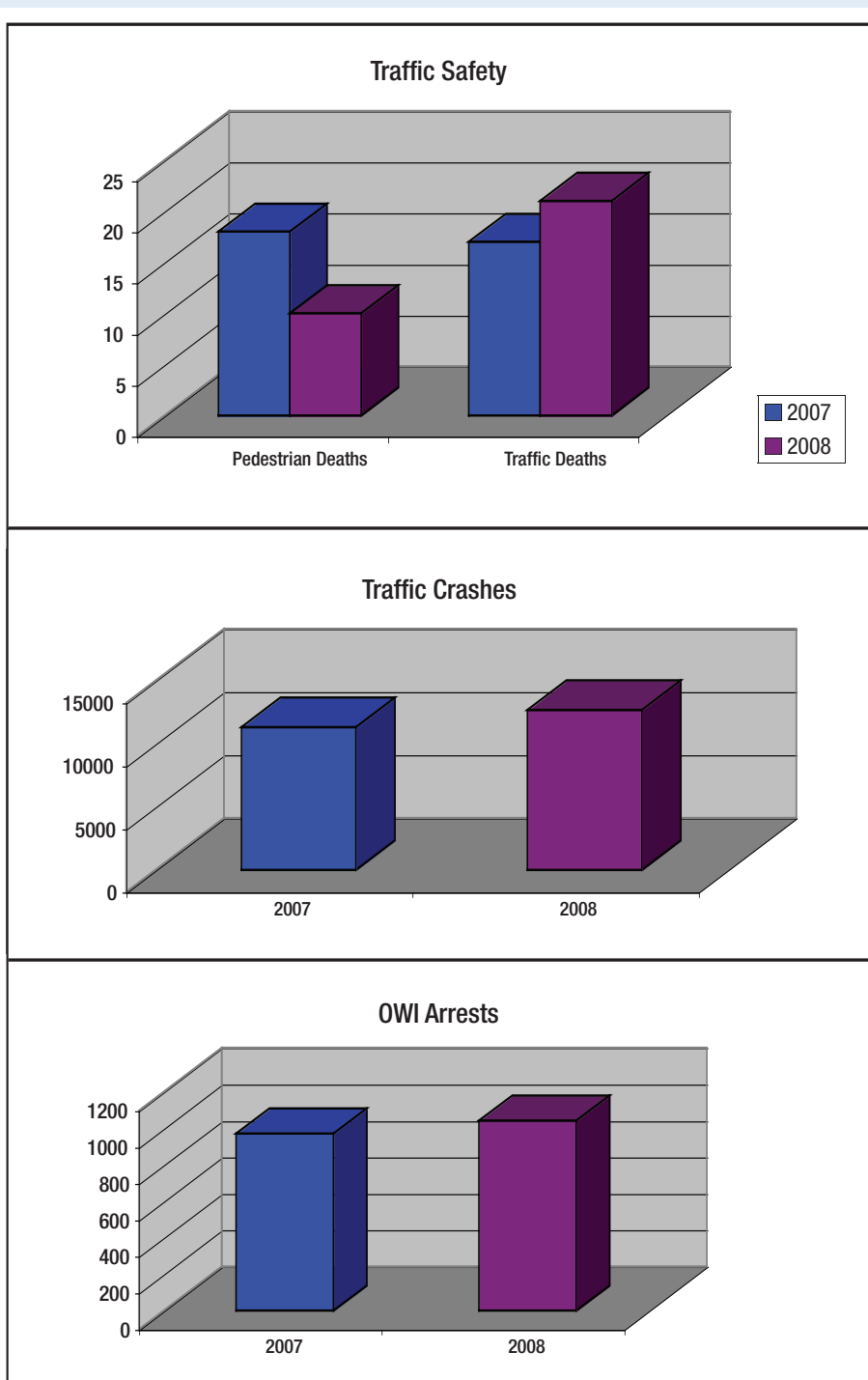
Years	2007 1st Quarter	2008 1st Quarter	2007 2nd Quarter	2008 2nd Quarter	2007 3rd Quarter	2008 3rd Quarter	2007 4th Quarter	2008 4th Quarter	2007 Year-to-Date	2008 Year-to-Date	Percentage of Change
CCW	99	108	117	137	120	126	103	129	439	500	13.90%
Curfew	739	730	907	983	548	360	698	434	2,892	2,507	-13.31%
Curfew (Parent)	36	22	73	28	68	19	35	16	212	85	-59.91%
Disorderly Conduct	1,903	2,034	2,498	2,680	2,254	2,331	2021	1,837	8,676	8,882	2.37%
Graffiti	10	3	12	7	10	7	1	7	33	24	-27.27%
Littering	66	78	82	104	80	113	58	56	286	351	22.73%
Loitering	378	440	587	655	846	820	495	506	2,306	2,421	4.99%
Loitering (Prostitution)	158	101	153	172	199	141	129	137	639	551	-13.77%
Loud Music	206	186	778	508	737	615	207	209	1,928	1,518	-21.27%
Public Drinking	268	293	647	599	675	674	298	426	1,888	1,992	5.51%
Pedestrian	130	178	221	215	231	243	142	169	724	805	11.19%
Speed	5,794	4,406	5,961	5,241	5,559	3,968	3804	2,770	21,118	16,385	-22.41%
Oper. Lic. Law	5,349	6,620	3,432	6,650	5,417	7,391	4984	8,425	19,182	29,086	51.63%
Vehicle Registration	4,169	6,013	4,762	6,716	4,281	7,933	4390	9,372	17,602	30,034	70.63%
Other Traffic	6,143	10,101	10,852	10,270	7,623	11,111	6065	12,826	30,683	44,308	44.41%
<b>Grand Totals</b>	<b>25,448</b>	<b>31,313</b>	<b>31,082</b>	<b>34,965</b>	<b>28,648</b>	<b>35,852</b>	<b>23,430</b>	<b>37,319</b>	<b>108,608</b>	<b>139,449</b>	<b>28.40%</b>

Quality of Life Citations Municipal Citations (Non-Traffic)

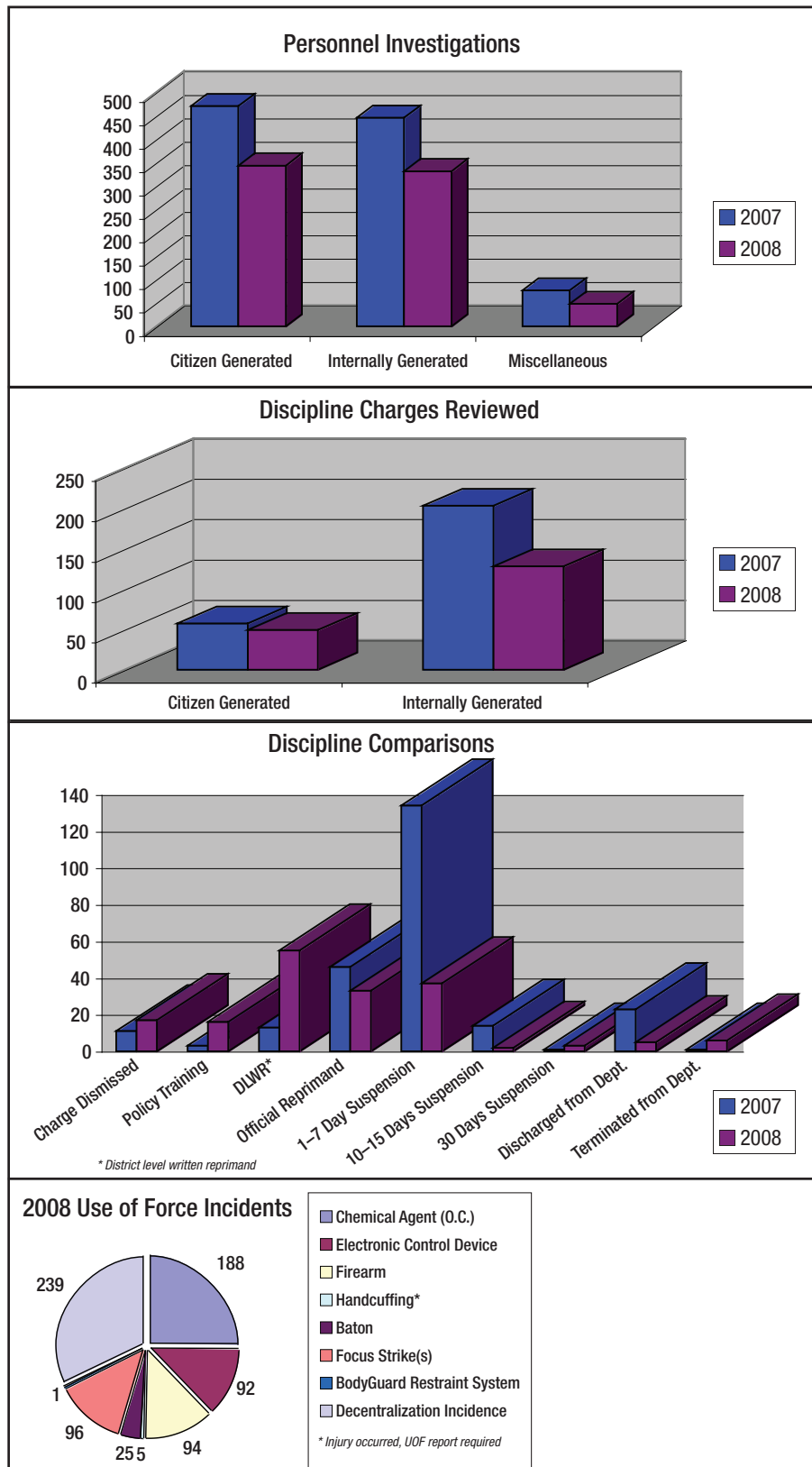




# TRAFFIC SAFETY STATISTICS



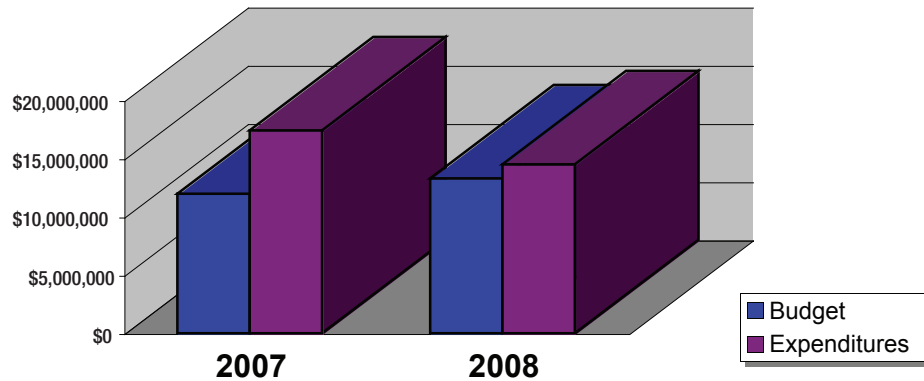
# COMMUNITY ACCOUNTABILITY STATISTICS





# MILWAUKEE POLICE DEPARTMENT SPENDING

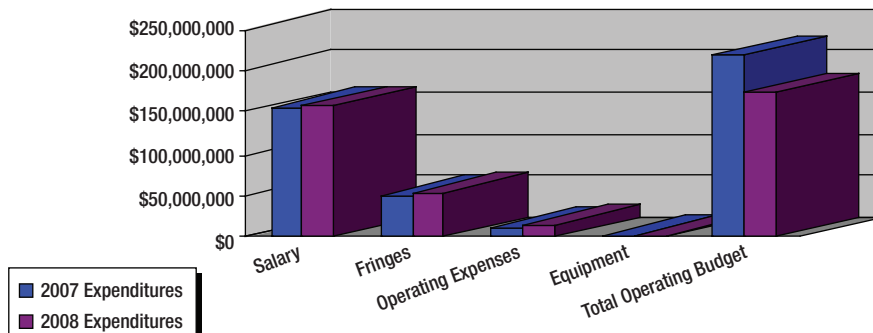
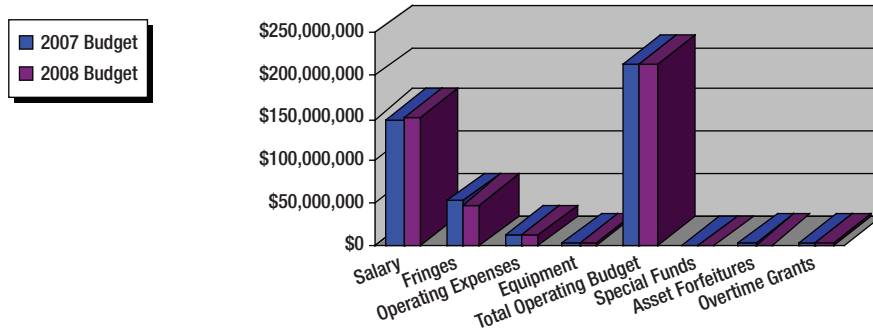
## 2007 - 2008 OVERTIME BUDGET COMPARISONS



Budget                    \$12,004,000                    \$13,293,200  
Expenditures           \$17,430,700                    \$14,501,656

*The Budget amount is the original Adopted Budget for the year. It does not include adjustments made for contract settlements.*

	2007 Budget	2007 Expenditures	2008 Budget	2008 Expenditures
Salary	\$149,656,495	\$155,451,381	\$151,539,243	\$157,708,120
Fringes	\$50,883,209	\$49,253,393	\$48,491,503	\$53,996,166
Operating Expenditures	\$11,427,993	\$11,653,118	\$12,488,943	\$12,662,596
Equipment	\$2,085,576	\$1,960,888	\$2,976,783	\$2,829,078
Total Operating Budget	\$214,065,388	\$218,318,780	\$215,487,472	\$173,199,794
Special Funds	\$12,115		\$0	
Asset Forfeitures	\$1,790,930		\$1,117,040	
Overtime Grants	\$1,424,700		\$1,977,504	



## 2008 Grant Funding

PROFESSIONAL STANDARDS BUREAU		
GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
Advanced Training Grant- Best Practice	\$ 11,600.00	Funds training of department members.
Advanced Training Grant- Strategic Police Leadership	\$ 22,500.00	Funds training of department members.
ADMINISTRATION BUREAU		
GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
Cops Secure Our Schools	Pass-through*	Provides funding for officers working in Milwaukee Public Schools.
Cops Technology Grant	\$ 355,414.00	To purchase in-squad video cameras and data storage system.
DOT & MPD I-94 Agreement (crossing guards).	\$ 100,000.00	To provide funding for ten (10) additional crossing guards during I-94 reconstruction.
JAG Byrne 2007 (thru Milwaukee County)	\$ 614,141.00	Purchase of traffic and criminal software In-squad cameras.
JAG Byrne 2008 (thru Milwaukee County)	\$ 216,275.00	Purchase of traffic and criminal software In-squad cameras.
JABG School Safety	\$ 21,985.00	In partnership with MPS Learning Center to increase police presence in South Division and John Marshall High Schools.
* This is a pass-through grant to MPS		
NEIGHBORHOOD POLICING BUREAU		
GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
Alcohol Enforcement	\$ 30,000.00	Provides overtime reimbursement for officers involved in alcohol enforcement.
Bradley Center	\$ 162,000.00	To provide overtime funding for officers working security at the Bradley Center.
Brewers	\$ 1,002,000.00	To provide overtime funding for officers working security at Miller Park.
DOT & MPD I-94 Agreement -Overtime(NTF)	\$ 70,000.00	Provides overtime funding for traffic enforcement units working at the established I-94 reconstruction areas.
MPS Board School Directors	\$ 60,000.00	Funds overtime for officers working at MPS schools.
MPS-School Resource Officers, Northwest Secondary	\$ 96,000.00	Funds police officers working at Northwest Secondary.
Neighborhood Task Force	\$ 300,000.00	Funds overtime for officers assigned to Neighborhood Task Force (NTF).
Safe Routes to School	\$ 25,000.00	Funds overtime of officers on safe routes to children by monitoring children walking or biking to school.
Safe Streets Initiative-PSN Anti-Gang	\$ 730,000.00	Funds overtime for officers in Districts 5 and 2 assigned to PSN gang related activities. Grant also subs to Intel and Vice for overtime.



## 2008 Grant Funding

### NEIGHBORHOOD POLICING BUREAU

GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
Speed Enforcement	\$ 35,000.00	Funds overtime for NTF officers conducting speed enforcement activities.
UWM GRANT	\$ 40,000.00	Provides overtime funding for officers working in UWM area.
Weed and Seed	\$ 40,000.00	Provides overtime funding for officers working on weed and seed related activity in District # 6. Also covers equipment cost.
District # 6 Foot Patrol	\$ 50,000.00	Provides funding for District # 6 Beat Officers.

### CRIMINAL INVESTIGATION BUREAU

GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
DEA Task Force	\$ 32,657.50	Funding for officers assigned to the DEA Task Force, to include supplies and equipment purchases.
ATF Firearms/ VCIT	\$ 97,972.00	Provides overtime in using department resources in assisting ATF in firearms trafficking.
ATF Ceasefire	\$ 22,000.00	Used to fund overtime for ceasefire task force.
Domestic Violence Project	\$ 44,413.00	To employ an administrative service specialist to assist domestic violence victims.
HIDTA Intel	\$ 48,869.00	Overtime for officers assigned to HIDTA and the leasing of one (1) UC vehicle.
HIDTA Fugitive 2008	\$ 49,044.00	Overtime for officers assigned to HIDTA and the leasing of one (1) UC vehicle.
HIDTA Joint Gang 2008	\$ 544,261.00	Overtime for officers assigned to HIDTA and the leasing of seven (7) UC vehicles.
HIDTA React 2008	\$ 234,530.00	Overtime for officers assigned to HIDTA, the leasing of three (3) UC vehicles, and other confidential funds.
Homicide Review- PSN Gun Violence	\$ 100,000.00	Homicide Review Comm. collect, analyze, and report data.
Homicide Review-UW Medical	\$ 85,797.00	Homicide Review Comm. to collect, analyze, and report data.
Human Trafficking 08/10	\$ 136,838.00	Funds overtime, training, and equipment purchases for VCD officers.
Internet Crimes Against Children (ICAC) 2007/08	\$ 85,000.00	Funds overtime and equipment for High Technology Unit on investigation on possible crimes against children via the internet.
Joint Terrorism Task Force 08	\$ 16,328.75	Overtime compensation for officers investigating possible terrorist related activity.
Milwaukee Safe Streets Intelligence Project-TVCI	\$1,650,000.00	Funds 1 intelligence analysis position and purchases equipment related to combating gang violence.
Truancy Abatement Grant-TABS	\$ 320,000.00	Provides funding for 6 police officers assigned to TABS.

## 2008 Grant Funding

UASI HOMELAND SECURITY		
GRANT TITLE	AMOUNT AWARDED	DESCRIPTION
Homeland Security- Equipment-2005 Turnback	\$ 11,350.00	Equipment purchase.
Homeland Security-TEWS (UASI) 06/08	\$ 451,320.00	Funds Lt. position and equipment purchases.
Homeland Security-UASI Equipment 07/09	\$ 450,000.00	Equipment purchase.
Homeland Security-UASI Equipment	\$ 450,000.00	Equipment purchase.
Homeland Security- UASI Task Force Equipment 07/08	\$ 184,000.00	Equipment purchase.
Homeland Security-UASI Critical Infrastructure	\$ 467,000.00	Funds Lt. position and equipment purchases.
Homeland Security-TEWS (UASI) 07/09	\$ 350,000.00	Equipment purchase.
Homeland Security-UASI Critical Infrastructure 2007	TOTAL EXPENDED	Equipment purchase.
Homeland Security-Milw Police Command Post	\$ 450,000.00	To purchase a new command post.

*The Hazardous Devices Unit in action*





# MILWAUKEE POLICE DEPARTMENT

## 2008 Award Recipients

### Medal of Honor and Purple Valor



COMBAT

Alejandro J. Arce

Jose A. Lopez III

(Officers Arce & Lopez received both medals)

### Medal of Valor



COMBAT

RESCUE

Gregory T. Colker– *Combat*

Michael A. Antoniak– *Rescue*

Daniel L. Robinson– *Combat*

Kurt T. Daniel– *Rescue*

Adam Zieger– *Combat*

Eric A. Phillips– *Rescue*

Shahriar A. Solati– *Rescue*

### Meritorious Service



Christopher J. Chu

Robert F. Lemanczyk Jr.

Pier Eiland

Richard K. Litwin

James M. Fohr

Patrick T. Pajot

Christopher J. Fritz

Martin Saavedra

Fawn M. Gabrielson

Kieran J. Sawyer

Sterling Harding

Robert S. Thiel

Brian D. Heck

Chad D. Vartanian

Kurt D. Kezeske

Timothy Zielinski



# MILWAUKEE POLICE DEPARTMENT

## Members Retired in 2008

Name	Job Titles	Years of Service	Name	Job Titles	Years of Service
ANDREWS, JOHN J	LT. OF DETECTIVES	25	MATHY, MARK W	LT. OF DETECTIVES	27
BARBIAN-GAYAN, CAMEO R	DETECTIVE	27	MC CARRIER, MARK N	POLICE OFFICER	31
BARNEY, MARSHA A	POLICE OFFICER	26	MC CARTHY, DANIEL P	POLICE OFFICER	25
BOLYARD, STEVEN J	POLICE OFFICER	25	MILJUS, SIMO	POLICE OFFICER	25
BROWN, DONALD K	DETECTIVE	27	MOODY, SAMUEL	IDENTIFICATION TECHNICIAN	27
BRUSS, JACQUE L	POLICE OFFICER	26	MOORE, CARRIE A	POLICE OFFICER	25
COOKSEY, ARTHUR L	POLICE OFFICER	17	OBREMSKI, KEVIN P	POLICE OFFICER	27
CRUZ, VALERIE M	LEAD POLICE TELECOMM.	21	O'KEEFE, BRIAN R	DEPUTY CHIEF OF POLICE	27
DAMIAN, MICHAEL F	POLICE SERGEANT	26	PAYNE-LOVETT, CHARLENE	POLICE OFFICER	25
DAVIDOSKI, DEBRA	CAPTAIN OF POLICE	27	PIERCE, LAWRENCE E	POLICE OFFICER	25
DUFFY, TIMOTHY J	DETECTIVE	26	PYFFEROEN, LAWRENCE J	POLICE OFFICER	39
ELLIS, HENRY L	POLICE SERGEANT	25	RANKOVIC, DJORDJE	DETECTIVE	28
GALEZEWSKI, JAMES A	CAPTAIN OF POLICE	32	REILLY, BRIAN	DETECTIVE	26
GLASS, DEBRA	POLICE OFFICER	25	RYAN, CHARLOTTE M	OFFICE ASSISTANT III-PD	44
GUILIANI, CHARLENE A	POLICE SERGEANT	25	SANDOVAL, RICHARD N	POLICE OFFICER	26
HADRIAN, JEFFERY S	DETECTIVE	29	SCHOOF, JOHN L	DETECTIVE	25
HALBUR, DANIEL	POLICE OFFICER	28	SMITH, SHARON A	HELPDESK SPECIALIST I	20
HARRINGTON, JOHN P	DETECTIVE	26	STOTT, LAURIE	POLICE OFFICER	26
HART, CAROL L	POLICE DISTRICT O A	13	SWITZER, MARCUS J	POLICE OFFICER	27
HEIKKINEN, MICHAEL	POLICE OFFICER	28	SZABLEWSKI, GREGORY	POLICE OFFICER	25
HEIM, JOHN A	IDENTIFICATION TECHNICIAN	25	THUNDERCLOUD, STEVEN G	POLICE ALARM OPERATOR	25
HOLMON, GREGORY W	POLICE OFFICER	27	WACHOWIAK, JOHN	CUST. WORKER II-C L foot	33
JONES, FREDERICK	POLICE OFFICER	25	WALLS, MARGARET V	CUST. WORKER II-C L foot	
KUCHENREUTHER, DENNIS G	DETECTIVE	25	WADE, BURNETTE	POLICE DISTRICT O A	24
LEWIS, JASMINE C	POLICE OFFICER	8	WALLACE JR, JOHN	POLICE OFFICER	25
LOVETT, DWIGHT	POLICE SERGEANT	25	ZAFFKE, JUDITH	OFFICE ASSISTANT III	21

# MILWAUKEE POLICE DEPARTMENT

## Members Separated in 2008

### Members Resigned

Name	Job Titles	Years of Service
ADAMS, TAURUS T	POLICE OFFICER	1
BAKER, TINATHEA R	POLICE OFFICER	10
BAUER, AMANDA E	POLICE OFFICER	8
BENJAMIN, WILLIAM H	POLICE OFFICER	2
BIRCHBAUER, CORY M	POLICE OFFICER	1
BROWN, ANTONIO G	POLICE OFFICER	9
BUCKSON, JEFFREY	POLICE OFFICER	6
CIESIELSKI, JOSEPH	POLICE OFFICER	1
COLE, DIEDRA Y	DETECTIVE	11
DAVIS, JAMES	CUST. WORKER II-C L foot	7
EGLY III, JESSE T	POLICE OFFICER	6
FELDMAN, LELAND C	POLICE OFFICER	10
FLYNN, MICHAEL P	POLICE OFFICER	0
FRITZ, PETER E	POLICE OFFICER	1
GAIDISH, TYLER E	POLICE OFFICER	4
GALICIA, FABIAN	POLICE OFFICER	6
GORENC, ANDREW P	POLICE OFFICER	7
HELLAND, DANE M	POLICE OFFICER	2
HIBBLER, ANTHONY T	POLICE OFFICER	2
JACOBS, MOLLY M	POLICE TELECOMM.	2
JEPSON, DAVID A	POLICE SERGEANT	17
JONCAS, LAURIE A	POLICE OFFICER	12
KAUFMANN, ELIOT D	POLICE AIDE	1
KILLEBREW, SONYA N	POLICE TELECOMM.	7
LANDINGHAM JR, WILLIAM H	DETECTIVE	12
LE COURT, JULIE A	LATENT PRINT EXAMINER	13
LEMAHIEU, ERICA A	DETECTIVE	9
LICHTENSTEIGER, MICHAEL J	POLICE OFFICER	1
LOPEZ, ADAM R	POLICE OFFICER	13
MARKOWSKI, MATTHEW J	POLICE OFFICER	6
MARTINEZ, MANUEL L	POLICE SERGEANT	9
MEADE, MICHAEL J	POLICE OFFICER	13
MILLER, JACOB L	POLICE OFFICER	1
MILLER, JOHN R	POLICE OFFICER	9
MORRILL, JAMES A	POLICE OFFICER	2
NICHOLAS, TROY V	POLICE OFFICER	2
PACKARD, RYAN P	POLICE OFFICER	10

### Members Resigned

Name	Job Titles	Years of Service
PHILLIPS, DANIEL J	POLICE SERV. SPEC-INVEST	27
PLANTINGA, ADAM J	POLICE OFFICER	7
PRATHER, CORNELL F	POLICE TELECOMM.	5
ROJAS, SHANNON R	OFFICE ASSISTANT II-PD	16
ROWELL, ELOISE	POLICE DISTRICT O A	14
SCHMITT, ANDREW D	POLICE OFFICER	1
SCHULZ, MARGARET M	OFFICE ASSISTANT I-PD	1
SELEP, CASSAUNDRA R	POLICE AIDE	2
SMITH, JAMES G	POLICE SERV. SPEC-INVEST	28
SOTO, JENNIFER L	OFFICE ASSISTANT II-PD	3
SPENCER, WILLIAM E	POLICE SERV. SPECIALIST	16
STEWART, TAMARA L M	POLICE DISPATCHER	6
STURGHILL, CARLOS	POLICE OFFICER	12
TRAPP, MICHAEL P	POLICE OFFICER	2
TUPPER, STEPHAN L	POLICE OFFICER	1
WALTHER, TIMOTHY J	POLICE OFFICER	7
WEILAND, BRENT J	POLICE OFFICER	1
WEST, DAPHNE A	TRANSCRIPTIONIST II	2
WILLIAMS, JAZMINE C	POLICE AIDE	0
WILLIAMS, TRACEE E	DATA ENTRY OPER. II -PD	5
WILSON, CHARLESANNE	OFFICE ASSISTANT I-PD	1

### Members Discharged

Name	Job Titles	Years of Service
BROWN, RAQUEL L	POLICE AIDE	2
ELM, PATRICK R	POLICE OFFICER	4

### Members Deceased

Name	Job Titles	Years of Service
BROWN, WILLIAM	POLICE OFFICER	23
MALINSKI, KEVIN A	POLICE OFFICER	6
PATTERSON, VALERIE L	OFFICE ASSISTANT II-PD	4
SCHULZ, DENISE M	POLICE OFFICER	9
SULLIVAN, JEREMY M	POLICE OFFICER	12