



Milwaukee Police Department
2012 Annual Report



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We encourage neighborhood stakeholders to join with us in making quality of life improvements

Chief Edward A. Flynn's Message

On January 7, 2012, I was sworn in for a second term as Chief of this distinguished agency. I am appreciative of the confidence Mayor Tom Barrett and the Board of Fire and Police Commissioners have in me; and pleased to command an organization comprised of hard working and dedicated professionals. This reappointment gave me an opportunity to recommit to the Department's mission of creating and maintaining safe neighborhoods in partnership with the community, and allowed me to continue making technological and structural improvements that will advance that objective.



Thus far, we have relied upon crime data to deploy resources to neighborhoods afflicted by crime. This has presented challenges as the neighborhoods most in need of our services are often suspicious of our efforts. The reasons for that skepticism are rooted in our history and cannot be ignored. Indeed, we are working hard to overcome those barriers through communication and collaboration. We encourage neighborhood stakeholders to join with us in making quality of life improvements, and some neighborhoods have undeniably flourished after organizing block watches and working cooperatively with a multitude of city departments to resolve problems.

In order to build upon our successes, I have encouraged officers to accept greater responsibility for the areas they patrol. Their familiarity with specific neighborhoods allows them to more quickly and effectively address problems, thereby reducing disorder and allowing for the establishment of informal social controls that lead to a healthier community. Our Community Prosecution Units have been instrumental in this effort. They are multi-disciplined teams comprised of police officers, detectives, attorneys and advocates that work at the grass roots level on enforcement and prosecution. I encourage members to be creative in our fight against crime. These teams regularly engage in problem-oriented policing and often make use of a variety of resources in order to tackle the difficult issues.

2012 has also been a year of internal focus for the Milwaukee Police Department. We have identified a number of systems and processes in need of refinement and one area that has consumed much of our time is our information technology. We have worked very hard, with assistance from technicians and vendors, to

increase our functionality. We dedicated many training hours to the task of refining the skills of our employees in order to effectively utilize the available technology (NEWPRS, TraCS, in-squad video, AIM, etc.) After careful planning, each sworn member was provided a personal radio to ensure that they were always able to communicate clearly. We also took steps to improve our digital systems and moved forward with plans to upgrade the current in-squad video equipment.

I have placed an emphasis on risk management by establishing the Critical Incident Review Board and Use of Force Committee. When convened, these panels, comprised of select Department members, methodically evaluate the actions of our officers during incidents in which force was used. In doing so, our agency can quickly identify and address policy issues and training needs, thereby ensuring that the level of force used by our members is proportional to the degree of threat encountered. I want to make sure we are following our Code of Conduct and providing police service with competence, courage, integrity, respect and restraint.

In an effort to increase transparency within the community and to ensure accurate and timely information concerning our operations, we embarked upon a bold new media strategy. Talented individuals from Cramer-Krasselt worked with our Office of Media and Communications to customize our website and increase our use of social media, adding Facebook and Twitter accounts. Our new website, “The Source,” was unveiled in August and it garnered many new followers, as well as interest from other law enforcement officials. This new website also brought praise to Cramer-Krasselt, which received design awards from the media profession.

We have had a busy and productive year, but there is always more that can be done. I believe this sentiment is shared both internally and externally. Therefore, we will continue our effort to make Milwaukee a safe place protected by a professional police agency of the highest caliber, and we invite the community to join with us as we work to create neighborhoods capable of sustaining civic life.

Edward A. Flynn
Chief of Police
City of Milwaukee



MILWAUKEE POLICE DEPARTMENT

VISION

A Milwaukee where all can live safely and without fear, protected by a police department with the highest ethical and professional standards.



MISSION

In partnership with the community, we will create and maintain neighborhoods capable of sustaining civic life. We commit to reducing the levels of crime, fear, and disorder through community-based, problem-oriented, and data-driven policing.

CORE VALUES

★ COMPETENCE

We are prudent stewards of the public's grant of authority and resources. We are accountable for the quality of our performance and the standards of our conduct. We are exemplary leaders and exemplary followers.

★ COURAGE

We place the safety of others before our own and accept our moral responsibility to take action against injustice and wrongdoing. Police members are expected to take prudent risks on behalf of the public.

★ INTEGRITY

We recognize the complexity of police work and exercise discretion in ways that are beyond reproach and worthy of public trust. Honesty and truthfulness are fundamental elements of integrity. It is our duty to earn public trust through consistent words and actions. We are honest in word and deed.

★ LEADERSHIP

We seek to influence human behavior to achieve organizational goals that serve the public while developing individuals, teams and the organization for future service. We accept our responsibility to be leaders, both within the community and among our peers, and for the actions of our colleagues and ourselves. We are all responsible for the performance, reputation and morale of the department.

★ RESPECT

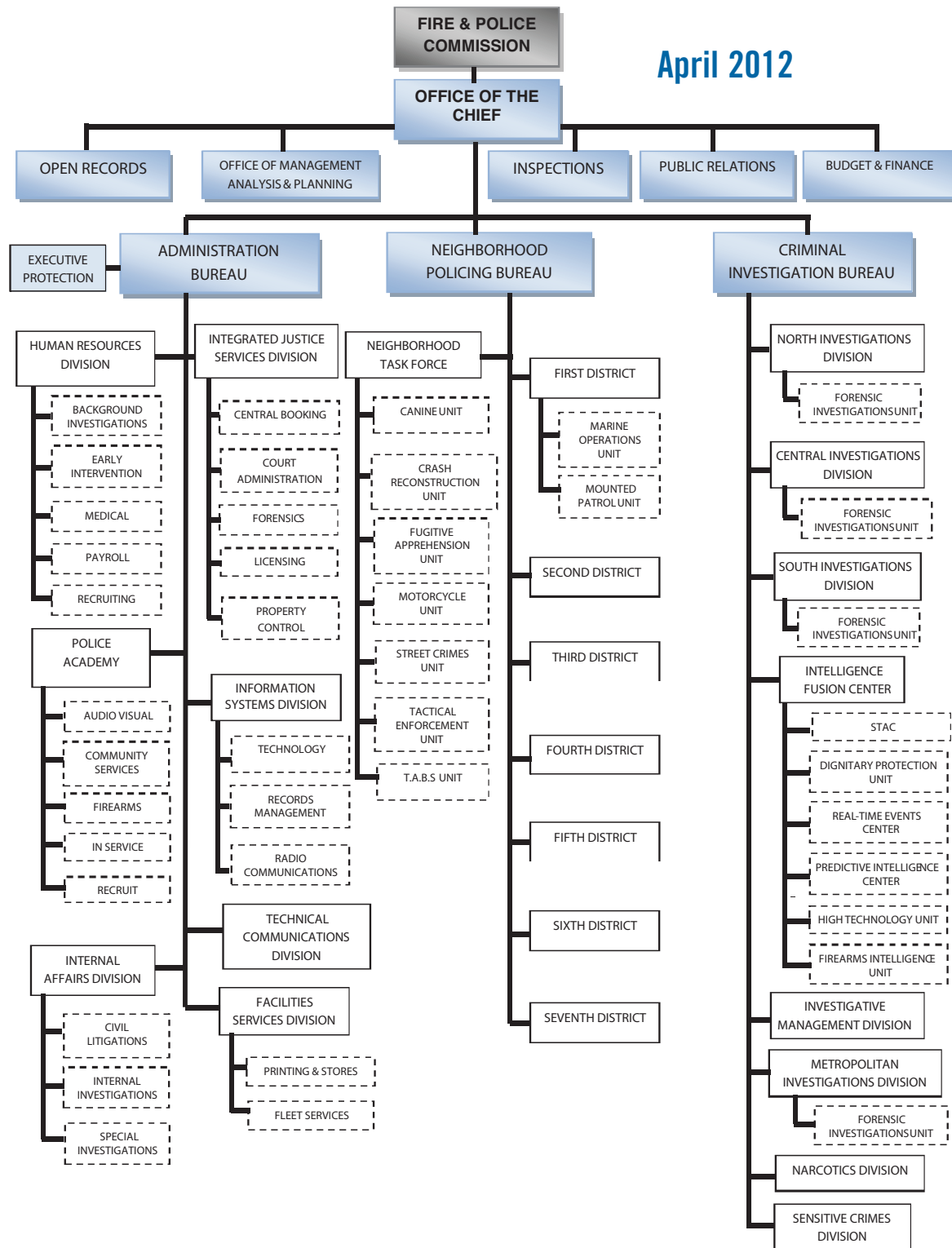
We hold life in the highest regard. We treat all citizens and colleagues with dignity and respect, and are fair and impartial as we perform our duties.

★ RESTRAINT

We use the minimum force and authority necessary to accomplish a proper police purpose. We demonstrate self-discipline, even when no one is listening or watching.

Milwaukee Police Department Operational Organizational Chart

April 2012



Uniform Crime Reporting Summary Crime Counts

OFFENSE	2007	2008	2009	2010	2011	2012	07-12 CHANGE	08-12 CHANGE	09-12 CHANGE	10-12 CHANGE	11-12 CHANGE
HOMICIDE	105	71	72	95	87	92	-12.4%	29.6%	27.8%	-3.2%	5.7%
RAPE	236	205	205	195	204	219	-7.2%	6.8%	6.8%	12.3%	7.4%
ROBBERY	3,543	3,249	3,181	2,947	3,378	2,932	-17.2%	-9.8%	-7.8%	-0.5%	-13.2%
AGG. ASSAULT	5,170	4,989	3,924	3,737	3,256	4,333	-16.2%	-13.1%	10.4%	15.9%	33.1%
BURGLARY	6,217	6,350	6,578	6,207	7,080	6,775	9.0%	6.7%	3.0%	9.2%	-4.3%
THEFT	24,402	23,795	23,479	21,231	19,028	18,159	-25.6%	-23.7%	-22.7%	-14.5%	-4.6%
AUTO THEFT	7,752	6,541	4,875	4,329	4,562	4,775	-38.4%	-27.0%	-2.1%	10.3%	4.7%
ARSON	349	320	359	249	272	293	-16.0%	-8.4%	-18.4%	17.7%	7.7%
VIOLENT CRIME	9,054	8,514	7,382	6,974	6,925	7,576	-16.3%	-11.0%	2.6%	8.6%	9.4%
PROPERTY CRIME	38,371	36,686	34,932	31,767	30,670	29,709	-22.6%	-19.0%	-15.0%	-6.5%	-3.1%
TOTAL	47,774	45,520	42,673	38,990	37,867	37,578	-21.3%	-17.4%	-11.9%	-3.6%	-0.8%

*Reflects preliminary 2012 Uniform Crime Reporting Statistics as reported to the State

Uniform Crime Reporting data, using the heirarchy rule, is the method used to compare crime rates of major city police departments.

Due to the nature of Incident Based Reporting, these values are subject to change for up to two years from the Reported Date.



OFFICE OF THE CHIEF



Office of the Chief
Chief of Police Edward A. Flynn



Office of the Chief
Chief of Staff Joel Plant



Budget and Finance
Manager Dan Rotar



Media and Communications
Manager Anne E. Schwartz

• Budget and Finance

The Milwaukee Police Department has three primary budget categories. They include salaries and benefits, equipment, and operating expenses. The Department relies on funding from the City of Milwaukee operating budget, asset forfeiture funds, and local, state and federal grants.

2011 AND 2012 BUDGETS			2012 EXPENDITURES & COMMITMENTS
	2011 EXPENDITURES	2012 BUDGET	
Salaries and Wages	\$156,330,605	\$155,937,440	\$156,328,022
Fringe Benefits	65,658,854	65,205,757	59,404,648
Operating Expenses	12,930,126	13,797,205	12,899,950
Equipment	1,930,451	2,874,542	1,840,475
TOTAL	\$236,850,036	\$237,814,944	\$241,060,717
Overtime	\$12.5 M	\$12.2 M	\$11.7 M

* 2012 Budget amounts include adjustments and carryovers made in 2012 to the Adopted Budget

• Office of Management, Analysis and Planning (OMAP)

The Office of Management, Analysis and Planning (OMAP) is responsible for tactical and strategic analysis and planning, academic research, project management, as well as preparation, maintenance and dissemination of the Department's Standard Operating Procedures, Code of Conduct, Standard Operating Instructions and other information intended for Department-wide dissemination. The staff of OMAP routinely conducts surveys and corresponds with other agencies and organizations on behalf of the Office of the Chief of Police.



**Office of Management,
Analysis and Planning**
Deputy Inspector
William Jessup



**Office of Management,
Analysis and Planning
Captain Aaron Raap**

Grant Coordination

OMAP is responsible for all MPD grant related coordination, research and applications. It oversees the review and final approval of grants submitted by Department members not assigned to the Office of the Chief, and monitors grant awards, expenditures, compliance and reporting. This is accomplished in conjunction with the Office of Budget and Finance. In 2012, OMAP's grant component successfully applied for, and was awarded, nearly two million dollars from state, federal and private funding sources. Additionally, the MPD was the only law enforcement agency in the country to be awarded both the Department of Justice's Building Neighborhood Capacity and Edward R. Byrne grants.

CompStat

A major responsibility of OMAP is CompStat. This is a management accountability tool that is continually modified to best focus on each Department work location's efforts to identify, target and resolve major crime issues and disorder within geographical areas of the city. This analysis includes evaluating geographically based crime patterns/trends, understanding underlying behaviors, and identifying and addressing commonalities. CompStat is also utilized for measuring and improving the performance of both operational and non-operational/investigative work locations. Due to this successfully sustained CompStat process in Milwaukee, countless other law enforcement agencies, research partners, politicians and community partners have visited our weekly meetings. In 2012, our CompStat team hosted visitors from the Detroit, Cincinnati, Eugene, Coral Gables, Madison, Sheboygan, Minneapolis, and Fayetteville, NC Police Departments, the Milwaukee Urban League, University of Wisconsin-Milwaukee, Milwaukee's Sojourner Family Peace, PRI Management, KPMG Consultants, the Milwaukee District Attorney's Office, the FBI, the Department of Corrections, the media, the Department of Defense, the Department of Homeland Security, and Safe and Sound.

Tactical Planning and Logistics

The Tactical Planning and Logistics function is also housed within OMAP. It is responsible for scheduling, planning and coordinating Departmental personnel and resources primarily for special events such as those that occur at Miller Park, dignitary visits, concerts, sporting events, festivals, parades, large charity events, conventions and any other gatherings or events.

Line and Staff Inspections

A component of the Office of the Chief and OMAP is that of line and staff inspections. It is an essential mechanism for evaluating the quality of the MPD's operations. It also provides a means of regularly assessing the Department's efficiency and effectiveness. The goal of inspections includes

ensuring policy and procedure compliance, proper and efficient utilization of departmental resources, and examining and improving operations. In 2012, the entire Neighborhood Policing Bureau underwent this audit type inspection, one district at a time. Follow-up was also conducted with each district within 60 days in order to check on the progress made on any deficiencies discovered.

Analysis

OMAP performs strategic analysis, performed by trained and assigned crime analysts, as directed by the Chief of Police. This information is not only utilized by the Office of the Chief for decision making, but it is also frequently presented at CompStat meetings and disseminated agency-wide as actionable intelligence, primarily for use by operational and investigative work locations. Such analysis plays a large role in the Department's intelligence-led, data-driven policing model for reducing crime, fear and disorder. In 2012, OMAP analyst(s) received two awards from the International Association of Crime Analysts (I.A.C.A.) for work performed related to mapping crime bulletins for a successful grant application award, and for statistical crime bulletins for a crime, traffic and subject stop analysis project.



In addition to these many successes, at the annual Spring awards ceremony, three members of the OMAP team received recognition for technological ingenuity and selfless dedication to fellow Department members. They were presented with distinguished service and unit service awards.

• Open Records

Open Records is responsible for handling all of the public records requests made to the Department. This includes requests from various social service and law enforcement agencies, as well as the general public.

During 2012, the Milwaukee Police Department received almost 24,000 open records requests. This encompassed over 143,600 pages of information, 768 CD's and DVD's, and 2,200 photos; all of which had to be checked for redaction by Open Records personnel.

Our goal for 2012 was to start the process of reviewing and updating the Department's record retention process. At the start of 2011 and continuing through 2012, we instituted a comprehensive tracking and billing database, which, combined with online storage of request information, reduced our hard copy retention significantly.



Neighborhood Policing Bureau
Assistant Chief James Harpole



Neighborhood Policing Bureau
Inspector Edith Hudson



Neighborhood Policing Bureau
Captain Peter D. Pierce



Neighborhood Task Force
Captain Donald Gaglione



NEIGHBORHOOD POLICING BUREAU

The Neighborhood Policing Bureau is comprised of the seven police districts, including the Neighborhood Task Force, which consists of the Canine Unit, Motorcycle Unit, Crash Reconstruction Unit, Tactical Enforcement Unit, Street Crimes Unit, the Fugitive Apprehension Unit, and the Truancy Abatement and Suppression (TABS).

• Neighborhood Task Force

4715 W. Vliet Street
Milwaukee, WI 53208
(414) 935-7219

The Neighborhood Task Force (NTF) is MPD's mobile field force, which supports district deployments by providing a proactive, multi-disciplinary policing presence. In addition, the men and women of the NTF participate in and provide assistance at numerous planned and spontaneous large-scale events throughout the city.

Motorcycle Unit (MCU)

The Motorcycle Unit not only provides traffic control, parade duty, dignitary escorts, crash response and investigation, they are also an integral part of proactive policing in the most problematic neighborhoods of the city. During 2012, the MCU recruited and trained nine additional motorcycle officers to the night shift. During 2012, the MCU conducted numerous Operating While Intoxicated (OWI) missions that resulted in 265 arrests for OWI. During 2012, the MCU was involved in speeding and aggressive driving campaigns and seat belt campaigns that resulted in the issuance of over 5,500 citations.

Crash Reconstruction Unit (CRU)

The CRU investigated 37 fatal injury crash incidents in 2012 as compared to 32 in 2011. Their expertise in putting together the puzzle of a fatal injury crash has resulted in prosecutions and the removal of some dangerous drivers from our streets.

Fugitive Apprehension Unit (FAU)

The officers assigned to the FAU are specifically tasked with locating and apprehending the most sought-after felony offenders. In 2012, FAU officers apprehended more than 700 felony suspects that resulted in over 1,300 charges.

Truancy Abatement and Suppression Unit (TABS)

The TABS program devotes considerable time to building trust with Milwaukee youth, helping them develop leadership skills, and assisting children in need. The TABS program is a multi-agency effort that includes the Milwaukee Public Schools, The Boys and Girls Club and MPD. TABS officers had more than 4,200 juvenile contacts during 2012, responded to more than 433 district/citizen reports of truancy, performed 3,120 truancy pick-ups, and issued more than 2,100 truancy related citations.

Tactical Enforcement Unit (TEU)

The TEU consists of highly motivated, technically and tactically proficient special operations team capable of responding to critical incidents of all sorts throughout the city and southeastern Wisconsin. In 2012, the TEU safely conducted more than 125 missions, including the service of warrants, barricaded subjects, suicide attempts, and area searches. The TEU is also an integral part of proactive policing in the most problematic neighborhoods of the city to reduce levels of crime, fear and disorder.

Canine Unit

During 2012, the MPD added two additional canine teams to the Canine Unit, bringing its strength up to a total of five patrol canine units.

The Canine Unit responded to more than 1,300 assignments. The K-9 officers performed over 1,000 narcotics searches resulting in the recovery of 32,000 grams of marijuana, 985 grams of cocaine, 88.00 grams of heroin, and over \$219,000 in currency.

Street Crimes Unit (SCS)

The Street Crimes Unit is a team of highly proactive officers who rely upon a variety of innovative crime reduction strategies, including Shot Spotter technology to directly impact and deter violent crime in neighborhoods through-out the city. The SCU also deploys through the use of police bicycles, not only as a crime-fighting tool, but also as a way to optimize community-policing efforts through positive contact with citizens.



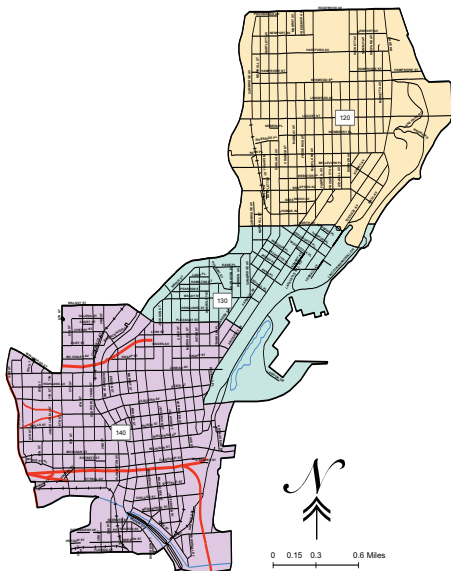


District One
Captain Stephen Basting

• District One

749 W. State Street, Second Floor
Milwaukee, WI 53233
(414) 935-7213

The year 2012 in District One proved to be a time of continued growth in residential and commercial population, convention attendance and visitors. With one-third of the city's licensed premises in District One, we worked together with city leaders to establish the Public Entertainment Premise (PEP) license for dining and entertainment establishments. This allowed us to begin meeting with prospective business owners and influence the outcome of their license application. We continued our efforts with Code RED by deploying resources in the six entertainment zones and working with the nighttime economy stakeholders to continue to educate business owners on best practices.



As a result of our efforts in 2012, there has been a decrease in the number of nuisance and other calls for service in the residential area surrounding the UWM campus. We continued to deploy targeted patrols to this area and along with the eastside neighborhood associations, we continued the "Report it, Record it" program. We took our enforcement to the next level by placing a mobile command post in the area for several weekends and arrested, rather than just citing, violators. We received very positive feedback from residents and community groups for our ongoing efforts and also were invited to participate on an advisory board for the student newspaper.

The Homeless Outreach Team continued their new and non-traditional approach for law enforcement to address the issues of homelessness. We have increased the numbers of members on the team by including a sergeant and officers on every shift. We continue to establish relationships with community-based support agencies throughout the county and are actively seeking alternatives to homelessness on a case-by-case

basis. The Homeless Outreach Team was the recipient of a merit award at the Department ceremony in 2012.

District One worked in concert with the Office of Management, Analysis and Planning to assist in the coordination and staffing of many of the major events such as Summerfest, the War of 1812 Commemoration and the July 3rd fireworks.



• District Two

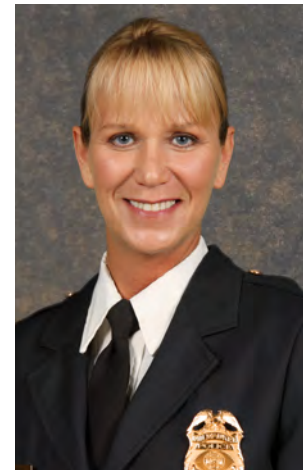
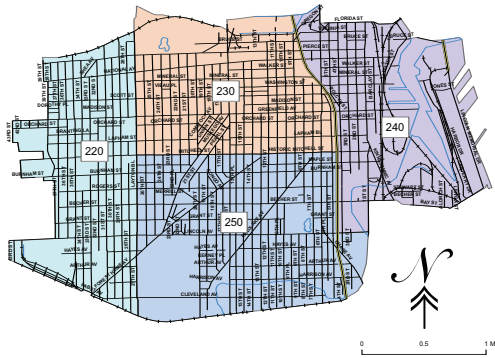
245 W. Lincoln Avenue
Milwaukee, WI 53207
(414) 935-7223

District Two saw success with the initiative Operation Community Shield (OCS) in 2012. This initiative combined efforts of federal, state, and MPD partners which introduced three anti-gang efforts to identify violent south side street gangs and develop intelligence on gang members and associates, undocumented violent criminals involved in gang criminal activities, and international movements to arrest, prosecute, imprison and/or deport transnational gang members. The goal of this initiative was to deter, disrupt and dismantle gang operations by tracing and seizing cash, weapons and other assets derived from criminal activities. All together these Operation Community Shield missions yielded over 29 arrests.

As the summer months began, District Two began their Summer Policing Initiative. This initiative focused on locations and people. The deployment of officers for this was to have increased police presence in specified areas, based on crime trends and patterns, and community collaboration. The goal of this initiative was for the bicycle patrol officers to be in designated areas, focusing on field interviews and citizen collaboration in an effort to reduce crime, fear, and disorder by providing high visible police presence, reducing crime opportunities, and establishing partnerships with the community. In addition, District Two began the Building Community and Neighborhood Trust Policing Initiative. The initiative was designed to develop the trust and confidence the residents had in the police and for the police officers to develop a like trust and confidence in the neighborhoods they served. It required dedicated officers, on foot patrol, to engage and develop the leadership capacity (stakeholders) within chosen neighborhoods (Walkers Point, Silver City, and Burnham Park) using the available community resources to problem-solve. The initiative placed a responsibility on the community to organize and advocate for themselves.

District Two officers were instrumental in changing part of the Secondhand Dealers city ordinance, which enables officers to issue a citation to individuals who attempt to sell gold and jewelry that doesn't belong to them. An additional change to the ordinance also required businesses to record video games into the Northeastern Wisconsin Property Reporting System, a records reporting system adopted by the City of Milwaukee, by removing the exclusion from the secondhand dealer section of the municipal code.

These changes have proven to be effective in combating burglaries and thefts, and arresting and prosecuting individuals involved with these types of offenses.



District Two
Captain Rebecca Pixley

**Operation
Community Shield
missions yielded
over 29 arrests**



District Three
Captain Michael Brunson

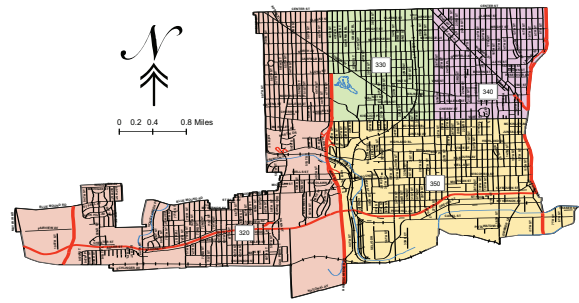
We utilized intelligence in targeting violent individuals in this area and a coordinated effort with DNS, WE Energies and our CPU to focus on nuisance properties

• **District Three**

2333 N. 49th Street
Milwaukee, WI 53208
(414) 935-7233

Operation Gameday was implemented in June; which combined community outreach and collaborative and proactive

enforcement efforts utilizing District Three, the Milwaukee Police Department's Neighborhood Task Force, and the Intelligence Fusion Center. Community meetings and neighborhood walks were conducted to educate the community on these efforts. We utilized intelligence in targeting violent individuals in this area and a coordinated effort with DNS, WE Energies and our CPU to focus on nuisance properties in this area. This initiative led to a decrease in violent crime in the targeted areas during the time that it was conducted. This Initiative took place mainly in the Park West Neighborhood, after a period of time (two weeks) in which numerous shootings and a homicide occurred.



With our Community Liaison Officers (CLOs) we participated in numerous initiatives and community outreach efforts and collaborated with many community-based organizations including the Lisbon Avenue Neighborhood Development and their annual LANDFAIR event, and with the Metcalfe Park Community Advisory Board with their nighttime movie event. We also embarked on two major initiatives in which neighborhoods, specifically Metcalfe Park and Washington Park, will benefit from major investments and collaborations: the Building Neighborhood Capacity and the Bryne Grant Initiative respectively. These are both federally funded initiatives that will provide funding that will assist us in collaborating with the Metcalfe Park Advisory Board and the Washington Park Partners organization to improve the overall quality of life of citizens that live in those neighborhoods.

We collaborated with Marquette University and Master Lock in Two major neighborhood clean-up/beautification efforts in the Metcalfe Park Area. This collaboration is a continuation of efforts with partners that we have had relationships with for many years.

District Three continued with the prostitution initiative (Operation Red Light) in which we conduct prostitution sweeps and partner with the Benedict Center. This initiative offers alternatives to criminal justice sanctions in an effort to educate women involved in prostitution and to attempt to facilitate them making an overall lifestyle change. The partnership with the Benedict Center also extends to johns that also participate in the illicit activities with the educational "John School".

We continued with many of our relationship-building and educational outreach efforts including ongoing training of many of the businesses and apartment building residents and managers within the Avenues West area in Crime Prevention, through Environmental Design and other crime prevention principles. Assistant District Attorney Chris Ladwig and Officer Hue Kong, are the primary participants in this educational outreach.

A noteworthy initiative that was conducted in March of 2012 is a book drive that our CPU/CLO Units worked on in collaboration with the Next Door Foundation and Wendy's Restaurant. Over 11,000 books were collected which were donated to the Foundation for their "Books for Kids" program. In addition, 1,500 books were donated to the Milwaukee Rescue Mission.

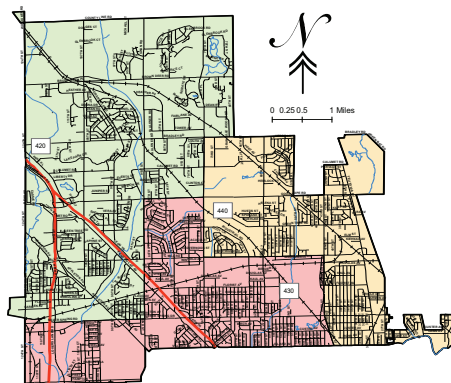
In the spring of 2012, we started a pilot program called the Milwaukee Adolescent Accountability Program (MAAP). MAAP is a juvenile-focused initiative, which is aimed at removing the anonymity of juvenile offenders on supervision. Officers work collaboratively with an intake worker from the Milwaukee County Children's Center and follow up and conduct checks and monitoring of juvenile offenders who are on county supervision. This program has paid dividends as it has allowed the assigned officers to arrest and identify juvenile offenders who are involved in felonious crime based on their dealings with offenders on supervision in specific areas.



- District Four**

6929 W. Silver Spring Drive
Milwaukee, WI 53218
(414) 935-7243

The Faith-Based Initiative assisted to organize and build stronger relationships between District Four and surrounding area faith-based organizations. The purpose of the Faith-Based Initiative is to stabilize our neighborhoods by bringing the resources of all the respective religious organizations together to help people see and gain a path which turns them away from crime and instills hope for a better future.



District Four
Captain Jerome O'Leary

Officers partnered with domestic violence advocates and visited one hundred seventy two domestic violence victims and provided them with resource information

- Identified and met monthly with faith-based organizations located within District Four
- Created resource guide to document services open to the community, provided by participating Faith-Based organizations
- Held resource outreach program in the Woodlands, which serviced over six hundred families
- Winter clothing drive in the Valhalla neighborhood, which serviced twelve families in need
- Assisted with the creation and opening of the neighborhood resource center located in the Woodlands neighborhood
- Development of a youth conference in partnership with Milwaukee Public Schools that will train sixty high school students in many principals that will include leadership
- Conducted numerous outreach initiatives within the District

Through the Domestic Violence Project data, it became apparent that the District was experiencing an increase in domestic violence related aggravated assaults. Officers partnered with domestic violence advocates and visited one hundred seventy two domestic violence victims and provided them with resource information. Officers also partnered with the domestic violence advocates from the Sojourner Family Peace Center to provide resource information to several male actors of domestic violence.

Through the Building Community Trust Initiative, a partnership with the community, the following outreach was conducted in District Four. Several Officers were assigned to various neighborhoods (Woodlands, Port Ave, and Havenwoods). These Officers were assigned to help build community trust between the residents and the police. They conducted numerous Problem Oriented Policing Initiatives with these neighborhoods in partnership with the residents. These initiatives reduced crime and they strengthened trust within these neighborhoods, between the police and residents.

Under this initiative we also hold quarterly neighborhood meetings with residents from all neighborhoods within the District to come up with solutions to improve our police service to the residents.

Through partnership with Milwaukee Public Schools, District Four officers conducted home visits of students that were identified as high risk. Officers conducted home visits of the students and spoke with the parents/guardian. Officers informed the parent/guardian of the student's conduct at school, as well as issues related to attendance and grades. During these visits, the officers were able to link resources to the families that needed them in order to improve the students conduct at school. All this information is shared with Milwaukee Public Schools, and the students are tracked throughout the school year.

• District Five

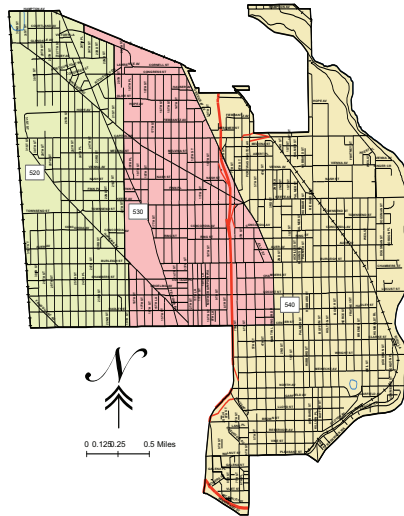
2920 N. 4th Street
Milwaukee, WI 53233
(414) 935-7252

Community engagement by the hard working officers at District Five stands out as the most significant accomplishment of 2012. The fact that our community partners continued to stand with us during the difficult times in 2012 is a testament to the officers' engagement and their ability to build and maintain relationships. The District Five Community Prosecution Unit has been called the finest in the city by the District Attorney's Office and by the Commissioner of the Department of Neighborhood Services. Their sincere dedication was recognized in 2012 when our CPU members received the Excellence in Police Service Award, which recognizes contributions to the Department's community service mission.

District Five assisted in, planned and executed two Action Days and a Family Resource Night, which are coordinated to share information and strengthen relationships with residents in three neighborhoods in District Five. The first Action Day was held in May in the Garden Homes neighborhood in partnership with the Lighthouse, a youth-oriented faith-based organization. The second Action Day was held in July at the COA Goldin Center in the Harambee neighborhood. At both Action Days, community organizations, non-profit groups, and social service agencies set up booths and provided resources and information to interested residents. Children played games with police officers and each other, and food was provided by local businesses. The Family Resource Night held at COA in the Riverwest neighborhood was an opportunity for kids to receive free backpacks and school supplies, with agencies also on hand to offer services and information to families. Our community engagement and the dedication of our officers is necessary to reduce crime, fear, and disorder in one of the busiest districts in the city.

As a result of hard work and precise daily deployments, which are mapped out every morning after a careful analysis of incidents and intelligence from the past seven days, we are reducing crime, fear and disorder. In addition to recent incidents, deployments are also driven by historical crime patterns, neighborhood nuisance complaints, and traffic enforcement concerns. District Five daily deployments and increased communication among specialty units, marks the accomplishment of several of our goals for 2012, including:

- Continuing to partner with the community to reduce crime, fear, and disorder in District Five



District Five
Captain Terrence Gordon

**In 2012 our
CPU members
received the
Excellence
in Police
Service Award**

20 gang members and associates were prosecuted with exposure to significant prison time for serious felony charges

- Streamline intra-district communication using technology to ensure that supervisors and frontline personnel receive a consistent message outlining a single strategy to achieve the district's mission and vision
- Coordinate the activities of the special cars to ensure that they constantly align with the district's strategies
- Increase the use of problem solving and problem oriented policing strategies

Through the Group Violence Reduction Initiative and using a model similar to Ceasefire, District Five and several community partners used gang call-ins and offers of assistance to address gang and group problems that resulted in several violent incidents, including homicides, in 2011 and the spring of 2012. After several shootings in our Garden Homes, Arlington Heights, and Old North Milwaukee Neighborhoods, members from District Five, IFC, and NTF, along with a dedicated prosecutor from the District Attorney's Office, focused on an active gang in that area of the city. At the conclusion of their investigation, 20 gang members and associates were prosecuted with exposure to significant prison time for serious felony charges.



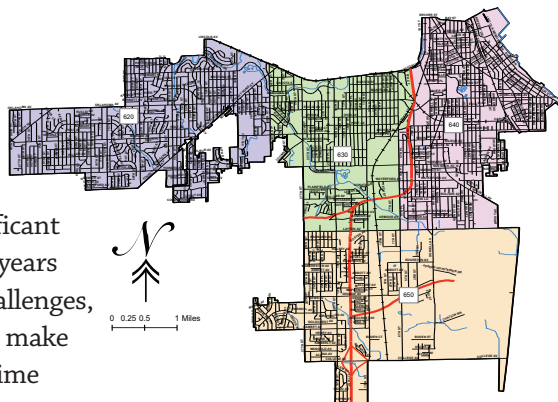
District Six
Captain Michael Young

We saw motor vehicle thefts go from an increase to a decrease and finish 8% lower than the year before

• District Six

3006 S. 27th Street
Milwaukee, WI 53233
(414) 935-7262

In 2012, District Six had some significant challenges in crime that in previous years had not been seen. Despite these challenges, District Six was able to set goals and make significant reductions in trending crime patterns and general disorder.



The members of our Community Liaison Team were responsible for working with Probation and Parole agents and developing a Thursday morning clean up system. Offenders on community service check in every Thursday and are then assigned to clean up graffiti throughout the district. This resulted in approximately 360 graffiti related clean ups last year. In addition, the Community Liaison Team works with these offenders by taking them to Milwaukee Area Domestic Animal Control and work side by side with the employees taking care of sheltered animals as part of their community service.

During a coordination of efforts between officers assigned to District Six, detectives from the Intelligence Fusion Center (IFC) and CIB, they concentrated on a rash of hotel burglaries in the District Six Garden District. Using a variety of investigative methods including the use of the NEWPRS system to track stolen goods, the rise in the hotel burglaries was successfully addressed.

Throughout the year, District Six made an effort to also focus on motor vehicle thefts throughout the district. Using our databases and determining trends, officers who were assigned to the district's stolen auto car, focused on reviewing stolen auto reports that were reported to District Six. This included re-interviews of victims for potential solvability factors as well. A squad would also respond to the scene of a stolen auto to conduct a thorough investigation. With the daily use of the ALPR car and significant traffic stops by the Power Shift, who averaged more stops than any other district or shift, we saw motor vehicle thefts go from an increase to a decrease and finish 8% lower than the year before.

Another challenge the district had was with our local high schools. During 2012, there were 424 known calls for service at Pulaski High School, 461 known calls for service at Hamilton High School, and 689 known calls for service at Bay View High School. A majority of these calls were handled by our School Resource Officers and our School Squad; PO's Kurth, X, Biscobing, Smolen, Sturma and Wolf. These officers were also able to establish a policy that a school bus would be present at the school for after school events and night school events attended by students. This led to a reduction in neighborhood disorder.

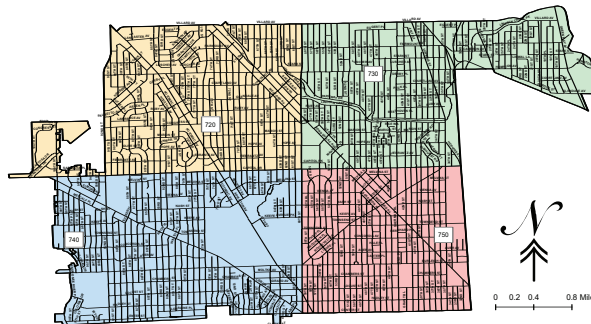
• District Seven

3626 W. Fond du Lac Avenue
Milwaukee, WI 53208
(414) 935-7272

During 2012, District Seven saw an overall reduction in crime including burglaries, robberies and thefts. This reduction in crime was made

possible by officers and residents working together to establish 32 new block watches and a business compact. Businesses and residents were provided with useful tips to prevent crime, recognize suspicious activity and to accurately report what they've seen and heard. This collaboration between the community and police helped the district apprehend several offenders. The community court watch group played a critical role in ensuring that the most prolific offenders remained in custody.

The Community Liaison Team worked with members of the community to plan a successful Cops and Kids in Costume event. Over 600 citizens were in attendance. The officers enlisted the help of several area businesses, community based organizations, the Fire Department, Auxiliary Officers, Safe and Sound and several Block Watch Captains. They donated their time and talent to hand out candy, books, grill food and paint the faces of children in the community who showed up in costume to trick or treat at the district. Safe and sound auctioned off 20 bikes to



District Seven
Captain Regina Howard



neighborhood children and led them through the district's haunted house. This event gave the Department an opportunity to join forces with other agencies and the community to provide a safe environment for parents and children to enjoy Halloween.

Officers organized the District Seven 3rd Annual Block Watch Captain Recognition Luncheon. It was well attended and many citizens received certificates of appreciation from the Milwaukee Police Department for their commitment to serve as representatives of the community. Block Watch Captains commit their time and abilities to help District Seven and the Milwaukee Police Department sustain neighborhoods and build neighborhood capacity.

During the summer months of 2012, officers were dispatched on foot patrol in four neighborhoods within our District. Enderis Park, Wahl Park, Vogel Park and the Norwood neighborhoods welcomed our officers into their communities. The foot patrol officers became regular faces in those communities and they worked with residents to build neighborhood capacity. Though crime in each of the neighborhoods was minimal, the foot patrol officers were able to identify problem people, places and an overall drop in crime was realized in each area.



Community Liaison Officers worked with Milwaukee Public Schools to plan, organize, and oversee the Youth Leadership Conference held at the Training Academy. More than 500 children were in attendance.

District Seven held National Night Out in the Kops Park neighborhood. The event proved to be an effective yet inexpensive way to promote neighborhood spirit and

develop community partnerships with police in an effort to create safe neighborhoods. The event was a success with over 500 people in attendance.

While we are extremely proud of our community, the partnerships we've established, and the overall crime reductions that have been realized, additional work needs to be done. I am certain that the officers and staff assigned to District Seven will continue to create lasting partnerships, build strong neighborhoods and strong communities.

CRIMINAL INVESTIGATION BUREAU

• South Investigations Division (SID)

South Investigation detectives have worked collaboratively with officers at District One, Two and Six on felony criminal investigations, case management and crime trend monitoring. As a result of the combined investigative knowledge and experience between the South Investigations Division and the districts, the District Attorney has charged and prosecuted numerous felony cases. This included a crew of armed robbers that had plagued District Two in August, resulting in four subjects being arrested, and each charged with five counts of Armed Robbery.

SID oversees the storage of evidence cars that are involved in felony crimes. In 2012, an updated Department policy was written in order to assist officers and detectives in a more efficient and effective way to process and store vehicles that are needed for investigations. The officers assigned to this unit continue to work collaboratively with Department members in order to monitor the processing, release of, if necessary, the storage of evidence vehicles. These officers have worked on returning vehicles no longer needed in criminal cases back to their rightful owners in a timely manner. A good working relationship with the District Attorney's office has helped to make this process easier and faster than ever.

The SID'S Financial Crimes Unit continues to work alongside local banks, private corporations, and federal agencies on complex financial investigations, including crimes of mortgage fraud, embezzlement, forgery and counterfeit money. Over 100 people were charged in 2012 for a financial crime, due to the investigations completed by the Financial Crimes detectives.

• Central Investigations Division (CID)

During 2012, the Central Investigations Division continued to focus on the Milwaukee Police Department's Mission and Vision Statements through strong collaboration with our Neighborhood Policing Bureau partners at Districts Three and Five. CID lieutenants and detectives participate in community crime meetings, and in the development and execution of Directed Patrol Missions and Safe Street Initiatives designed to reduce crime.

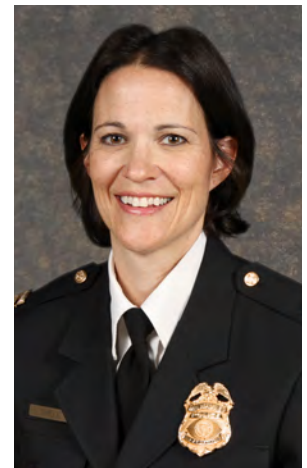
Successful CID investigations in 2012 included armed robbery and case management projects which resulted in the arrest of multiple teams of suspects that had robbed corner stores and auto parts stores in Milwaukee and the neighboring suburbs. Effective arrests, prisoner interviews and relentless follow up led to solving



Criminal Investigation Bureau
Assistant Chief Patrick Mitchell



Criminal Investigation Bureau
Inspector Kurt Leibold



South Investigations Division
Captain Leslie Thiele



Central Investigations Division
Captain Chad Wagner

Effective arrests, prisoner interviews and relentless follow up led to solving over 50 residential burglaries committed by a single suspect in the Riverwest neighborhood

over 50 residential burglaries committed by a single suspect in the Riverwest neighborhood. A Directed Patrol Mission resulted in the arrest of a career burglar that had broken into over a dozen businesses on the east side of Milwaukee. Another investigation led to the arrest of suspects using Internet based personal advertisement services to facilitate armed robberies.

The Fire Investigation Unit is assigned to the CID This team consists of highly trained and experienced detectives who work in partnership with the Milwaukee Fire Department, Milwaukee County District Attorney's Office, Bureau of Alcohol, Tobacco, Firearms and Explosives, and the Wisconsin Department of Justice to investigate fires, educate the community and bring arsonists to justice. There were several arsons in 2012 that resulted in the arrest and charging of suspects including an incident in which a suspect ignited an explosion and resulting fire that severely injured himself and three members of the Milwaukee Fire Department.

Successes of the Metal Theft Abatement Team included the arrests of employees of a towing company that was responsible for selling over 150 stolen vehicles to salvage yards and also numerous prosecutions of subjects that committed burglaries and thefts of recyclable metal. Significant positive progress was made with companies that purchase metal toward more responsible business practices. Developing and strengthening laws and ordinances that regulate recyclable metal transactions was a priority in 2012.



**North Investigations Division
Captain Andra Williams**

• **North Investigations Division (NID)**

The North Investigations Division (NID) continued to build professional relationships and collaborations with District's Four and Seven personnel to assist in combined crime reduction efforts. During the year, detectives were assigned to work out of the districts to assist officers in improving their crime scene management and investigative skills. North Investigations Division was responsible for conducting over 950 prisoner interviews. Interviews conducted resulted in over 200 confessions. We were also able to clear an additional 25 suspects who were determined not to be involved in incidents. These interviews assisted District Four and District Seven in clearing a significant number of offenses and helped the districts deploy in a more efficient manner.

• **Investigative Management Division (IMD)**

The Investigative Management Division (IMD) manages the Criminal Investigation Bureau's technology projects, and provides high quality administrative and logistical support to the Criminal Investigation Bureau's operational divisions while facilitating communication between bureaus, divisions, and districts of the Milwaukee Police Department, as it houses the Milwaukee Police Department's main teletype. IMD receives and acts upon teletypes from all over the world per regulations established by the State of Wisconsin Crime

Information Bureau (CIB), the National Crime Information Center (NCIC), the National Law Enforcement Telecommunications System (NLETS), the Canadian Police Information Center (CPIC) and the National Insurance Crime Bureau (NICB). During 2012, the Investigative Management Division continued to explore opportunities to identify technologies which would facilitate a higher level of information sharing throughout the Milwaukee Police Department.

- **Metropolitan Investigations Division (Metro Division)**

The Metropolitan Investigations Division (Metro Division) now consists of the Homicide Section, the Cold Case Homicide Section, and the Major Case/Bank Robbery Section. Every one of these units works cooperatively with law enforcement from across the region and within our department to effectively combat criminals who commit the most violent and shocking crimes.

Homicides increased slightly in 2012 to 92, but through the hard work and dedication of the men and women in this Division, they posted a Uniform Crime Reporting clearance rate of 70%, clearing 52 homicides from 2012 and 12 homicides from previous years. Every one of these cases is relentlessly followed up on 24 hours a day until an arrest is made or all leads are exhausted. In June of 2010, Vincent Cort was gunned down and killed during a failed robbery attempt. The homicide detectives continually worked on this case for 19 months when the case broke in February of 2012 and three suspects were arrested. On December 21, 2012, all three were convicted for their part in this homicide.

One of the cases that the Cold Case Section cleared was the 20-year-old homicide of Thomas Recore who was brutally murdered during a robbery outside his Milwaukee home. Evidence from this case was re-submitted for analysis and a DNA profile was developed. That profile was entered into a DNA index system and matched with a recently released convicted felon, Cary Lee Holmes, who pleaded guilty to first-degree reckless homicide.

The Major Case/Bank Robbery Section investigates robberies of financial institutions and manages investigations of related multiple robberies. These detectives cleared 21 of 31 bank robberies occurring in 2012, and cleared another from 2011 for a 71% UCR clearance rate. These detectives are deeply involved in the training of bank and store employees to prepare them, so they know how to safely respond when robberies occur.

Detectives in this division are heavily involved in training members of our department and outside agencies in their areas of expertise including death investigations, crisis negotiations, homicides, infant deaths, financial institution robberies, interview and interrogations, and legal updates to name a few.



**Investigative Management
Division
Captain Eric Moore**



**Metropolitan
Investigations Division
Captain Michael Dubis**



Intelligence Fusion Center
Captain Jason Smith

• The Intelligence Fusion Center (IFC)

The Intelligence Fusion Center (IFC) which is comprised of the Southeastern Wisconsin Threat Analysis Center (STAC), the Predictive Intelligence Center (PIC), and Real Time Event Center (RTEC), provides the Milwaukee Police Department and Southeast WI region with actionable intelligence enabling federal, state, local, and private sector partners to better protect their communities.

Strong partnerships are the foundation of this success and the IFC works with over 160 different law enforcement and first responder partners. Each representative is intended to be a conduit of information sharing and 2012 was spent developing this capacity in the private sector. The fusion center's Communities of Trust Initiative provided outreach and training on awareness and active shooter response to more than 2,700 people in 2012.

The Southeastern Wisconsin Threat Analysis Center (STAC) is one of 77 Department of Homeland Security recognized fusion centers and is a collaborative effort of all the partnered agencies providing resources, expertise and information to the center, with the goal of maximizing the ability to detect, prevent, apprehend and respond to criminal and terrorist activity. The continuing Ironhorse Series of exercises developed by the STAC team has received national recognition as a model of large-scale preparedness by combining information sharing with functional and live role-play.

The mission of the Predictive Intelligence Center (PIC) is to develop predictive models based on criminal intelligence with the purpose of reducing crimes of violence and disrupting recurring crime trends. The PIC works to proactively analyze problems before the tipping point when a problem becomes a crisis. Additional crime analysts were added to the team in 2012 and the PIC fosters an environment of opportunity and education through intern partnerships with Marquette University and UW-Milwaukee.

The Real Time Event Center (RTEC) provides actionable intelligence and technology resources to teams operating in the field. This includes any significant event including homicides, shootings, major civic events, and natural disasters. The IFC played a key role during response to mass shooting incidents in Oak Creek and Brookfield, WI and critical incidents throughout the UASI region. Operational units within the RTEC include:

- IFC Watch Desk
- Mobile Technology Teams
- Hazardous Devices Unit
- Firearms Intelligence Unit / ATF Task Forces
- Violent Crime Target Teams
- High Tech Crimes Unit

• Narcotics Division

The Narcotics Division is responsible for investigating mid to high-level drug trafficking organizations as part of the department's overall violent crime reduction strategy. Its investigators are closely coordinated with the Neighborhood Policing Bureau. The Narcotics Division is co-located with the Milwaukee High Intensity Drug Trafficking Area (HIDTA) and the Milwaukee Metropolitan Drug Enforcement Group (MMEDG). Additionally the Division has members assigned to the Drug Enforcement Agency (DEA) Task Force. This allows the Division to have a strategic long-term capability in the investigation of large-scale drug/gang trafficking organizations by utilizing a multi-agency, multi-jurisdictional approach.

Detective Eugene Nagler and his K-9 "Duke" are currently assigned to the Narcotics Division's Interdiction Unit. Detective Nagler is nationally known for his work in this area and was honored by his peers being presented with the Narcotics Interdiction Officer of the year award for 2012.

Members of the Narcotics Division participated in over 1500 investigations, conducting over 290 search warrants, which resulted in the seizure of illegal assets from the sale of drugs valued at over 5 million dollars. There were 55 major Drug Trafficking Organizations, which were either dismantled or disrupted.



Narcotics Division
Captain Anthony Smith





Sensitive Crimes Division
Captain James Shepard

**In 2012,
unsafe sleeping
conditions contributed
to the death of 10
Milwaukee children
as compared to
14 in 2011**

• Sensitive Crimes Division

In 2012, unsafe sleeping conditions contributed to the death of 10 Milwaukee children as compared to 14 in 2011. Debate continues amongst professionals and scholars as to the advantages and disadvantages of the practice of letting an infant sleep in the same bed where parents sleep. Irrespective of one's opinion on the subject of co-sleeping, most agree caretakers should never sleep with an infant if they are overly tired, have been drinking, or have been taking drugs that can affect judgment or impair normal functions.

The Child Death Investigation Team (CDIT) consists of the Milwaukee Police Department, the Milwaukee County District Attorney's Office, the Bureau of Milwaukee Child Welfare, the Medical Examiner's Office and the Milwaukee Health Department. Members of the CDIT will be notified when circumstances exist suggesting gross negligence may have played a contributing role in an unexplained infant death. The purpose of the CDIT is to provide cooperation and coordination amongst the listed agencies to ensure a competent and efficient investigation.

In an effort to combat street prostitution, in 2012, the Sensitive Crimes Division's Anti-Prostitution Unit was revitalized with the acquisition of Officers Kieran Sawyer and Theresa Janick. The restructured Anti-Prostitution Unit will act as the Department-wide clearinghouse for prostitution related investigations and intelligence. Its mission will be to provide district personnel with instruction and guidance to develop and employ anti-prostitution directed patrol missions. In January of 2013, the Anti-Prostitution Unit will begin training district personnel to competently conduct covert anti-prostitution operations focusing on prostitutes as well as Johns. This

unit will further assist districts as needed with aldermanic service complaints of prostitution and act as the Department's liaison with private and public organizations advocating on the behalf of victims of prostitution-related crimes and complaints. The Anti-Prostitution Unit will also assist the Human Trafficking Task Force in their efforts to end child prostitution and make Milwaukee a place where all can live safely and without fear.



ADMINISTRATION BUREAU

• Human Resources Division

The Human Resources Division is comprised of Human Resources, Medical, Payroll, Background, and Recruiting. Following are some highlights for 2012.

There were a total of thirty-three promotions in 2012. Fourteen were civilian positions, which included promotions to the positions of Office Assistant IV, Police District Office Assistant, Police Dispatcher, Lead Police Telecommunicator, Payroll Supervisor and Crime Analyst. There were eighteen Police Aides promoted to Police Officer and one law enforcement promotion to Inspector of Police. In addition, the Human Resources Division was instrumental with the appointment of seventy-eight civilians and fifty-one law enforcement (*excludes the 18 promoted Police Aides to Police Officer*) members.

Medical

Medical continues to monitor the Sick, Injury, Family Medical Leave and other leaves used by members of the Department. Other highlights and accomplishments of Medical for 2012 include:

- Participated in the City of Milwaukee Request for Proposal (RFP) process to identify a three-year medical/psychological contract for pre and post employment evaluations
- Presented to POST members and the Recruit class of 2012 on important Medical issues and processes
- Assisted City Attorney with hearings involving Workers' Compensation and EEOC complaints
- Assisted with the development of the Military SOP
- Presented highlights of the 2012 MPD Workplace Safety Plan before the City Common Council Public Safety Committee



Administration Bureau
Assistant Chief John Hagen



Administration Bureau
Inspector Carianne Yerkes



Administration Bureau
Deputy Inspector
Ramon Galaviz



Administration Bureau
Deputy Inspector
Mary Hoerig



Human Resources Division
H.R. Administrator
Valarie Williams

- Processed 15 Fitness for Duty Evaluations (FFDE's)
- Received Workers' Compensation Direct Claim Entry Training on the iVos system; a system designed to capture and reconcile injury data between the Department of Employee Relations and MPD. This is a continuing project for 2013
- 150 members were placed on Limited Duty and 181 members were removed from Limited Duty
- Continual participation in the Cardiovascular Heart Disease Study (*more information below*)



The Milwaukee Police Department continues to participate in an ongoing Cardiovascular Heart Disease Research Study with Dr. Sandra Ramey, University of Iowa College of Nursing. The study, which began ten years ago, provides a detailed examination of the relationship between Cardiovascular Heart Disease and Law Enforcement Officers. This project was recently awarded a \$50,000 COPS Community Policing Development grant from the Department of Justice. It is hoped that this study will explore interventions to address work-related stress and cardiovascular risk factors, which are both high factors within the law enforcement profession. In 2012, data collection began for the research pilot study: Stress Intervention and Increased Resilience Study. Districts Three and Seven were identified as pilot groups and members of these districts participated in the program, attending a stress class and using heart rate monitors. Districts Two and Five are set to participate in the study in 2013.

Payroll

At the beginning of 2012, many changes occurred in benefits to our civilian staff due to Act 10 and to our MPA & MPSO members during contract settlements. Many of the changes with MPA & MPSO contract settlement dealt with educational pay as it relates to acting desk sergeant pay. Nine additional earn codes had to be created in order to pay members for this benefit. Countless changes were made to these benefits so that members would not overdraw their annual benefits.

Background

In 2012, there were 432 background investigations completed, compared to 258 in 2011. The large increase from 2011 is contributed to Police Officer and School Crossing Guard applicants.

Recruiting

The Human Resources Division successfully hosted the Department's first Open House for Police Telecommunicator. The event was held at the Communications Operations Center, third floor, on Monday, November 19, 2012. There were over 90 attendees. The attendees were provided the opportunity to ask questions, view dispatchers and telecommunicators in action, and get assistance with completing applications. The feedback received from attendees was positive. The Recruiting Officer attended 12 College/University Career Fairs statewide for recruitment.

Internship Program

Currently, the Milwaukee Police Department works with the following colleges and universities throughout the Milwaukee area:

Alverno College	MATC
Bryant and Stratton	UW - Platteville
Carroll University	West Virginia University
Concordia University	

There are currently 30 interns working with the Milwaukee Police Department. We welcome the opportunity to provide students and non-students with a career interest in law enforcement to internship with the Department.

• Police Academy

Significant changes to facilities and operations occurred in 2012 as a result of a new initiative to modernize the Police Academy. The below listed successes have served to make the Academy more efficient, effective, and operationally sound by aggressively addressing serious infrastructure and operational obsolescence.

To improve the training environment, in fall of 2012, an elective based educational program was implemented using a custom software called the Continuing Education and Request for Travel Training (CERTT) program that enabled officers to select the portion of the training they received that was not considered mandatory. The program combines department training and outside training for the purposes of the continuing education requirement while enabling officers to find courses that more align with their job duties and personal interests. In addition, the program enabled the travel training request to become an on-line application process that enables officers training and travel records to be approved and tracked electronically.

In December of 2012, the CERTT program's function was to coordinate the expanded mandatory training programs including Risk Management, however, specialized training will always be available to officers who seek to improve their performance. The CERTT program is therefore considered a significant



Police Academy
Captain Victor Beecher



accomplishment of the Academy in the management and analysis of training that will have long-term positive impact.

The restructuring of operations began in 2012 with the fusing of the In-Service and Recruit training instructor staffs. Expansion and branding of the Regional Training Center (RTC) began in 2012. The RTC is one of the three functions of the Academy. Operating as a Regional Training Center, the Academy has the ability to offset training costs by charging officers who attend specialized training. This has enabled the Milwaukee Police Department to provide police officers from throughout the region and the world to receive training at the Academy.

The Academy has redesigned and revitalized the Milwaukee Police Department's Training Bulletins. Training bulletins have not been issued by the Academy for many years. The new bulletins, published monthly, are intended to address common concerns and training issues related to police performance. Further, they will refresh basic training that officers have received, update current training, provide new information about current policies and/or procedures, and provide information about available training. Five bulletins have been produced to date; two more are awaiting final approval.

• Internal Affairs Division (IAD)

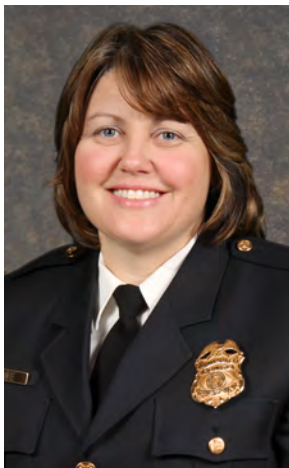
The Internal Affairs Division (IAD) is comprised of three sections: Internal Affairs Section (IAS), Special Investigations Section (SIS), and Civil Litigation/Open Records.

The Special Investigations Section investigates criminal allegations against Department members. During 2012, SIS conducted 159 criminal investigations, which is a 35% increase from 2011. SIS also conducted criminal investigations related to election fraud and for providing executive protection to visiting dignitaries.

The Internal Affairs Section received 671 total complaints of potential Code of Conduct violations. Of those, 280 complaints were internally generated (+13% from 247 in 2011), and 391 complaints were generated by citizens/outside agencies (+29% from 303 in 2011)¹. Eight complaints were referred for mediation as an option for citizens in resolving disputes.

The Civil Litigation/Open Records Section works closely with the City Attorney's Office to prepare a proper defense against lawsuits. During 2012, personnel conducted several investigations, provided information in 63 claims/lawsuits, and processed 25 legal documents. They also processed 227 requests for records in accordance with the state's open records law.

¹The entire increase in criminal investigations in 2012 versus 2011 is attributed to the Department's comprehensive review of strip search related complaints. Roughly two thirds of the increase in citizen complaints is also attributed to the same review.



Internal Affairs Division
Captain Diana Rowe

• Information Systems Services

Information System Services is responsible for the direction, control and effective operation of the Milwaukee Police Department's information assets, radio communications and records management. It provides internal support services relative to communications and information accessibility and directs resources and equipment to meet the needs of the Milwaukee Police Department's Bureaus. The department consists of 4 divisions; Information Technology Department (ITD), Field Technology Unit (FTU), Radio Communications Department (RCD) and Records Management Department (RMD).

- **District Dell Computers Upgrade and Deployment:** Implemented and deployed 350 new leased Dell computers at all district locations
- **CIB\District Dell Laptop Deployment:** Implemented and deployed 120 new leased Dell laptop computers at all district and CIB locations
- **Cisco WIFI Access Deployment:** Implemented and deployed wireless network WIFI access to PAB and district locations
- **Communications CAD display:** Implemented, moved and deployed new CAD display for 911 Communication Center
- **MPD Video Surveillance System Upgrade:** The IT Department worked with Toepfer Security to upgrade all Video Surveillance Cameras throughout MPD, with the exception of the PPS Video System, to ensure that retention schedules are compliant with MPD policies and that application system monitoring is activated to ensure that failures are detected immediately and notifications are properly managed. This solution will also provide the ability to search video history and create evidence for the purpose of prosecution
- **In-Car Video Storage Upgrade:** Upgraded and deployed new 200 Terabyte Dell MD3001i storage system for the DST In-Car Video camera system that replaced the old 100 Terabyte Dell MD1000 storage system
- **KACE:** The Milwaukee Police Department implemented a Systems Management and Deployment Solution to reduce time in deploying and managing computer systems throughout the Department. This solution also provides a hardware inventory and software tracking solution to ensure license audit compliance. Included with this solution are Inventory Management, Disk Imaging, Software Distribution, Patch Management, Windows Operating System Migration, Asset Management, and Service Desk software
- **Installed and Implemented VmWare 5 virtual Infrastructure and Network:** The installation of the VmWare 5 infrastructure and network will allow MPD virtual servers to take advantage of VmWare HA (high availability) function of server failover



Information Systems
Services
Police Information
Systems Director
Charles Burki

- **Installed and Implemented VmWare View Virtual Desktop:** The installation of VmWare View 100 concurrent virtual desktop for mobile squad reporting of FI
- **MDC System Upgrade:** Implementation of NetMotion VPN Software System and MDC Computer Image solutions to provide stable and reliable Remote Computer capabilities for in-squad computers. This project ensures that network and software standard configurations are established, a standard imaging process is developed, all MDC's are re-imaged

Records Management (RMS)

Records Management is responsible for the timely final review and transfer of all ORIG and SUPP – Supervisor Approved ARS reports entered into Tiburon, Supplement Matching and Validation. Records personnel subject matter expert groups hold the final authority on classifying crime codes for each incident report. Records Management is also responsible for the electronic processing of all reportable and non-reportable crash reports via TraCs.

A plan to reorganize Records Management was developed. The reorganization was successfully implemented and has contributed to the improvement of the quality of reports and the reporting process. Records Management established Quality Control Representatives (QCR) department-wide. The QCR is responsible for ensuring the quality and accuracy of ARS reports at their work location, serve as a liaison with RM personnel, and assist in training and educating members at their location on identified areas of concern or deficiency. Records Management Sharepoint site was created. The site serves as a communication tool and contains information relative to Records Management, reporting errors, frequently asked questions and clarification of IBRS updates/definitions. Records Management also provided additional ARS/NIBRS training to identify officers/supervisors based on data generated from Data Integrity Database.



Integrated Justice
Services Division
Captain Michael Massa

• Integrated Justice Services Division

Central Booking

In 2012, Central Booking began cross training all jail personnel to handle court administration duties in order to make both branches of the division run more effectively and efficiently. Another addition, which assisted in the effectiveness of Central Booking, was the institution of electronic transfer of prisoner booking information to Milwaukee County. This aided in getting information more accurately and timely to the Milwaukee County Jail in order to successfully process over 34,000 prisoners in 2012.

Court Administration

Court Administration played an essential role in assisting the District Attorney's Office with the smooth implementation of their "DV Pilot Project." In May 2012, the DV Pilot Project launched whereby, in misdemeanor cases in which a suspect was arrested on-scene or shortly thereafter, the officers instructed the victims to appear for the charging conferences. In addition, in November 2012, Districts Four and Seven became part of an additional pilot project for non-custody DV victims, requesting their appearance at the Sojourner Family Peace Center, located in the Germania Building at 135 W. Wells St. These changes resulted in a significant increase of victims appearing in the DA's Offices which lead to the staff of Court Administration working closely and successful with the DA's office to accommodate this increase and contribute to a successful outcome of these DV cases.

In addition, Court Administration developed an electronic subpoena log, which will make subpoena data more easily tracked and searched, as well as an electronic database to begin tracking all OWI cases. The Veteran's Court Liaison was also created, which has an officer assigned to diversion programs in Milwaukee Circuit Court. The officer monitors the progress of the defendants and assists them in meeting the court ordered requirements to have their case dismissed. The intent is to keep first offenders, who committed low level crimes, out of the criminal justice system and help them develop life skills which allow them to be positive contributors to the Milwaukee community.

Forensics

Forensics provides support services to the Department that include latent finger print identification, handwriting analysis, developing crime scene photographs, the validating and transferring of criminal arrest records, technical support concerning all fingerprint stations, as well as the fingerprinting of citizens for various license applications.

During the 2012 calendar year, the latent fingerprint section processed 4,351 fingerprints and verified approximately 14,200 booking arrests. The Forensics staff fingerprinted 4,339 people for licenses.

Property Control

Property Control provides support to the Department by being responsible for the inventorying, tracking, storage and destruction of all property inventoried by Department members. It is the goal of Property Control to do this monumental task in the most efficient and integral way possible.



Licensing

The Licensing investigates and processes license applications for approximately 250 different licenses required by the City of Milwaukee. In 2012, Licensing processed 10,685 applications for the various licenses. This unit retains all License Premise Reports filed by department members and is required to present this information to the multiple committees. The Milwaukee Police Department filed 928 Licensed Premise Reports throughout the year.

The unit assisted the DEA in “Operation Poisyn Control” during 2012. This operation involved the enforcement of the sale of synthetic marijuana by businesses and investigated the manufacturing of synthetic marijuana across the country.

Licensing was involved in the creation, modification and implementation of the following ordinances; 108 Public Entertainment Premise, 85-23 Over capacity at a licensed premise, 100-60-5 Pedicab safety equipment and 81-51 Pricing of fingerprinting provided by our Department.

Annual, random vehicle change inspections were conducted on Public Passenger vehicles which included taxis, limousines, and shuttles. In 2012, licensing inspected 321 taxis and 182 limousine/shuttles. A total of 152 vehicle change inspections were conducted in addition to 11 random inspections.

• Facilities Services Division

The Facility Services Division is made up of three independent units: Building Maintenance, Vehicle Services and Printing and Stores. The division continued to meet its goals in 2012 to reduce costs on building energy consumption through the implementation of various energy conservation projects and changes in operations, maintaining a fleet that is capable of supporting department operations and provide the department and other city agencies with printing, stores and design needs. Additionally, the division was involved in the following projects and initiatives:

- Awarded bids for the first phase of the renovation of the Police Administration building. This phase included installing a system of ductwork that provides the infrastructure for the HAVC portions of the subsequent renovation phases. In addition, various high-rise safety improvements were also included in this phase. Approximately 50% of the construction was completed in 2012 and the project is currently on schedule and under budget
- Installation of the card access security system was completed at the property warehouse. This was included as part of a department wide replacement and upgrade of the card access system
- Improvements were finished for the second phase of security improvements to the lobbies at district stations
- A gap analysis of our custodial operations was completed. The final report was



Facilities Services Division
Police Facilities Manager
Richard Moore

issued in March of 2012. Implementation of the recommendations began in the fall with the acquisition of some pieces of new equipment, reassignment of staff, revision of custodial runs and a new definition of tasks to be completed.

- Energy Audits were conducted at the Radio Shop, Property Warehouse, District Two and District Four. Work will continue into 2013 to begin implementing various recommendations from these audits
- Completed the safety inspection on the steering columns in 327 Ford Crown Victoria's
- Completed 2,077 oil changes on department vehicles, which is 64 more than in 2011 Completed setup of 38 new patrol vehicles
- Completed the inventory of all mechanical equipment in all MPD facilities. Currently awaiting modifications to database utilized by DPW in order to enter the information
- Completed a Facilities Condition Report for all district facilities. This report identifies major building components/systems, rates their current condition, establishes a life cycle replacement schedule and estimates for replacement. This will serve as the basis of our capital improvement requests in future years
- Redesigned the Stores Catalog by eliminating obsolete items and including cost information in order to provide an awareness of the overall cost of orders that are submitted
- Developed and implemented an inventory spread sheet to track the amount of supplies used, and the costs associated with those supplies by all locations within the Milwaukee Police Department

• Technical Communications Division (TCD)

The Technical Communications Division received 773,070 telephone calls which is an increase of 2.5% compared to 2011 and 10% since 2010. Of these calls, 357,645 were non-emergency calls and 415,425 were emergency 9-1-1 calls.

In 2011, TCD began accepting wireless 9-1-1 emergency calls from four of the six major wireless phone carriers, which had been previously routed to the Milwaukee County Sheriff's Department. In 2012, authorization was received allowing the transition of the final two wireless carriers from MCSO. We are currently working toward this goal and anticipate accepting wireless 9-1-1 calls from all carriers by mid 2013.

A consequence of taking wireless 9-1-1 calls is the abandoned call, most of which are accidental "pocket dials". In 2012, TCD received 23,623 abandoned 9-1-1 calls and each call resulted in one or more return calls by a police telecommunicator, adding to their workload. CALL STATS: (source: Avaya CMS CentreVu)

TCD dispatched 248,678 calls for service which is a 4% increase from 2011. This does not include the number of proactive or "officer initiated" calls, such as traffic



**Technical Communications
Division**
Captain Gary Gacek

stops and subject stops. When compared to the total number of telephone calls TCD receives, roughly 68% of all calls are handled by TCD staff without requiring a squad response. (source: CAD)

The Differential Police Response (DPR) of each district handles lower priority calls over the telephone, using limited duty officers instead of having a squad car respond to the caller's location. DPR personnel handled 33,611 calls for service. Considering that an average call takes roughly 20 minutes to service, DPR created almost 11, 200 hours of proactive patrol time that has been used to reduce the levels of crime, fear and disorder in the community. (source: DPR Logger database)

The National Crime Information Center (NCIC) validated 3,119 stolen vehicles, processed 4,096 medical alerts and validated over 2,000 missing persons in NCIC. (source: NCIC Unit archived activity reports and RMS)

The City Watch Emergency Notification System went live in 2010 and is an efficient and effective means of making mass notifications to department personnel in the event of a critical incident or other important event. In 2012, TCD sent out notifications regarding 809 separate incidents. (source: Milwaukee Health Department City Watch)



TCD performs its own training of newly hired employees and specialized in-service training of not only division personnel, but also department-wide. In 2012, the training staff conducted one police telecommunicator class, one police dispatcher class and one seasonal police telecommunicator class. In total, 13 new/newly promoted employees received several weeks of instruction and every division member received re-training during the 2012 spring in-service session. In addition, they also provide specialized training to over 100 other department members. In total, the training office provided 4,349 hours of training to 226 department members during 2012.

Seven limited duty police officers that are assigned to the pole camera officer continue to monitor 41 cameras installed throughout the city. This staff of personnel are responsible for an almost 24/7 presence to assist field personnel with reducing the levels of crime, fear and disorder. In 2012, they processed 66 video files as evidence for criminal investigations.



2012 Promotions

Name	Position	Date of Promotion
Yerkes, Carianne	Inspector Of Police	4/15/12
Hunt, Kealoha T.	Lead Police Telecommunicator	6/24/12
Donley, Regina	Office Assistant III-PD	3/4/12
Shin, Eric S.	Office Assistant II-PD	3/18/12
Showell, Lacey D.	Office Assistant II-PD	8/5/12
Wroblewski, Susan M.	Office Assistant IV - PD	7/22/12
Krauser, Patricia S.	Office Supervisor II	8/5/12
Buie, Nicole Y.	Police Dispatcher	11/11/12
Cleveland, Christopher S.	Police Dispatcher	6/24/12
Vang, Youa	Police Dispatcher	6/24/12
Golden, Kisha R.	Police District Office Asst	6/24/12
Matthias, Kaitlin L.	Police District Office Asst	6/10/12
Scott, Luann C.	Police District Office Asst	3/18/12
Ratliff, Cynthia L.	Police Payroll Supervisor	3/18/12
Roberts, Pamela K.	Human Resources Specialist	8/19/12
Riemann, Jon D.	Media Producer	4/29/12
Polans, Daniel S.	Crime Analyst	9/16/12



2012 Retirements

Name	Position	Date of Retirement
Hines, Dexter R.	Admin. Lieutenant Of Police	9/1/12
Winston, Darryl	Asst. Chief of Police	1/5/12
Dubis, Michael W.	Captain of Police	7/15/12
Massa, Michael S.	Captain of Police	6/15/12
Young, Michael D.	Captain of Police	11/15/12
Hayes, Alfred H.	Custodial Worker II-C L	3/31/12
Blake, Joanne E.	Detective	10/27/12
Delgado, Octavio	Detective	10/10/12
Gardner, Dennis A.	Detective	9/22/12
Glasnovich, Thomas	Detective	12/22/12
Heck, Brian D.	Detective	9/1/12
Hernandez, Gilbert	Detective	9/29/12
Johnson, Edwin L.	Detective	12/31/11
Laura, Ronald R.	Detective	12/22/12
Negron, Carlos M.	Detective	10/16/12
Pierce, Kim M.	Detective	6/17/12
Sandvick, Jennifer A.	Detective	6/30/12
Spano, Ralph E.	Detective	12/22/12
Sutter, Kurt J.	Detective	8/18/12
Wiesmueller, Jeffrey A.	Detective	4/17/12
Wong, Victor S.	Detective	2/16/12
Boothe, Gloria J.	Helpdesk Specialist I	9/20/12
Reynolds, Diana M.	Lead Police Telecommunicator	12/31/11
Booker, Lavern C.	Office Assistant II-PD	12/25/11
Nowak, Cynthia A.	Office Assistant II-PD	8/26/12
Pendzik, Linda	Office Assistant II-PD	5/1/12
Siemik, Roslinda	Office Assistant II-PD	7/7/12
Tordenshiel, Jeanne C.	Office Assistant II-PD	3/31/12
Galezewski, Peggy A.	Office Assistant IV - PD	4/28/12
Cieslak, Therese E.	Office Supervisor II	4/14/12
Smith, Thomastine	Police District Office Asst.	12/29/11
Ellenberger, Konrad H.	Police Lieutenant	12/15/12
Ruzinski, Daniel G.	Police Lieutenant	6/16/12
Schuster, Gary L.	Police Lieutenant	5/19/12
Timm, James M.	Police Lieutenant	12/25/11
Bedford Jr, Tommie L.	Police Officer	9/12/12
Black, William G.	Police Officer	9/16/12
Canzoneri, Thomas F.	Police Officer	8/25/12
Cole, Jeffrey	Police Officer	4/20/12



2012 Retirements

Name	Position	Date of Retirement
Hansen, Thomas L.	Police Officer	8/25/12
Jorgenson, Colin	Police Officer	11/25/12
Laska, Gregory J.	Police Officer	9/26/12
Lelinski, Mark T.	Police Officer	9/15/12
Lelinski, Michael	Police Officer	10/24/12
Lubus, Shellee	Police Officer	12/22/12
Monreal, Isabel J.	Police Officer	9/16/12
Ortiz, Robin M.	Police Officer	11/17/12
Stevens, Ronald W.	Police Officer	4/17/12
Wiesmueller, Diane S.	Police Officer	8/22/12
Kranz, Jeffrey	Police Sergeant	5/19/12
Sobek, James K	Police Sergeant	5/12/12
Dright, Trina L.	Police Telecommunicator	12/28/11
Gutierrez, Maria G.	Police Telecommunicator	12/28/11
Haynes, Renee	Police Telecommunicator	6/9/12
Kelsey, Kathleen C.	Police Telecommunicator	10/1/12
Taylor-jackson, Mary	Police Telecommunicator	12/28/11
Jacobson, Joanne	Transcriptionist III	5/12/12



BE A FORCE



2012 Merit Award Program



Purple Valor



Police Officer Frank Vrtochnick

Medal of Valor – Combat



Police Officer Michael Urbaniak

Police Officer Scott Voeks

Medal of Valor – Rescue



Detective Billy Ball

Police Officer Christopher Ottaway

Lifesaving



Police Officer Jose Acevedo

Police Officer Kyle Baus

Sergeant Daniel Bell

Police Officer Andres Cabral

Police Officer Eli Cole

Sergeant John Corbett

Police Officer Rachel Goldbeck

Police Officer Paul Helminiak

Police Officer Roy Horn

Detective James Hutchinson

Sergeant Roberta Klein

Police Officer Marco Lopez

Detective Paul Lough

Police Officer Guadalupe Ramirez-Cervantes

Police Officer Daniel Reilly

Prob. Dispatcher Adrian Sanchez

Detective Michael Sarenac

Police Aide Toua Thao

Sergeant Robert Thiel

Police Officer Michael Urbaniak

Police Officer Moua Vang

Lieutenant Chad Wagner

Police Officer Kevin Wilke

Police Telecom. Keena Woods-Smith

Distinguished Service



Police Officer Christopher Blaszak

Police Officer Brian Damon

Police Officer Eric Draeger

Police Officer Bodo Gajevic

Police Officer Mark Harms

Detective Anne Portnoy

Excellence in Police Service



Police Officer Leon

Lieutenant Karen Dubis

Police Officer Jennifer Feather

Police Officer Rochelle Gawin

Police Officer Nicole Gengler

Lieutenant Raymond Gibbs

Police Officer Gregory Hunter

Police Officer James Knapinsk

Police Officer Thomas Kupsik

Police Officer Anthony Leino

Detective Lewandowski Shannon

Police Officer Laura Litwin Laura

Police Officer Cory Lopez,

Police Officer Robert Matheus

Lieutenant Aimee Obregon

Police Officer Laurel Osiewalski

Police Officer Qwenton Powell

Detective Ralph Spano

Unit Service Award



Police Officer Brian Adkins

Detective Dolores Applegate

Detective Christopher Blaszake

Police Officer Brian Burch

2012 Merit Award Program

Police Officer Shawn Burger
Detective Michael Caballero
Police Officer Mickal Chemlick
Police Officer Gary Cherone
Sergeant John Corbett
Police Officer Eric Draeger
Police Officer Feely William
Police Officer Michael Gasser
Detective Erik Gulbrandson
Police Officer Mark Harms
Police Officer Daniel Knitter
Police Officer Lori Kowalefski
Police Officer Jeffrey Lintonen
Police Officer Brian Matte
Police Officer Kevin Matte
Police Officer Jason Rodriguez
Lieutenant David Salazar
Police Officer Gerald Schmidt
Police Officer Joseph Serio
Sergeant Shannon Seymer-Tabaska
Police Officer Joseph Szcubialka
Captain Leslie Thiele
Police Officer Daniel Vandervest
Police Officer Paul Vento
Police Officer Jason Vetter

Chief's Superior Leadership



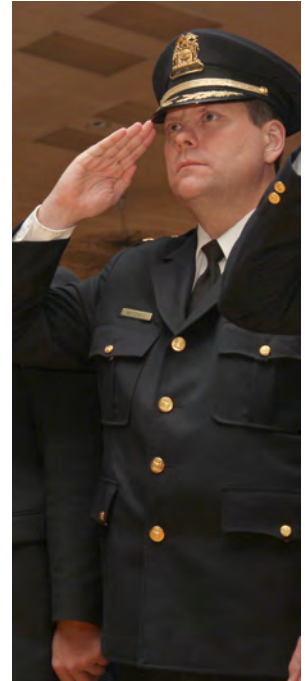
Police Officer Michael Branski
Police Officer John Bryda
Sergeant Patrick O'Donnell
Police Officer Joseph Prebish

Meritorious Service



Police Officer Michelle Angiolo
Detective Timothy Behning
Telecommunicator Sherrel Cannon
Police Officer Kenneth Daugherty

Police Officer James Fohr
Police Officer Bodo Gajevic
Detective Herb Glidewell
Police Officer Jeremy Gonzalez
Police Officer Shawn Halverson
Detective Vanessa Harms
Police Officer Daniel Keller
Police Officer Corey Kroes
Police Officer Bradley Kwiatkowski
Detective Sean Lips
Police Officer Richard Litwin
Police Officer Richard Litwin
Police Officer Michael Mattioli
Sergeant Shelley Metzler
Police Officer Nicole Miller
Police Officer Martinez Moore
Police Officer Dayon Ninkovic
Police Officer Vincenzo Paolo
Police Officer David Paszkiewicz
Police Officer Sarah Polka
Police Officer Peter Reichert
Police Officer Daniel Resnick
Police Officer José Rivera
Police Officer Adam Robakowski
Police Officer Joseph Scheuring
Detective Branko Stojavljevic
Police Officer Amy Stolarski
Police Officer Milton Stubbs
Police Officer James Swiercz
Police Officer Matthew Tracy
Police Officer Kent Tuschl
Police Officer José Viera
Police Officer Kevin Vodicka
Police Officer Kevin Vodicka
Detective Harold Young
Police Officer Ronald Ziarnik







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