

**MICHAEL J. MURPHY**

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April 14, 2005

Police Chief Nannette Hegerty  
City of Milwaukee Police Department  
749 W. State St., Room 705A  
Milwaukee, WI 53233

**Re: Employee Intervention Software**

Dear Chief Hegerty:

You have expressed your desire to purchase computer software for an Employee Intervention Program (EIP), at a cost of approximately \$500,000. Funding for such EIP software is currently not available in the Police Department's Budget.

I have several concerns whether such EIP software will, in fact, have any real impact on reducing unnecessary use of force by Milwaukee police officers resulting in bodily harm (and consequently, a reduction in subsequent lawsuits filed by citizen complainants). In recent years, the Police Department was provided with "Use of Force" software. How has that database been maintained and utilized to identify police officers who are prone to unnecessary and excessive violence and in need of intervention services? What police staff have been regularly updating the information in that database?

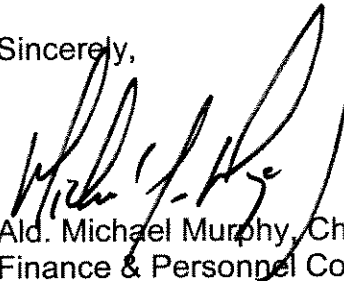
It seems to me that frontline police supervisors such as captains, lieutenants and sergeants would naturally be aware as part of their regular supervisory responsibilities, of those police officers under their direct supervision who commit unnecessary acts of violence, and that those supervisors would already be making note of that information in the officers' personnel files, for such purposes as disciplinary action, transfer to an assignment with less citizen contact or more direct supervision, and/or referral to some type of counseling.

If EIP software is purchased and implemented, what assurance is there that police management will be impartial in their record keeping regarding offensive conduct or excessive use of force incidents? There could be a bias on the part of some police supervisors regarding certain employees; additionally, certain police supervisors may not keep complete records, lest an analysis of the EIP data indicate a higher rate of excessive use of force or misconduct by officers in certain districts across the city. Simply put, the data could be used against the police supervisors who are responsible for recording it.

It is my understanding that you have a vendor in mind, and consequently want to award this project "sole source." A number of other cities across the nation already utilize these types of software. What is the rationale for going sole source?

Thank you for your cooperation in this matter.

Sincerely,



Ald. Michael Murphy, Chair  
Finance & Personnel Committee

cc: Ald. Willie Hines  
Members of the Finance & Personnel Committee  
Marianne Walsh  
Mark Ramion

mjm.police.eip