



JAMES A. BOHL JR.
Alderman, 5th District

September 9, 2008

Police Chief Edward Flynn
City of Milwaukee Police Department
Police Administration Building
749 W. State Street, 7th Floor
Milwaukee, WI 53201

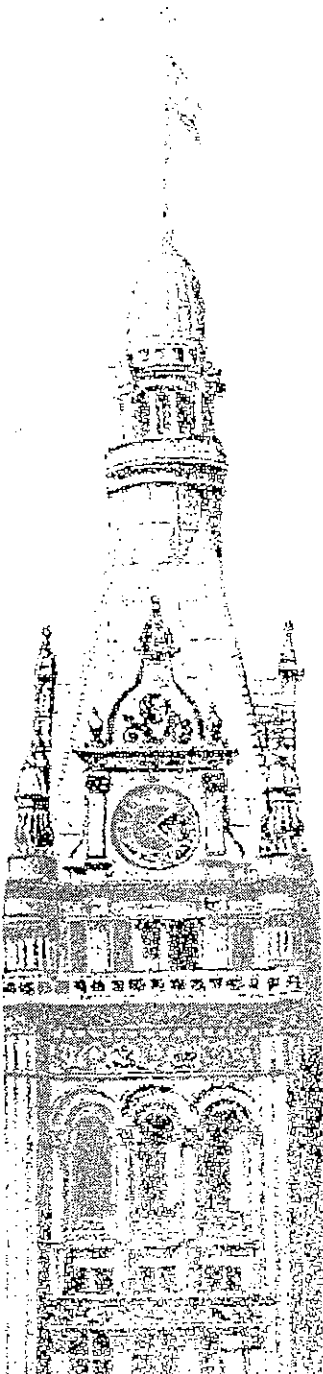
**Re: Strategic Plan for Police Department Information
Technology Staffing**

Dear Chief Flynn:

Earlier this year, I raised valid concerns about the Milwaukee Police Department's information technology division and the department's outsourcing of critical information technology skills which seem inherently basic to the full and effective use of its data systems.

At my request, the Legislative Reference Bureau requested information from the Comptroller's Office regarding payments for IT consulting services made by the MPD to Mr. John Louzecky, a retired Milwaukee police officer. Mr. Louzecky retired from the MPD approximately 10 years ago as a Police Captain assigned to MPD's information technology division.

According to information from the Comptroller's Office dated March 17, 2008 (copy attached), Mr. Louzecky was paid \$416,000 for IT consulting services commencing 07/01/04 through 03/31/07 under an exception to bid, sole source contract. Mr. Louzecky received another contract, issued pursuant to a bid, for the time period 10/01/07 through 09/30/08, for \$175,000; this contract includes an option to extend for 4 additional one year periods.



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I am not questioning Mr. Louzecky's background, education, experience, or familiarity with MPD's IT systems. However, it is quite apparent that no knowledge transfer occurred between Mr. Louzecky and other employees in the MPD's information technology division while he was employed in the position of Captain in IT, which has cemented his consulting relationship.

This has been an emerging pattern in other City departments, not just the MPD. Certain employees build a niche for themselves as "the only one who can do that job." After retiring from City employment, with no transfer of knowledge to other employees whom they supervised or interacted with, they return as highly paid consultants.

This is most certainly not a wise use of taxpayer money.

I have introduced a Common Council communication file relating to expenditures for information technology consulting services by the Milwaukee Police Department, which I plan to have scheduled for a public hearing at an upcoming meeting of the Finance & Personnel Committee.

As part of this file, I am herewith requesting you to submit a written strategic plan for improving the staffing and operation of MPD's information technology division, including your vision for the appropriate number and types of skilled positions that may be required. As you yourself have stated, the F.B.I., C.I.A., and other high level law enforcement agencies have moved to civilian, professional information technology staffing.

As you are aware, City Comptroller W. Martin ("Wally") Morics conducted an audit of the Milwaukee Police Department's Crime Data System. Comptroller Morics and his audit staff examined the MPD's Computer Aided Dispatch System, Corrections Management System, Automated Reporting System, and Records Management System.

The audit, dated July 2007, included several recommendations, among them:

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Recommendation 4: Address IT staffing issues in MPD

The Mayor and Common Council should address the information technology staffing issues in MPD. The extent of technology now installed in MPD, nearly \$40 million during the last five years, as well as projects currently being implemented, require a properly sized staff with the right technical skills. Obtaining individuals with the necessary training will probably require hiring experienced information technology professionals rather than using sworn MPD officers and supervisors. A thorough examination of staffing needs necessary to develop, implement and maintain major MPD information systems should be conducted.

I am appreciative of the fact that you have been quick to recognize the problems with MPD's IT operation, and that you requested the creation of a civilian IT leadership position.

I look forward to working with you on this critical issue.

Sincerely,

A handwritten signature in black ink that reads "Jim Bohl". The signature is written in a cursive, slightly slanted style.

Ald. James Bohl, 5th District

cc: All Common Council Members
Mayor Tom Barrett
Patrick Curley
Mark Nicolini
Jennifer Meyer
Wally Morics
Mike Daun