

I am pleased to be with you here today to present the Milwaukee Police Department's 2005 budget and related plans.

Together, we are called upon to address many challenging community issues. Your decisions on these public policy issues have a profound impact on the quality of life for the citizens of our community.

Similarly, your decisions on the police department budget determine our ability to provide the services that sustain and enhance the quality of life throughout our community.

Together, we can address and resolve the public's concerns and issues. I thank you for the support you have given me this past year and I wish to publicly thank all of the men and women who devote themselves to making Milwaukee safer.

I would ask for your continuing support in the 2005 budget process. The budget presented to you by the Mayor

restored the layoffs required to meet the original departmental budget allocation. Staffing reductions required by the original allocation would have severely impaired our ability to provide services to the citizens of Milwaukee, and necessitated cutbacks in beat patrol, foot patrol, nuisance abatement, and licensed premises checks, among other functions.

However, the 2005 budget contains only one recruit class, in December of 2005. This means that vacancies will increase from the 169 anticipated at 12/31/04 to an estimated 257 prior to the December 2005 recruit class. As a comparison, MPD had 209 vacancies at the end of 2003. My concern is that these vacancies will impair the department's effectiveness.

If possible, I would ask that another recruit class be added earlier in the year, or that the December class be held earlier, so that we have new officers on the street to replace retirees and other separated employees.

The Police Department's budget is 94% salaries. The remaining 6% covers all supplies, services, fuel, utilities, building maintenance, repair and equipment costs. This portion of the budget request decreased 3% from 2004 to 2005. The Department has continuously examined this area and done its best to reduce costs.

The 2005 budget includes two additional positions, neither of which has an impact on the tax levy. One is an administrative lieutenant funded through the "Urban Areas Security Initiative Grant". The other is a civilian PIO that will be funded through increasing the vacancy deduction for 2005. This PIO is an important part of the MPD's efforts to continue and improve upon the ever-expanding dialogue between this Police Department and the community it serves.

Since I took office last November, I have implemented a number of features to improve the department's effectiveness that I hope can continue in 2005:

- 1) The Department was reorganized into three bureaus from its previous six to reduce bureaucracy and improve overall operations.
- 2) The Anti Gang Unit has been established to dismantle, disrupt and prosecute criminal gangs.
- 3) The MPD has decentralized authority to the District commanders in order to empower them to respond rapidly to problems and crime trends in their districts.
- 4) The Internal Affairs Division has been renamed the Professional Performance Division. A priority for this division is the development of an early intervention system, which is a computer-based, proactive program, designed to identify and assist MPD employees who show symptoms of job stress, training deficiencies or personal problems that affect job performance.

5) A verified burglar response policy was implemented in September 2004 to ensure that officers only respond to legitimate alarms and do not lose limited hours and resources responding to false alarms. This policy will increase the number of officers available to respond to calls for service, thus reducing response time and allowing officers more time to proactively patrol.

6) A redeployment of officers occurred in 2004. The early power shift was eliminated. An ongoing study is being conducted by local academia to assess the effectiveness of the late power shift. The starting times for the three main shifts were staggered to provide coverage during shift changes. In addition, 32 police officers were transferred from administrative assignments to patrol duties. MPD is continuing to evaluate resources for the most efficient deployment.

7) Dispatching procedures have been amended to ensure that officers are dispatched swiftly to serious

crimes. Dispatch response procedures for detectives were also modified so they are no longer dispatched as first responders. This allows them to focus on investigating, conducting follow-up and clearing crimes by arresting the perpetrators.

- 8) The department is planning to explore court overtime management software and procedures in 2005 in an attempt to reduce this cost to the taxpayers.
- 9) The Milwaukee Commission on Police and Community Relations was established.
- 10) Two sergeants have been assigned as community liaison officers.
- 11) Two sergeants have been assigned as public relations officers - the 2005 budget would return one of these positions to street duty and add a civilian PIO position.

12) All members of the MPD will receive cultural competency training in late 2004.

13) In conjunction with the DA's Office, Mayor's Office and Health Department, MPD is developing a homicide review committee. This committee will review homicides and attempt to identify societal factors that can be addressed to reduce further instances of homicide.

I again ask for your continuing support for 2005. The Department has made beneficial changes in the last ten months. However, this won't be sustained if officers have to be laid off or vacancies increase.