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ALDERMAN, 12TH DISTRICT

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- Walker Square Neighborhood Association
- Kinnickinnic River Neighborhood Association

July 28, 2016

Dear Fire and Police Commissioners:

As you are aware, we submitted correspondence at your last Fire and Police meeting asking that Chief Flynn's monumental request to civilianize the Director of the Milwaukee Police Department's office of Mapping, Analysis, and Planning (OMAP) be held over for further study and analysis.

While we understand that DER's classification report was put through to Finance and Personnel and was approved, the Fire and Police Commission has not yet determined whether the Director of OMAP should be civilianized, exempted or recruited and tested by a competitive examination, and the specific appointee that the Chief has put forward be hired.

To change OMAP from sworn supervision to civilian is a big step. The proposed Director of OMAP Planning will supervise 21 people (a mixture of sworn and non-sworn personnel), and is charged with being the top advisor of strategic and administrative crime analysis recommendations for deployment and resource allocation. The proposed Director will oversee the function of COMPSTAT wherein MPD's productivity and accountability are measured and assisted in mapping crime, trends, and strategic planning.

What is troubling, however, is that at the July 20, 2016 Finance and Personnel meeting, Chief Flynn stated that the proposed Director will only be covering the duties of OMAP in part, because the Chief needs the nominee to handle the duties of the civilian Chief of Staff (formerly Joel Plant) as a "Legislative Liaison." Chief Flynn stated that currently the Chief of Staff position is being filled by a Captain, and the duties are going to be split between the Captain and the proposed nominee. What is concerning is that OMAP, truly one of the most important divisions of our police department given the City's issues with response time, deployment, and crime, will not have a full-time, thoroughly vetted, and dedicated specialist in mapping, analysis, and planning.

I again renew my request that the Chief's plans to civilianize the position, exempt it, and appoint a nominee without a job analysis and through examination of qualifications, be held over for further study and review and possibly recruitment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jose G. Perez'.

José G. Pérez
12th District Alderman