

2026 Budget Presentation Finance & Personnel Committee



June 17, 2025 graduation



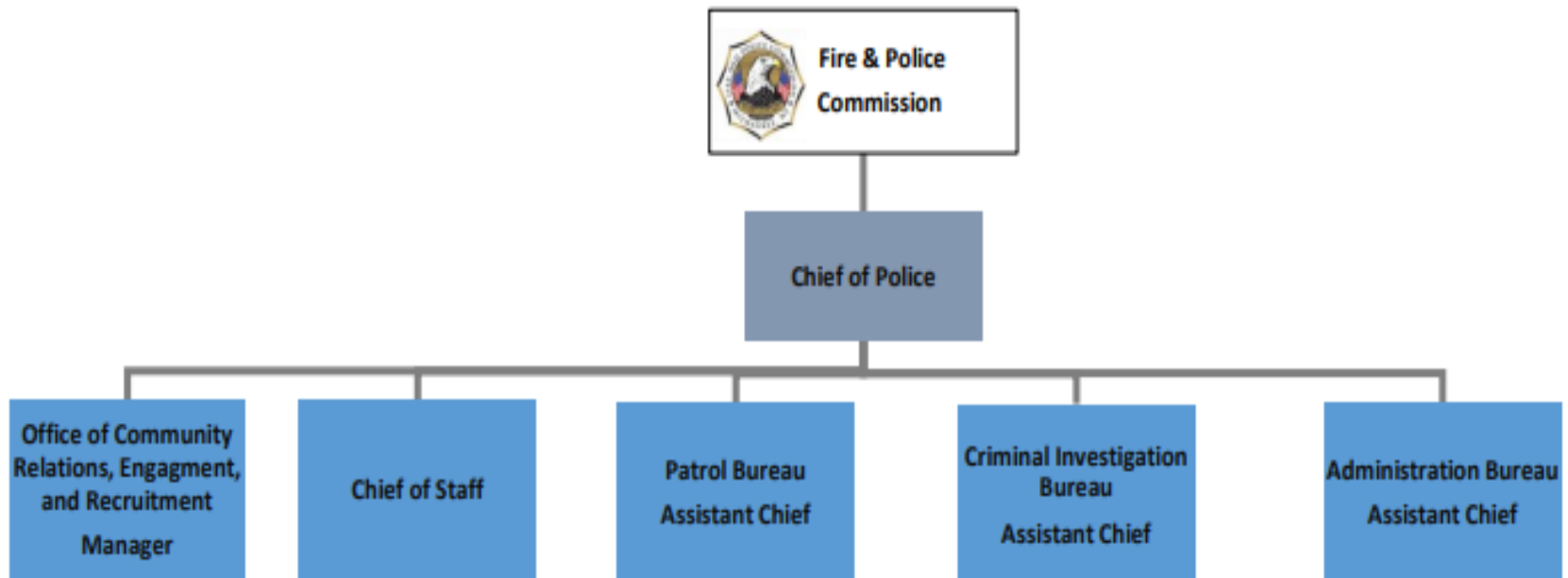
Milwaukee Police Department
Chief of Police Jeffrey B. Norman

1. Overview of Department/Service Delivery Model
2. Service Uniformity
3. Department and City Priorities including Commitment to Community Engagement, Climate and Equity
4. Amendment Progress
5. AI Inquiry (Ald. Spiker request)
6. Challenges and Changes



Better together!

MPD Service Delivery Model



Executive Command Staff – 29 Sworn (includes those assigned to OCOE and City Hall)

Administration Bureau

Assistant Chief Craig Sarnow

Inspector Eric Pfeiffer

163 Sworn (August 2025 data)



Training Division	Property Control Division	Internal Affairs Division	Facilities Services Division
Records Management Division	Human Resources Division	Budget and Finance Division	
Court Administration/Central Booking Division	Open Records Division	Information Technology Division	"The Anchor"

Patrol Bureau

Assistant Chief Steven Johnson

Inspector Dave Feldmeier (D2, 4, 6, SPD)

Inspector Sheronda Grant (D1, 3, 5, 7)

1,051 Sworn (881 Police Officers - 739 Patrol, 142 SPD) (August 2025 data, not inclusive of current recruit classes)



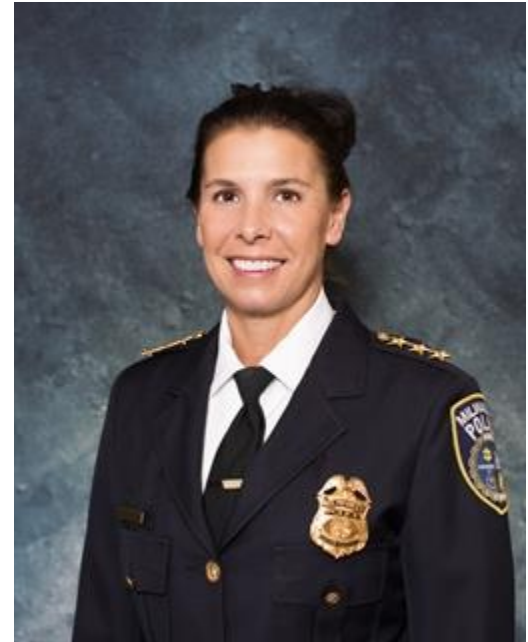
District One	District Two	District Three	District Four	District Five
District Six	District Seven	Specialized Patrol Division (TSU, Boats, Mounted Patrol, TEU, Motorcycles, AAT, CRU)		“First Responders”

Criminal Investigations Bureau

Assistant Chief Nicole Waldner

Inspector Paul Lough

288 Sworn (August 2025 data)



Homicide Division	Gun Violence Division	Sensitive Crimes Division	Major Crimes Division
Forensics Division	Fusion Division	Special Investigations Division	“The Investigators”

Chief of Staff

Heather Hough

15 Sworn (August 2025 data)

PIO, Communications, Community Engagement and Media Relations oversight. Strategic engagement and communication to promote transparency, build trust and legitimacy.	OMAP oversight. Department and Crime data to promote transparency, build trust and legitimacy. Note: The Licensing Investigation Unit (LIU) reports to OMAP. LIU tracks and reviews all activity impacting licensed premises throughout the City.	Responsible for intergovernmental partner relations (at the municipal and state level)	Risk Management oversight (Constitutional, fair and impartial policing)	Community Engagement Manager oversight (once hired)
--	---	--	---	---

<https://city.milwaukee.gov/police/About-MPD/Command-Staff-Bios>

Seeking Community Engagement Manager

Strategic engagement responsive to community needs. Event planning to promote transparency, build trust and empower and educate the community.

Liaison to community organizations, diverse interfaith groups, and entities and individuals committed to enhancing public safety and preventing crime.

Assisting FPC with recruitment efforts to ensure a diverse corps of sworn, maintenance of effort and Act 12 requirements are met.

Department and City Priorities

Community
Safety

Strategic
Community
Engagement

Fair and
Impartial
Policing

Operational
and Budget
Efficiencies

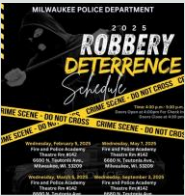
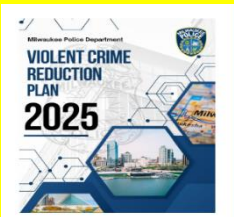
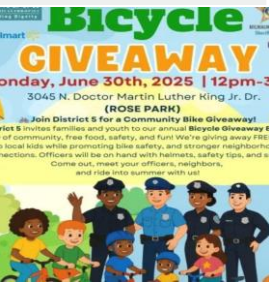
Employee
Health and
Wellness

Equity and
Inclusion

Environmental
Responsibility

Recruitment
and
Retention



Community Safety	Strategic Community Engagement	Constitutional Policing	Operational and Budgetary Efficiencies	Employee Health and Wellness	Equity and Inclusion	Environmental Responsibility
2025 Public Safety Review (PSR) enhancements	Community Education (i.e., Citizens Academy, MPS Coordination)			Wellness Team expansion (Kai) 	Continuation of 30x30 Initiative	Electric Vehicle Pilot Project 
	City-wide MPD Community Engagement (OSG, MPAL, Walk and Roll, etc)	Cursory Reviews/Community Engagement Reporting Requirement	Online Citizen Reporting Platform		3rd Annual Women in Law Enforcement 	
Summer Guardian 4.0/Winter Guardian https://mkepdpio.org/home/operation-summer-guardian/		Risk Manager Ride-Alongs (44 shifts total since inception)				1st solar panel installation at Data Comm to compliment the full LED lighting retrofit within our infrastructure.
	Faith & Blue (Faith-Based Engagement)	MPD Compliance Team	Victim Witness Specialists – close to hire	Exploration of alternative partnerships and options	Diversity of Executive Command Staff (27% female, 4 African American, 1 Hispanic, 2 Asian, 1 American Indian)	
2025 Implementation of Drone Program		Constitutional training conducted by RM for using technology	Wellpath Clinician Program		Recruiting a diverse corps (2025 classes: 62 M, 2 F; 14 African American, 18	Energy initiative at PAB to reduce carbon footprint and produce \$74,000 in



Milwaukee Climate and Equity Plan

- Prior to and since The City of Milwaukee's adoption of our Climate and Equity Plan, **The Milwaukee Police Department has been contributing to a positive change** for our environment.

Electrify Transportation

In 2025, MPD created a charging infrastructure to support our **EV pilot program**.

- The department added Level II chargers at nine buildings.
- Three pursuit –rated EV vehicles and one 'short run' vehicle have been delivered to MPD
- We are waiting on the special equipment to upfit them. These parts are different than what is required for our gas powered vehicles. There is no exact arrival date for parts.
- Also waiting on registration plates for these vehicles from the WIDOT.
- Hope to have vehicles ready for deployment in October.

This is in addition to our continued prioritization of HYBRID PIU vehicles.

Nature in the City

In 2025, MPD added native plants to the area surrounding the MPA monument to help beautify the space and contribute to our sustainable landscaping.

In 2022/2023 MPD removed over 3,000 sq. feet of turf and added native plantings at our Radio Shop and Specialized Patrol Division buildings. This captures over 1,500 gallons of rainwater per year.



Fleet Priorities

- MPD has continued prioritizing the purchase of fuel saving Hybrid PIU vehicle with 28 on order for 2026.
- MPD has been replacing Ford V8 Crown Victoria police vehicles which average 9MPG with Ford Escape Turbo 3Cyl which average 26MPG 4 units are on order for 2026.
- MPD has contributed to fuel savings by no longer allowing excessive idling when conditions allow per SOP.



2025 MPD Amendment Footnotes

- Victim Witness Specialist Survey Request (to be hired).
- Request for full-time LGBTQ+ CLO's (expanded from 2 to 5 liaisons; created a strategic plan).
- EV Vehicles
- Code Red City-Wide and funding exploration (DCD)

AI Inquiry

- The Open Records Section continues to research new AI incorporated technologies that can provide great efficiencies in the review and redaction of reports and body worn cameras/squad cameras.
- Benchmark Analytics (October) AI will assist with bias mitigation as part of our early intervention system and will be used to track UOF, pursuits, and complaints to ensure the fair treatment of our citizens by our members.
- Axon Fleet 3 ALPR tech uses AI to automatically read and compare license plates against "hotlists" of vehicles of interest.
- Axon Evidence.com AI transcribes audio and video redactions (protection of confidential info in adherence with WI public records law).
- AI embedded into Google Search/Microsoft Bing Search, Windows 11 Operating System.
- AI embedded into the Microsoft Office Suite (MS Word, PowerPoint, etc...)

MPD Demographics (as of September 2025)

	Staff	Male	Female	White	Hispanic	African American	Asian	American Indian	Hawaiian/Pacific Islander	City Resident
Law Enforcement Personnel (Sworn)	1,573	85%	15%	60%	17%	19%	3%	1%	0%	37%
Civilian Personnel (Non-Sworn)	431	47%	53%	44%	13%	39%	3%	1%	0%	73%
Total	2,004	77%	23%	56%	16%	23%	3%	1%	0%	45%



Continuous Commitment to Community Engagement...

- Online Calendar of Events: <https://mkepdpio.org/calendar/>
- Community components to enforcement (i.e., Summer Guardian 4.0)
- **M**ilwaukee **P**olice **A**thletic **L**eague (MPAL)
- Faith & Blue
- Coffee with a Cop
- Partnering with city leadership, faith-based, and community groups



Continuous Commitment to Collaboration...

Community Referral Data *January 1, 2024 - September 28, 2025*

Referral Type	2024	2025 YTD
DEPARTMENT OF NEIGHBORHOOD SERVICES	0	95
CHILD PROTECTIVE SERVICES	0	59
TRAUMA RESPONSE TEAM	164	47
DEPARTMENT OF PUBLIC WORKS	0	17
NULL	0	15
CREDIBLE MESSENGERS	8	12
SANITATION DEPARTMENT	0	9
PARKING ENFORCEMENT	0	8
DEPARTMENT OF AGING	0	7
OFFICE OF COMMUNITY WELLNESS AND SAFETY	54	7
HEALTH DEPARTMENT	0	6
OTHER	0	5
MILWAUKEE PUBLIC SCHOOLS	3	2
FIRE DEPARTMENT	0	0
Total	229	289

Service Delivery Impacts (< 3 years)

- Staffing & Workforce Capacity
- Hiring Pipeline Challenges
- Transition from TCD to DEC
- Technology & Infrastructure
- Increase in service costs
- External Events

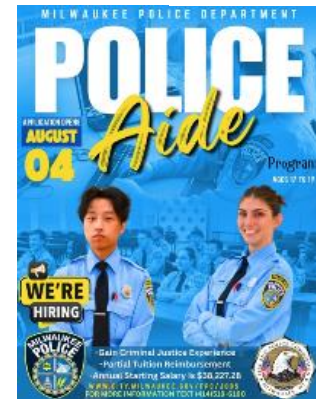
2025 Challenges

- Staffing & Workforce Capacity / Officer Wellness
- Interpersonal Conflict Resolution (Homicides)
- Mental Health & Crisis Response
- Technology Gaps & Integration
- Transparency
- Evolving Threat Landscape



2026 Strategic Priorities

- Sustained hiring efforts to ensure compliance with Act 12 Mandates
- Continue to Strengthen Community Relationships (Community Engagement Manager)
- Youth Engagement (12 with 12; parent outreach, increased MPS partnership)
- Enhancing Public Safety (Winter Guardian)
- AI Integration “Digital Trust”
- Deployment of Drones as First Responder
- Virtual Academy Training
- Vehicle Pursuit Mitigation
- Identification of Roles that can be Transitioned from Sworn to Civilian



We are better together!



Thank you and Questions

CRIME UPDATE

NIBRS Part 1 Crime Statistics

(January 1 – September 30, 2021-2025)

Offense	2021	2022	2023	2024	2025	2021-2025 % Change	2024-2025 % Change
Homicide	144	168	131	102	110	-24%	8%
Rape	393	365	387	343	325	-17%	-5%
Robbery	1,532	1,387	1,453	1,507	1,098	-28%	-27%
Aggravated Assault	5,907	5,418	5,436	5,250	4,079	-31%	-22%
Human Trafficking	12	19	25	27	32	167%	19%
Burglary	2,136	1,709	1,831	1,658	1,449	-32%	-13%
Theft	7,492	6,800	6,037	5,663	5,137	-31%	-9%
Motor Vehicle Theft	7,953	6,399	4,536	4,766	4,087	-49%	-14%
Arson	191	197	162	146	128	-33%	-12%
<i>Violent Crime</i>	<i>7,988</i>	<i>7,357</i>	<i>7,432</i>	<i>7,229</i>	<i>5,644</i>	<i>-29%</i>	<i>-22%</i>
<i>Property Crime</i>	<i>17,772</i>	<i>15,105</i>	<i>12,566</i>	<i>12,233</i>	<i>10,801</i>	<i>-39%</i>	<i>-12%</i>
<i>Part I Crime Total</i>	<i>25,760</i>	<i>22,462</i>	<i>19,998</i>	<i>19,462</i>	<i>16,445</i>	<i>-36%</i>	<i>-16%</i>

Homicide data was obtained from the OMAP homicide database for the time period of January 1 - September 30, 2021-2025. Part I Crime data was obtained from the DCS Fact Table for the time period listed above. Homicide, rape, aggravated assault and human trafficking are counted by victims; burglary, theft, auto theft and arson are counted by incidents.

Overview of Violent Crime in 2025

- From January 1 – September 30, 2025 (5,644) violent crime decreased 22% from the same time period in 2024 (7,229).
- Homicides in 2025 (110) increased 8% from 2024 (102).
- Non-fatal shootings in 2025 (407) decreased 22% from 2024 (522).
- Carjackings decreased 47% in 2025 (213) from 2023 (405).

Homicides & Non-Fatal Shootings

(January 1 – September 30, 2024-2025)

Homicide

Month	2024	2025	% Change
January	11	8	-27%
February	7	7	0%
March	5	10	100%
April	7	10	43%
May	15	18	20%
June	17	18	6%
July	20	18	-10%
August	11	12	9%
September	9	9	0%
Total	102	110	8%

Non-Fatal Shootings

Month	2024	2025	% Change
January	40	34	-15%
February	43	23	-47%
March	47	53	13%
April	53	33	-38%
May	49	53	8%
June	62	76	23%
July	102	64	-37%
August	77	36	-53%
September	49	35	-29%
Total	522	407	-22%

ShotSpotter

(January 1-September 30, 2021-2025)

Category	2021	2022	2023	2024	2025	2024-2025 % Change
Activations	12,595	11,676	11,331	8,896	7,219	-19%
Rounds	42,886	43,914	44,361	34,190	26,181	-23%
Average Rounds/Incident	3.4	3.8	3.9	3.8	3.6	-5%

ShotSpotter data was obtained from the ShotSpotter Insight Portal and counts distinct ShotSpotter activations and excludes suppressed incidents (e.g. and incident determined by ShotSpotter to be non-gunfire/firework) for the time period of January 1 – September 30, 2021-2025.

Carjackings by Police District

(January 1 - September 30, 2024-2025)

District	2024	2025	% Change
District 1	38	14	-63%
District 2	57	47	-18%
District 3	59	25	-58%
District 4	71	38	-46%
District 5	71	30	-58%
District 6	13	9	-31%
District 7	95	50	-47%
Unknown District	1	0	-100%
Total	405	213	-47%

Carjacking data was obtained from the OMAP carjacking database and counts distinct incidents for the time period of January 1-September 30, 2024 & 2025.

Gun Recoveries

(January 1 – December 31, 2021-2024)

Year	Guns Recovered	Evidence Guns	% Evidence Guns
2021	3,280	2,927	89%
2022	3,241	2,813	87%
2023	3,297	2,843	86%
2024	2,899	2,498	86%

Gun recovery data was obtained from WinACE for the time period of January 1 – December 31, 2021-2024. Evidence guns reflect firearms recovered or seized by the Milwaukee Police Department during the course of an official investigation and excludes guns taken for safekeeping. Note 2025 data is not currently available.

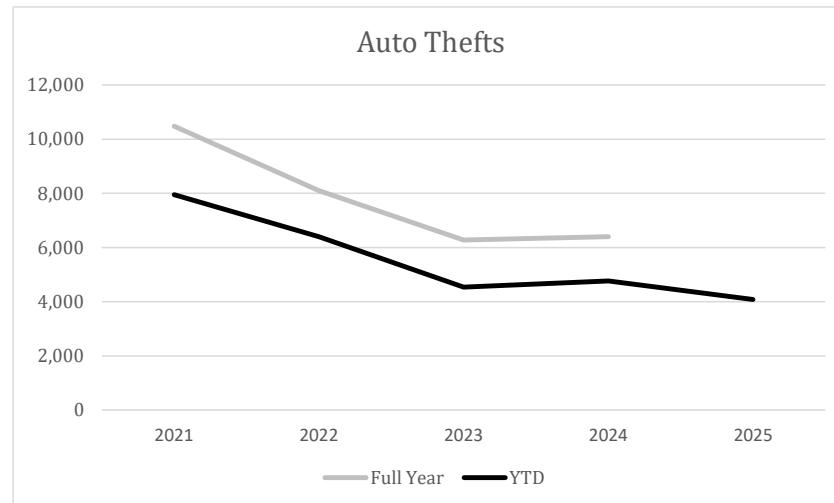
Auto Thefts

January 1 – December 31, 2021-2024

Offense	2021	2022	2023	2024	% Change 2021-2024	% Change 2023-2024
Auto Thefts	10,483	8,100	6,276	6,400	-39%	2%

January 1 – September 30, 2021-2025

Offense	2021	2022	2023	2024	2025	% Change 2021-2025	% Change 2024-2025
Auto Thefts	7,953	6,399	4,536	4,766	4,087	-49%	-14%



Auto thefts were obtained from the DCS Fact Table and counts distinct incidents for the time period of January 1, 2021 – September 30, 2025.

Crashes & Fatalities

Full Year Crashes

Crash Type	2021	2022	2023	2024	23-24 % Change
Fatal Injuries	66	77	74	66	-11%
<i>Crashes</i>	61	72	66	57	-14%
Hit & Run Crashes	7,124	5,897	5,408	5,414	0%
<i>Overall Crashes</i>	17,478	15,265	14,490	14,342	-1%

Year-to-Date Crashes | January 1 – September 30

Crash Type	2021	2022	2023	2024	2025	24-25 % Change
Fatal Injuries	51	53	58	53	43	-19%
<i>Crashes</i>	46	52	52	44	38	-14%
Hit & Run Crashes	5,479	4,486	4,011	4,050	4,048	0%
<i>Overall Crashes</i>	13,399	11,488	10,805	10,657	10,614	0%

Fatal crashes were obtained from the OMAP Fatal Crash database and count persons for the time periods of January 1, 2021 - September 30, 2025.
Overall crashes and Hit & Run crashes was obtained from TraCS 10 and counts distinct incidents for the time period of January 1, 2021 – September 30, 2025.

Reckless Driving

Category	2021	2022	2023	2024	2025	2021-25 % Change	2024-25 % Change
CAD Calls – Reckless Vehicle	2,072	1,618	1,290	708	804	-61%	14%
Arrests	542	549	619	566	838	55%	48%
Reckless Driving Citations (346.62)	310	320	533	487	457	47%	-6%
Reckless Driving Citations with Speeding	26,305	13,069	11,127	9,942	10,024	-62%	1%

681 Reckless Vehicle Tows | May 1, 2022 – September 30, 2025

Calls for service were retrieved from Computer Aided Dispatched (CAD) and counts distinct calls for the time period of January 1 – September 30, 2021-2025. Arrest data was retrieved from JailInform and counts distinct arrests for the same time period listed above. Citations were retrieved from TraCS 10 and counts distinct citations for the same time period listed above. Reckless driving citations include "346.46(1)", "346.04(2)", "346.57(2)", "346.04(3)", "346.62(2)", "346.94(12)", "346.89(1)", "346.57(3)", "346.39(1)", "346.04(2t)", "346.62(4)", "346.94(2)", "346.62(3)", "346.59(1)", "346.94(1)", "346.89(3)(a)", "346.595(5)", "346.89(5)". Arrests use the citations listed above.

Traffic Safety Unit

CATEGORY	TRAFFIC SAFETY UNIT (TSU)		ALL OTHER WORK LOCATIONS		TOTAL CITATIONS		% ISSUED BY TSU	
	2024	2025	2024	2025	2024	2025	2024	2025
Speeding	3,287	3,047	2,387	2,815	5,674	5,862	58%	52%
Operating While Intoxicated	19	3	931	707	950	710	2%	0%
Driver's License	1,191	1,066	3,639	4,191	4,830	5,257	25%	20%
Traffic Sign and Signal	581	562	2,426	2,301	3,007	2,863	19%	20%

Citation data was retrieved from TraCS 10, by citation category as classified within TraCS 10, and counts distinct citations for the time period of January 1 – September 30, 2024-2025. The Traffic Safety Unit was initiated on February 24, 2021, and TSU roster reflective as of Transfer Order effective June 22, 2025.

MPD Median Response Times to Dispatched Calls for Service

Created to Arrived Response Times

Call Priority	2024	2025	% Change
Priority 1 (P1 – P2)	00:10:33	00:10:31	0%
Priority 2 (P3 – P4)	00:20:44	00:20:21	-2%
Priority 3 (P5 – P6)	00:33:27	00:30:36	-9%
Priority 4 (P7)	00:25:28	00:23:28	-8%
Priority E (P0)	00:06:34	00:07:40	17%
Total	00:17:39	00:17:35	0%

Hexagon CAD data obtained from the Hexagon Computer Aided Dispatch (CAD) and reflects median response times to dispatched calls for service for the time period of February 20 – September 30, 2024 and January 1 – September 30, 2025. Excludes proactive activity, 911 abuse calls that resulted in no LE response, Priority 9 calls, calls with a null onscene time, calls that were not assigned, cancelled calls, negative response times due to daylight savings, and calls with a response time greater than 24 hours.

Citywide Top 10 Calls for Service

(January 1 – September 30, 2025)

Event Type	Total	Percent of Total
TROUBLE	22,062	12%
WELFARE	21,263	11%
MVA	12,832	7%
BATTERY	11,578	6%
WEAPON	10,977	6%
THEFT	10,548	6%
THREAT	9,225	5%
SHOTSPOTTER	6,469	3%
EDP	5,820	3%
BATTERY-DV	5,607	3%
Total Top 10 Calls	116,381	62%
Citywide Total	186,249	100%

Hexagon CAD data obtained from the Hexagon Computer Aided Dispatch (CAD) and reflects distinct dispatched calls for service for the time period of January 1 – September 30, 2025. Excludes proactive activity, 911 abuse calls that resulted in no LE response, Priority 9 calls, calls that were not assigned and cancelled calls.

Calls for Service by Aldermanic District

(January 1-September 30, 2025)

Aldermanic District	Common Council Member	Total Calls	Percent of Total
15	Russell W. Stamper, II	21,481	12%
6	Milele A. Coggs	20,037	11%
4	Robert Bauman	17,006	9%
1	Andrea M. Pratt	16,918	9%
7	DiAndre Jackson	16,855	9%
2	Mark Chambers, Jr.	15,037	8%
12	José G. Pérez	14,823	8%
8	JoCasta Zamarripa	11,052	6%
9	Larresa Taylor	9,272	5%
10	Sharlen P. Moore	8,620	5%
5	Lamont Westmoreland	7,705	4%
3	Alex Brower	7,605	4%
13	Scott Spiker	7,299	4%
14	Marina Dimitrijevic	6,722	4%
11	Peter Burgelis	4,835	3%
OUT	N/A	982	1%
Citywide	Total Calls	186,249	100%

Hexagon CAD data obtained from the Hexagon Computer Aided Dispatch (CAD) and reflects distinct dispatched calls for service for the time period of January 1 – September 30, 2025. Excludes proactive activity, 911 abuse calls that resulted in no LE response, Priority 9 calls, calls that were not assigned and cancelled calls.

Calls for Service by Aldermanic District

Aldermanic District	Common Council Member	2024 Calls	2025 Calls	Percent Change
15	Russell W. Stamper, II	22,582	21,481	-5%
6	Milele A. Cogg	20,661	20,037	-3%
4	Robert Bauman	16,213	17,006	5%
1	Andrea M. Pratt	17,057	16,918	-1%
7	DiAndre Jackson	17,823	16,855	-5%
2	Mark Chambers, Jr.	14,785	15,037	2%
12	José G. Pérez	15,524	14,823	-5%
8	JoCasta Zamarripa	12,257	11,052	-10%
9	Larresa Taylor	9,547	9,272	-3%
10	Sharlen P. Moore	8,786	8,620	-2%
5	Lamont Westmoreland	7,775	7,705	-1%
3	Alex Brower	8,178	7,605	-7%
13	Scott Spiker	7,282	7,299	0%
14	Marina Dimitrijevic	6,440	6,722	4%
11	Peter Burgelis	4,839	4,835	0%
OUT	N/A	1,293	982	-24%
Citywide	Total Calls	191,042	186,249	-3%

Tiburon CAD data was obtained from the Computer Aided Dispatch (CAD) and reflects distinct dispatched calls for service for the time period of January 1 - February 20, 2024. Excludes proactive activity, training units and training calls, calls where a primary unit was not assigned, Priority 5 calls, misdials, cancelled calls, DPR, and calls with a disposition type of MFD, LIU, MCSO, and DRU. Hexagon CAD data obtained from the Hexagon Computer Aided Dispatch (CAD) and reflects distinct dispatched calls for service for the time period of February 20 - September 30, 2024 and January 1 - September 30, 2025. Excludes proactive activity, 911 abuse calls that resulted in no LE response, Priority 9 calls, calls that were not assigned and cancelled calls.