

LRB RESEARCH AND ANALYSIS MEMORANDUM

Mon, August 13, 2007

To: Ald. Joe Davis, Sr., 2nd District

From: Tom Shaffer, Fiscal Review Analyst Senior, Legislative Reference Bureau

Re: Status of Early Intervention Program (EIP)

As requested, LRB staff examined the status of EIP by interviewing Deputy Inspector Mary Hoerig of the Milwaukee Police Department (MPD).

Hoerig said that EIP is fully operational and is automatically accepting data on personnel performance daily from sources such as the Use of Force database and closed citizen complaints. Personnel performance data going back to 2004 has been accepted into EIP for background purposes. However, performance data more than 6 months old will not be counted toward the benchmark thresholds. "One of the purposes of EIP is to assist personnel with current problems so we don't want to use what may be obsolete data in calculating benchmarks," said Hoerig. Mock data runs have been done and the system is working.

EIP was completed under the budgeted cost of \$500,000 and On Target Performance Systems, sole vendor on the project, "did a great job on the data conversion" according to Hoerig. EIP is a "transparent" system so MPD employees will have access (read-only) information about them contained in the database. EIP will do a daily analysis on each officer and those reports will be circulated to the sergeant, lieutenant, captain and EIP coordinator. Chief of Police Hegerty may request the reports. The role of field inspectors in receiving reports has not been determined at this time.

MPD meets with the Milwaukee Police Association today to determine the first set of performance thresholds to be established. Hoerig said that MPD will be determining intervention strategies and then training supervisors in these strategies in winter 2007. She added that EIP will likely begin identifying personnel for intervention in September 2007.

Please contact me at X8661 if you have any questions regarding this information.

LRB 07452