

2025 Budget Presentation Finance & Personnel Committee



Milwaukee Police Department
Chief of Police Jeffrey B. Norman

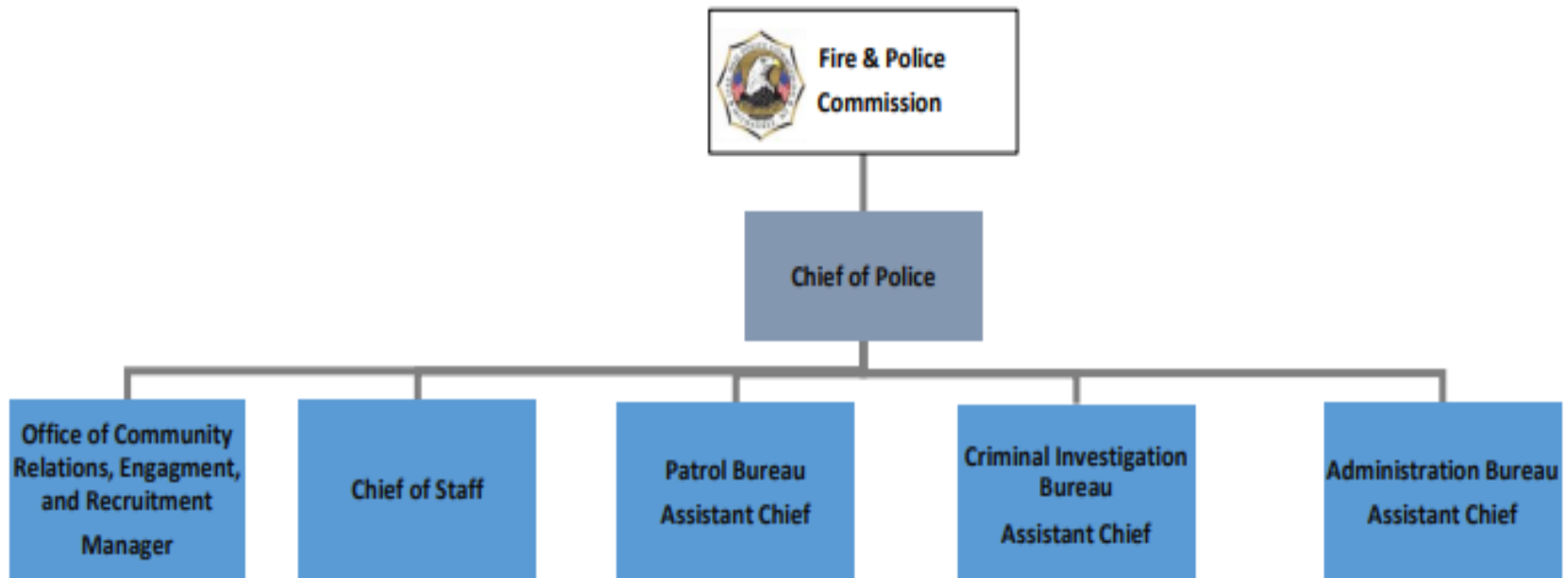
MPD Budget Presentation

1. Overview of Department/Service Delivery Model
2. Racial Equity
3. Department and City Priorities including Commitment to Community Engagement, Climate and Equity
4. Challenges and Changes



Better together!

MPD Service Delivery Model



Executive Command Staff – 24 Sworn (includes those assigned to OCRER and City Hall)

Administration Bureau

Assistant Chief Craig Sarnow

Inspector Eric Pfeiffer

167 Sworn (August 2024 data)



Training Division	Property Control Division	Internal Affairs Division	Open Records Section
Records Management Division	Human Resources Division	Budget and Finance Division	Facilities Services Division
Court Administration/Central Booking Division	<i>Technical Communications Division</i>	Information Technology Division	“The Boundaries”

Patrol Bureau

Assistant Chief Steven Johnson

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

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

**1,028 Sworn (868 Police Officers -
741 Patrol, 127 SPD) (August 2024 data,
not inclusive of recent graduating class)**



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

Criminal Investigations Bureau

Assistant Chief Nicole Waldner

Inspector Paul Lough

274 Sworn (August 2024 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

16 Sworn (August 2024 data)

<p>PIO, Communications, Community Engagement and Media Relations oversight. Strategic engagement and communication to promote transparency, build trust and legitimacy.</p>	<p>OMAP oversight. Department and Crime data to promote transparency, build trust and legitimacy, accountability. Note: The Licensing Investigation Unit (LIU) reports to OMAP. LIU tracks and reviews all activity impacting licensed premises throughout the City.</p>	<p>Responsible for intergovernmental partner relations (at the municipal and state level)</p>	<p>Risk Management oversight (Constitutional, fair and impartial policing)</p>
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<https://city.milwaukee.gov/police/About-MPD/Command-Staff-Bios>

Office of Community Relations, Engagement and Recruitment

Marcey Patterson

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.

Limited Duty Information

MPD currently has a total of **59 sworn members** on limited duty for injuries that occurred while **off-duty**.

MPD currently has a total of **37 sworn members** on limited duty for injuries that occurred while **on duty** and of those 37; **12 are permanent limited duty**.

Summary:

Total number of limited duty=96

Total number of sworn strength as of August 2024=1513

Percentage of total sworn that are limited duty status=6.3%

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



You're invited to
NATIONAL FAITH & BLUE WEEKEND

Join your local law enforcement and members of your community for a weekend of resolution and reconciliation. National Faith & Blue Weekend is a collaborative effort to build bridges and break biases.

Hosted By:
MILWAUKEE POLICE DISTRICT 4 & THEIR FAITH-BASED GROUP
FREE BOWLING AND FOOD

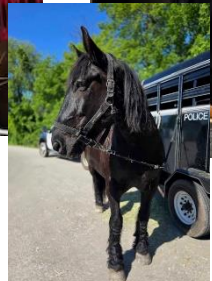
When & Where:
FRIDAY, OCTOBER 11, 2024
5:00 PM - 7:00 PM
COCONUT BOWL
4707 W MILL ROAD





MILWAUKEE POLICE DEPARTMENT

DEPARTMENT SPOTLIGHT
RECORDS REQUEST TEAM

SPONSORED BY:
MOTOROLA SOLUTIONS FOUNDATION



Community Safety	Strategic Community Engagement	Constitutional Fair and Impartial Policing	Operational and Budgetary Efficiencies	Employee Health and Wellness	Equity and Inclusion	Environmental Responsibility
<p>Focused Apprehension List (FAL) – new initiative commenced May 2024</p>	<p>MPAL</p>		<p>Civilianization efforts still underway</p>	<p>Wellness Team expansion (Kai)</p>	<p>Continuation of 30 by 30 Initiative</p>	<p>Purchase hybrid patrol vehicles whenever possible</p>
<p>Violent Crime Plan https://mkepdpio.org/wp-content/uploads/2023/03/VIOLENT-CRIME-PLAN-SPRING-2023.pdf</p>	<p>Operation Summer Guardian 3.0 Outreach and Engagement</p>	<p>Cursory Reviews/Community Engagement Reporting Requirement</p>	<p>Online Reporting</p>	<p>Cleary University Partnership</p>	<p>Second Women in Law Enforcement Symposium</p>	<p>2025 electric vehicle pilot project</p>
<p>Summer Guardian 3.0 https://mkepdpio.org/home/operation-summer-guardian/</p>	<p>Faith & Blue (Faith-Based Engagement)</p>	<p>De-escalation Training, ICAT planning</p>		<p>Exploration of alternative partnerships and options (i.e., equine therapy pilot)</p>		
<p>Soft Rooms – in partnership with Council and Project Beloved</p>	<p>RNC preparation with community activists and leaders</p>	<p>MPD Compliance Team</p>	<p>Budget Request for Victim Specialists</p>	<p>Milwaukee Police Department emotional support K9 #KAI (aka CRUSH'S bro) is relaxing at home after his first couple days of #Training at the Milwaukee Police Department Public Safety Academy with Ofc. Kandler and Partners with Paws Inc. trainer Myal Have a great weekend #KAI!</p> 	<p>Diversity of Executive Command Staff</p>	<p>Energy initiative at PAB to reduce carbon footprint and produce \$74,000 in savings</p>
	<p>City-wide MPD Community Engagement Efforts</p>	<p>MPD Influencers</p>	<p>In-House Clinician</p>		<p>Working with FPC to recruit a diverse corps (last class: 32 M, 5 F; 11 African American, 9 Hispanic, 1 Asian, 2 Q)</p>	<p>Ongoing replacement of lighting and equipment with higher efficiency alternatives</p>

Ensuring Racial Equity and Inclusion

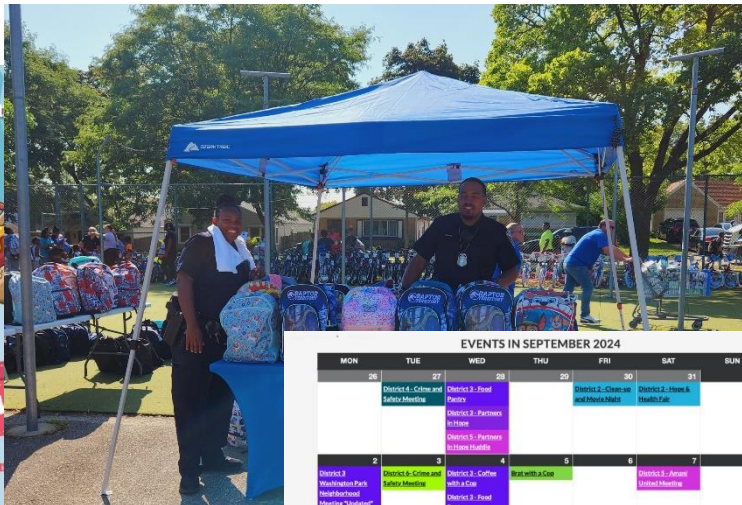
MPD Demographics (as of August 2024)

	Staff	Male	Female	White	Hispanic	African American	Asian	American Indian	Hawaiian/Pacific Islander	City Resident
Law Enforcement Personnel (Sworn)	1,594	84%	16%	60%	17%	19%	3%	1%	0%	40%
Civilian Personnel (Non-Sworn)	390	48%	52%	43%	13%	41%	2%	1%	0%	75%
Total	1,984	77%	23%	57%	16%	23%	3%	1%	0%	47%

- 30 x 30 Initiative
- 2nd Annual Women in Law Enforcement Symposium
- Diverse Command Staff (10 top leadership positions – 4 females, 5 African American, 1 Asian, 1 Native American)
- Working with FPC to recruit a diverse corps (last class: 32 M, 5 F; 11 African American, 9 Hispanic, 1 Asian, 2 O)
- Targeted recruitment efforts
- Outreach to community organizations
- Listening Sessions
- Civilian recruitment and hiring through DER process

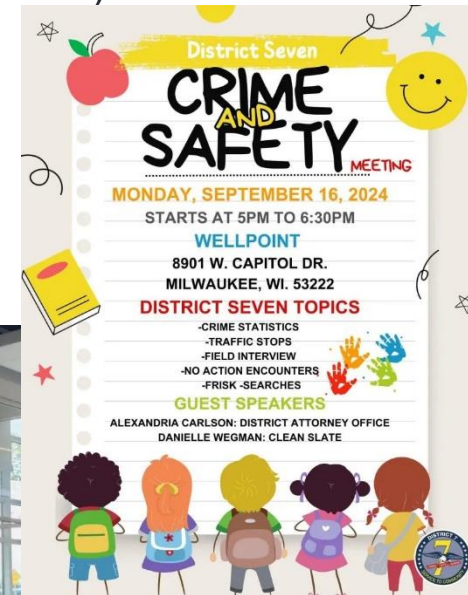
Commitment to Community Engagement...

- Strategic Outreach and Community Survey
- Online Calendar of Events
- Community components to enforcement (i.e., Summer Guardian 3.0)
- MPAL
- Faith & Blue
- RNC Community Outreach efforts
- Brat with a Cop
- Partnering with intergovernmental leaders and Community Organizations (i.e., Back to School Festival)



EVENTS IN SEPTEMBER 2024

MON	TUE	WED	THU	FRI	SAT	SUN
26	District 4 - Crime and Safety Meeting	District 3 - Food Safety	District 2 - Partners in Home	District 2 - Clean up and Block Watch	District 2 - Home & Health Fair	1
27	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Food Safety	2	District 1 - Justice United Meeting	3
28	District 3 - Crime and Safety Meeting	District 3 - Crime and Safety Meeting	District 3 - Crime and Safety Meeting	4	District 3 - Partners in Home	5
29	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Partners in Home	6	District 3 - Partners in Home	7
30	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Partners in Home	8	District 3 - Partners in Home	9
31	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Partners in Home	10	District 3 - Partners in Home	11
1	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Partners in Home	12	District 3 - Partners in Home	13
2	District 3 - Crime and Safety Meeting	District 3 - Partners in Home	District 3 - Partners in Home	14	District 3 - Partners in Home	15





How is MPD going green?

The City of Milwaukee's Police Department
and our contributions to sustainability



Notable Facilities Services Division Accomplishments

- **In 2023 WE Energies conducted an energy analysis at all MPD buildings (at zero cost to the city).**
-As a result, MPD conducted a steam trap survey and completed repairs that save \$17,611.13 annually with less than a \$7,000 investment.
- **As of 10/01/2024 MPD entered in an agreement with TRANE for Monitoring-Based Commissioning.**
-MPD has funded this project through Asset Forfeiture (zero cost to the city). We expect \$74,000 in annual energy savings while reducing our carbon footprint by using 580,000 kWh, 7,5000therms and 1,500 MLBS less electric, gas and steam at the PAB, D2/4/5/6/7 with our existing mechanical equipment.
- **In 2023 MPD replaced all exterior and garage lighting with LED's.**
-This work was completed with the help of Electrical Services and was of no cost to The City of Milwaukee (funded through the JAG GRANT)
- **MPD continues to use 2019's Master Energy Plan and Focus on Energy rebates as our roadmap when we replace equipment or when unexpected failures occur.** MPD is proud to have a member on the City of Milwaukee's Investment Grade Audit team.
- **MPD anticipates using capital dollars on a variety of Energy Conservation Measures** while replacing lighting and equipment past its useful life at a number of our 24/7/365 buildings. This will help to serve the Climate and Equity Plan goal to reduce energy by minimum of 20%

Notable Facilities Services Division Accomplishments

- In 2022 MPD replaced the original American Standard Boilers at District Station #2 (opened in 1952) with higher efficiency Riello AR800 boilers (96.1% AHRI burner efficiency)
- In 2022 MPD replaced the original water heaters at our Data Communication building with high efficient units.
- In 2023 MPD removed dozens of paper towel dispensers and replaced them with lower carbon emission electric hand dryers. In addition to this, we added various touchless plumbing retrofits to conserve water at all department buildings. This work was all grant funded.
- In 2023 we replaced an inefficient and failing AHU at MPD's Property Building.
- In 2021 MPD replaced the original VFD's at our Data Communication building with more energy efficient ABB drives for AHU1 and AHU2.
- In 2024 we completed replacement of four high efficiency RTUs at MPD's Radio Shop.
- In 2023 we replaced inefficient and undersized cooling units with two mini split heat pump units at D2.
- We look forward to continued collaboration with The City of Milwaukee's Environmental Collaboration Office and remain committed to both improving our operations and energy usage.



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.

#6 Electrify Transportation

In 2025 MPD is seeking to implement an **EV Pilot Program**.

This is in addition to our continued prioritization of HYBRID PIU vehicles— which include 48 Hybrid Captain and Patrol vehicles on order.

#8 Nature in the City

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.

Notable Fleet Services Accomplishments

- MPD has continued prioritizing the purchase of fuel saving Hybrid PIU vehicles (when available) since ECO first paid the upcharge on 10 units back in 2020.
- Although not EV, MPD has been replacing Ford V8 Crown Victoria police vehicles which average 9MPG with Ford Escape Turbo 3Cyl which average 26MPG.



Service Delivery Impacts last three years

- Increase in retirements/resignations
- Staffing capacity and recruitment of officers to meet Act 12 Requirements
- Increase in service costs

2024 Challenges

- Ramped up planning and operations for the 2024 RNC.
- July 16, 2024 Outside Agency Officer Involved Shooting during RNC.
- Eight Officer Involved Shooting incidents: three incidents that included shots fired at officers, two incidents that included officers being shot and others including officer injury.
- Ongoing Collins Settlement mediation.

2025

- Ongoing and continuous recruitment efforts to meet Act 12 Requirements
- Expansion of Soft Rooms to all Districts
- Strategic LGBTQIA+ Engagement Efforts
- Reckless Driving
- Integrating, Communications, Assessment, and Tactics (ICAT) curriculum
- SRO Implementation

We are better together!

Thank you and Questions

Overview of Violent Crime in 2024

- From January 1 – September 30, 2024 (7,020) violent crime decreased 6% from the same time period in 2023 (7,430).
- Homicides in 2024 (102) decreased 22% from 2023 (131).
- Non-fatal shootings in 2024 (523) decreased 23% from 2023 (681).
- Carjackings increased 17% in 2024 (403) from 2023 (343).

NIBRS Part 1 Crime Statistics

(January 1 – December 31, 2019-2023)

Offense	2019	2020	2021	2022	2023	2019-2023 % Change	2022-2023 % Change
Homicide	99	190	195	215	172	74%	-20%
Rape	467	492	505	482	485	4%	1%
Robbery	1,979	2,088	2,077	1,808	1,932	-2%	7%
Aggravated Assault	5,747	7,236	7,519	7,143	6,907	20%	-3%
Human Trafficking	57	30	12	30	35	-39%	17%
Burglary	3,693	3,463	2,832	2,333	2,419	-34%	4%
Theft	7,989	8,558	10,241	8,745	8,077	1%	-8%
Motor Vehicle Theft	3,494	4,509	10,482	8,099	6,277	80%	-22%
Arson	200	288	246	255	200	0%	-22%
<i>Violent Crime</i>	8,349	10,036	10,308	9,678	9,531	14%	-2%
<i>Property Crime</i>	15,376	16,818	23,801	19,432	16,973	10%	-13%
<i>Part I Crime Total</i>	23,725	26,854	34,109	29,110	26,504	12%	-9%

MPD Median Response Times to Dispatched Calls for Service

Create to On Scene Response Times

Call Priority	Tiburon CAD 2023	Hexagon CAD 2024	% Change
Priority 1	0:11:20	0:10:33	-7%
Priority 2	0:20:26	0:20:44	1%
Priority 3	0:47:55	0:33:30	-30%
Priority 4	0:27:29	0:26:26	-4%
Priority E	0:06:14	0:05:29	-12%
Total	0:19:45	0:17:41	-10%

Tiburon CAD data was obtained from the Computer Aided Dispatch (CAD) and reflects the median response times to dispatched calls for service for the time period of February 20 – September 30, 2023. Excludes proactive activity, training units and training calls, calls where a primary unit was not assigned, Priority 5 calls, misdials, cancelled calls, DPR, calls with a negative response time, calls with a response time of greater than 24 hours, 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 median response times to dispatched calls for service for the time period of February 20 – September 30, 2024. 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, 2024)

Call Type	Total	Percent of Total
TROUBLE	21,939	12%
WELFARE	21,296	11%
MVA	12,930	7%
BATTERY	12,212	6%
WEAPON	10,754	6%
THEFT	8,464	4%
THREAT	8,778	5%
SHOTSPOTTER	8,048	4%
STOLEN VEHICLE	6,224	3%
EDP	5,626	3%
Total Top 10 Calls	116,271	61%
Citywide Total	190,751	100%

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. 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, 2024)

Aldermanic District	Common Council Member	Total Calls	Percent of Total
15	Russell W. Stamper, II	22,561	12%
6	Milele A. Coggs	20,638	11%
7	DiAndre Jackson	17,807	9%
1	Andrea M. Pratt	17,042	9%
4	Robert Bauman	16,152	8%
12	José G. Pérez	15,496	8%
2	Mark Chambers, Jr.	14,765	8%
8	JoCasta Zamarripa	12,246	6%
9	Larresa Taylor	9,537	5%
10	Sharlen P. Moore	8,778	5%
3	Jonathan Brostoff	8,144	4%
5	Lamont Westmoreland	7,767	4%
13	Scott Spiker	7,271	4%
14	Marina Dimitrijevic	6,431	3%
11	Peter Burgelis	4,835	3%
OUT	NA	1,281	1%
Citywide	Total Calls	190,751	100%

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. 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	2023 Calls	2024 Calls	Percent Change
15	Russell W. Stamper, II	24,358	22,561	-7%
6	Milele A. Coggs	21,918	20,638	-6%
7	DiAndre Jackson	19,062	17,807	-7%
1	Andrea M. Pratt	19,415	17,042	-12%
4	Robert Bauman	17,777	16,152	-9%
12	José G. Pérez	16,571	15,496	-6%
2	Mark Chambers, Jr.	15,315	14,765	-4%
8	JoCasta Zamarripa	13,021	12,246	-6%
9	Larresa Taylor	10,014	9,537	-5%
10	Sharlen P. Moore	9,817	8,778	-11%
3	Jonathan Brostoff	8,442	8,144	-4%
5	Lamont Westmoreland	8,480	7,767	-8%
13	Scott Spiker	7,376	7,271	-1%
14	Marina Dimitrijevic	6,634	6,431	-3%
11	Peter Burgelis	5,169	4,835	-6%
OUT	Unknown	1,655	1,281	-23%
Citywide	Total Calls	205,024	190,751	-7%

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 – September 30, 2023 and 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. Excludes proactive activity, 911 abuse calls that resulted in no LE response, Priority 9 calls, calls that were not assigned and cancelled calls.