

**CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE**

DATE: May 1, 2017

TO: All Alders

FROM: Assistant Chief Sue Williams

SUBJECT: **Information Regarding Increase Gun Violence within the City of Madison**

At the request of Chief Koval, I am providing you with information that Council President Rummel requested. In the past year, MPD has seen an increase in the number of certain types of calls for service involving guns. Examples of some of those incident types, comparing 2016 to 2017 (January 1 through April 30):

Case Type	2016	2017
Shots Fired	33	54
Homicides (excludes vehicular homicides)	3	2
Robbery	72	68
Weapons Offenses*	35	56

[*these include miscellaneous firearms related offenses, like carrying a concealed weapon, being a felon in possession of a firearm, etc.].

The table below is a five year snapshot of other gun related incidents (2017* data is through April 26):

Type of Gun Use	2013	2014	2015	2016	2017*	Projected 2017
Stolen Firearms	58	78	81	103	26	82
Felon in Poss of Gun	21	27	39	37	15	47
Reckless Endngr w/Gun	10	21	18	18	8	25
Armed Robbery w/Gun	88	105	72	94	33	104
Home Invasions w/Gun	34	27	17	12	4	13
Homicides w/Gun	2	3	4	7	2	6
Assaults w/Gun	25	35	46	45	13	41

In addition, MPD is also seizing and recovering more firearms than in previous years:

Type of Gun Use	2013	2014	2015	2016	2017*	Projected 2017
Received Firearms (Seized)	279	255	237	254	100	315

While not all firearms seized/recovered by MPD are related to violence, many are. As an illustration, the Dane County Narcotics Task Force has recovered thirty-one (31) firearms so far in 2017. The

unit recovered twenty-four (24) firearms in all of 2016. These weapons are all connected to criminal drug cases, and many have a direct nexus to violence.

The demographic information for 2017 victims:

Victim Gender	Homicides	Robberies	Non-Fatal Shootings
Male	2	31	10
Female	0	14	1
Unknown	0	7	0
Total	2	52	11
Victim Race	Homicides	Robberies	Shootings
Asian	0	2	0
African-American	1	12	11
Hispanic	0	10	0
Native American	0	0	0
Unknown	0	8	0
Caucasian	1	20	0
Total	2	52	11
Victim Age	Homicides	Robberies	Shootings
Under 20	0	7	2
20-29	0	18	6
30-39	1	9	3
40-49	1	4	0
50-59	0	6	0
Over 60	0	1	0
Unknown	0	7	0
Total	2	52	11

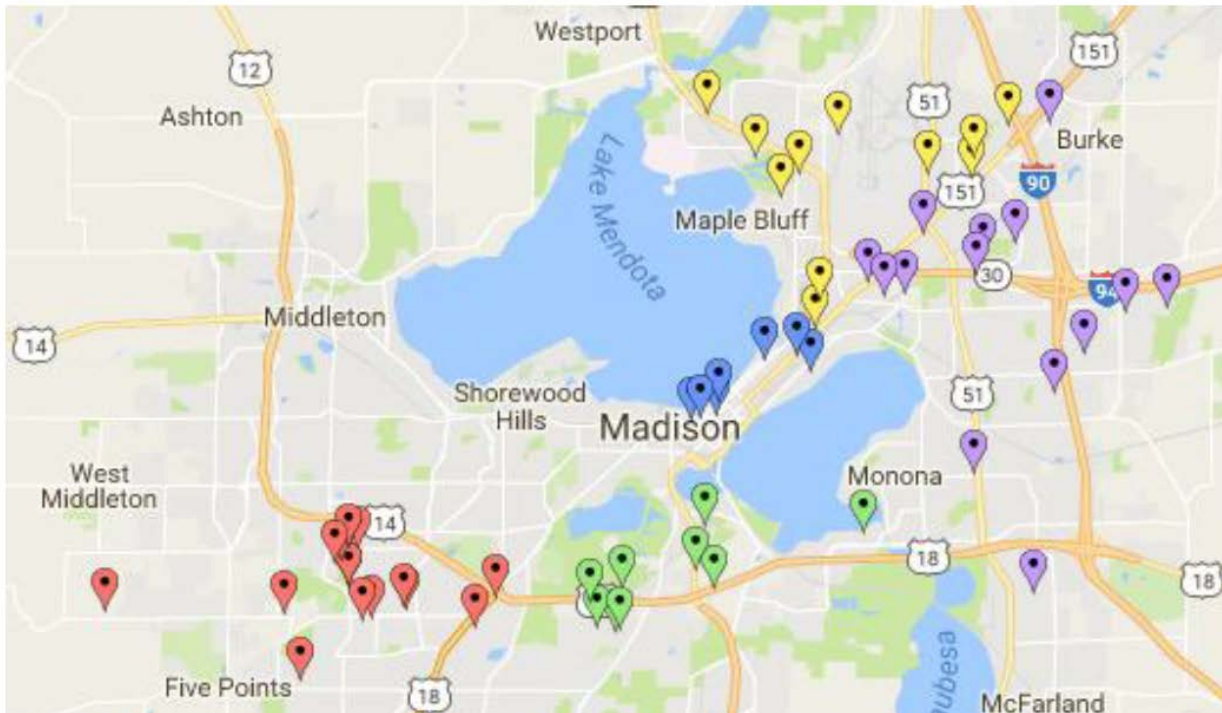
A “shots fired” incident can include a number of different types of cases: homicides, attempted homicides, recklessly endangering safety, etc. Some of these cases don’t include shots fired, so it is challenging to extract data about shots fired incidents from MPD’s records management system. As a result, MPD’s Criminal Intelligence Section (CIS) has been assigned to review all weapons offenses and manually track shots fired incidents. This process provides MPD’s data for shots fired incidents (including the map and data for shell casings recovered, people struck, etc.). Note that the percentage increase from 2016 to 2017 will vary depending on which timeframe is compared.

	January	February	March	April
2016	5	2	7	19
2017	18	11	6	19

By way of example,

- If you compare January and February combined, there was a 314% increase in shots fired from 2016 to 2017
- If you compare January through March, there was a 150% increase in shots fired from 2016 to 2017
- If you compare January through April, there has been a 64% increase in shots fired from 2016 to 2017

This map reflects locations for 2017 shots fired incidents:



At the beginning of 2017 the Department made the decision to double the size of our Violent Crimes Unit (VCU). The VCU consists of detectives and detective sergeants who investigate homicides and other violent crimes in the City. The unit was expanded to keep up with the pace of violent crimes occurring in the City. This expansion was accomplished by pulling detectives from districts and reassigning them to VCU. In 2016 we had six detectives and one detective sergeant assigned to day hours. This year we have twelve detectives and two detective sergeants assigned to the unit, with six detectives and one detective sergeant working day hours and the remaining six detectives and one sergeant working afternoon/evening hours. Even with this increase, in early April, the VCU team had to inform the districts that they were already at capacity and that the districts would have to pick up cases normally assigned to VCU until they got caught up.

Despite doubling in size for 2017, VCU capacity has already been exceeded at times this year. MPD has responded to fifty-four (54) confirmed incidents of shots fired in 2017. These incidents have resulted in:

- Recovery of 179 shell casings or bullets
- Thirteen (13) people struck by gunfire, with one fatality (includes two self-inflicted)

- Nineteen (19) vehicles struck by gunfire
- Twelve (12) buildings struck by gunfire

VCU has also investigated other violent crimes not involving gunfire, including a homicide, home invasions and armed robberies.

Another topic President Rummel asked about was regarding overtime. Answering questions about MPD's overtime this early in the year is difficult. To date, payroll has only posted through payroll #8 which ended on April 8th, therefore any overtime related to the rash of gun incidents earlier this week is not available yet. We do not track overtime for follow up investigations specifically. The categories we track are the following; Comp to Pay, Court, Briefing, civilian, problem initiative, city events, holiday Day in Future, routine, extraordinary events, planned events, city events, and meetings. Follow up investigation overtime could be found in either routine or extraordinary depending on the level of the crime. If the Council wants a breakdown of our overtime costs as we have provided in the past, I would recommend we wait until after payroll #13 which will include all of April and half of June.

Regarding our annual pre-service academy, the Madison Police Department is one of a handful of law enforcement agencies within the State that is accredited to operate an employer-based Preparatory Training Academy. The State of Wisconsin Law Enforcement Standard Board (LESB) proscribes the training mandates for all officers in the State of Wisconsin. The minimum requirement is the 720 Hour program. MPD provides additional training, for a total of 864 hours of Pre-service Academy Training. The 720 program requires probationary police officers (PPOs) to complete a specific curriculum with learning objectives, delivered in three phases. At the conclusion of each phase the probationary officers are required to pass the State's End of Phase Achievement Exam. This exam is administered by the State. In addition to the specific end of phase exams there are specific scenario tests and other performance standards that must be met for officers to become certified. The MPD program is routinely audited by the State of Wisconsin Law Enforcement Training and Standards.

MPD exceeds the minimum standards and delivers additional content in a variety of topic areas including constitutional law, cultural competency, and others. The Academy goes for 108 training days or approximately 24 weeks. This does not include Holidays, or any earned leave time.

Once PPO's successfully complete the Academy and all testing, they transition to a Field Training and Evaluation Program. The Field Training Program then lasts for 14 weeks, also excluding Holiday time or use of accrued leave. This is a five phase program with the PPO taking increasing responsibility for the work of a patrol officer. MPD recognizes that policing is unique, and adult learners new to the profession may need additional time to be ready for successful solo patrol. If needed the FTE experience is extended to meet the needs of the individual PPO.

This year we anticipate hiring a class of approximately 26 new officers. They will be sworn in on Sept 11, 2017 and ready for solo patrol May 27, 2018. The number of people hired each year is determined by using a formula that calculates actual vacancies (at the time of the academy start) as well as the three year average of employees retiring or resigning. This past January we also saw a slight increase in the number of commissioned staff who retired. Typically retirements occur either at the end of a year or at the beginning of the year. We anticipate we will continue to see increases in

retirements of commissioned personnel in the coming years. To date, we have 101 commissioned staff members that are eligible for retirement. We have no way of knowing when these 101 employees will actually retire.

The approximate cost for a new officer is \$30,820 in the first year (based on our current academy schedule with a September start). This includes initial equipment issue (uniforms, body armor, etc.). The annualized cost of an officer is \$76,527 plus the initial issue cost (which is currently \$9,604. We anticipate the initial issue cost will increase next year due an increase in radio prices.

MPD currently has an authorized strength of 468 officers. In the fall of 2016 the police department in conjunction with City Finance, produced a comprehensive report on police staffing. The full report can be viewed here:

<http://www.cityofmadison.com/police/chief/blog/documents/PoliceStaffingReport.pdf>

In 2016 MPD officers responded to a total of 148,166 calls for service throughout the year with 46,523 of them occurring from January through the end of April. This year, we have responded to 43,672 calls for service through the end of April. These figures exclude self-report incidents or other reported incidents where no officer was assigned.

Finally, you requested a summary of programs and focus areas in place today that the Council and public should be aware of. Below, you will find a summary of those programs I think would be of most interest.

- Mental Health Officers (MHO) – This unit consists of five full time officers that work with consumers, advocates, family members, case managers and mental health providers, to support people with mental illness in the community and divert them from the criminal justice system whenever possible.
- Mental Health Liaison/Officer Program – This program is an extension of the MHO unit consisting of officers assigned to all five district stations, and is dedicated to working collaboratively with mental health providers, advocates, and consumers to provide individual response plans and respond to mental health calls for service. These officers have volunteered to take on this additional responsibility in addition to their patrol services responsibilities.
- Gang Officers – This unit consists of five officers, each assigned to a district, and one sergeant. Their mission is to provide training and support in order to empower the community to protect their person and property and to create a safe environment. They work with children and young adults who identify as gang members or are closely affiliated with gangs through intervention, prevention, and enforcement strategies with the intent to provide the citizens of Madison a better quality of life.
- Community Outreach and Resource Education Unit (CORE) – This unit is comprised of five officers and one sergeant. Their mission is to build relationships with youth, especially middle school age children, in order to foster mutual trust and break down barriers between youth and police. CORE also works collaboratively with districts and outside agencies (schools, non-profits, stakeholders, etc.) to find solutions to social and community issues.
- Community Policing Teams – These teams work out of the five district stations. The

East, North, South and Central teams are made up of five officers and one sergeant. The West team is made up of seven officers and one sergeant. The overall function of these teams is very dynamic in nature as they serve to support and enhance district police services delivered to the community. The primary emphasis for these teams continues to be proactive traffic enforcement, collaborative problem solving, community policing initiatives and response to significant or emerging issues in the districts. Community policing teams also serve a citywide function, staffing major events or initiatives as well as to respond to spontaneous events.

- Neighborhood Officer – Officers assigned full-time to a specific neighborhood to engage in proactive work and long-term problem solving. They are expected to have flexibility to meet the needs of their neighborhood.
- Neighborhood Resource Officer – Officers assigned to each district to provide some problem-solving attention to neighborhoods with emerging issues.
- Educational Resource Officer – These four officers are assigned to each of the Madison Metropolitan School District high schools. The ERO's work closely with school staff on safety and behavior issues in the schools, and also work to develop relationships with students.
- Special Investigations Unit (SIU) – This unit is staffed by two detectives and one lieutenant. This unit implements a focused deterrence model which is an evidence-based policing approach that identifies the most prolific repeat violent offenders in our community. These offenders are directly confronted and informed that continued violent criminal behavior will not be tolerated and then they are offered resource and given preferential access to programs, housing and jobs through our partnerships with Department of corrections and their SIU Case Manager. SIU is committed to stopping violence and will be focusing on younger offenders who have been convicted of a gun crime in our community in 2017.
- Violent Crime Unit (VCU) – This unit is staffed by twelve detectives, one intelligence officer, one crime analyst and two detective sergeants. Their mission is to reduce violent crimes against persons and hold accountable those offenders who have committed acts of violence within our community. They investigate all serious violent crime in the City of Madison such as homicides, attempted homicides, armed home invasions, kidnapping and violent pattern felonies (armed robberies, strong armed robberies, weapons offenses).
- Special Victims Unit (SVU) – This unit is staffed by six detectives. They are responsible for investigating child physical abuse, child sexual abuse, child neglect and internet crimes against children cases.
- Criminal Intelligence Section (CIS) – This unit is staffed by three intelligence officers, three crime analysts and one sergeant. They are responsible for the analysis and dissemination of crime information in an effort to pro-actively deter criminal activity.
- Community Restorative Court – Staff from all five districts are involved in a diversionary restorative justice program for young people ages 17-25 which directs them away from the traditional criminal justice system for lower level municipal and misdemeanor offenses.
- Restorative Justice Program for Youth ages 12-16 facing Municipal Charges: This is an initiative where MPD partners with YWCA and Briarpatch to offer youth the option to participate in YWCA peacekeeping circles verses going to Municipal Court.

- Law Enforcement Advocate Program (LEAP) – To work in partnership with DAIS to provide victims of domestic violence early onset intervention.
- Madison Area Recovery Initiative (MARI) – Collaboration between MPD, Public Health, Dane County Human Services and UW Madison. Its primary mission is to divert people with opioid addictions out of the criminal justice system and into treatment.
- South Madison Police Community Advisory Board – This advisory board consists of Hmong, Latino and African American community residents. The board’s purpose is to improve communication and relationships between police and community members.
- Byrne Criminal Justice Innovation Program in South West Neighborhoods – This is a collaboration between MPD, Commonwealth Development and an academic researcher. This initiative’s goal is to build neighborhood capacity to address problems, build community and reduce crime.
- The North Side Youth Violence Prevention Initiative – Collaboration between MPD, Community Development Division and Wisconsin Council on Children and Families to convene community partners to identify unmet needs and develop programs to address these deficiencies.
- Amigos En Azul – This is our grassroots police organization dedicated to dissolving cultural barriers, building partnerships and opening lines of communication between the Latino Community and the Department.
- Youth Academies – The Department participates in both a Black youth and Latino youth academy each summer that strive to break down barriers and to cultivate a better understanding within our communities of color regarding the role and function of police. These academies are open to all youth.
- MPD Pride – This is our resource group comprised of LGBT officers and allies within the MPD. Their mission is to serve our LGBT community at large, working to cultivate trust and to offer an added level of support to LGBT individuals in need of police services.
- MPD Citizen Academy – This is a program designed to give the public a working knowledge and understanding of the values, goals, and operations of the MPD.

There are also numerous other smaller activities such as Coffee with a Cop, Gorilla Grills, Friday Night at the Y, Shop with a Cop that are all initiatives to improve community police relationships. One of Chief Koval’s last blogs titled “Youth Outreach Opportunities for the Summer” outlined several additional activities available to young people this summer. The link to this blog is: <http://www.cityofmadison.com/police/chief/blog/?Id=12291>