

Milwaukee Police Department



VIOLENT CRIME REDUCTION PLAN 2025

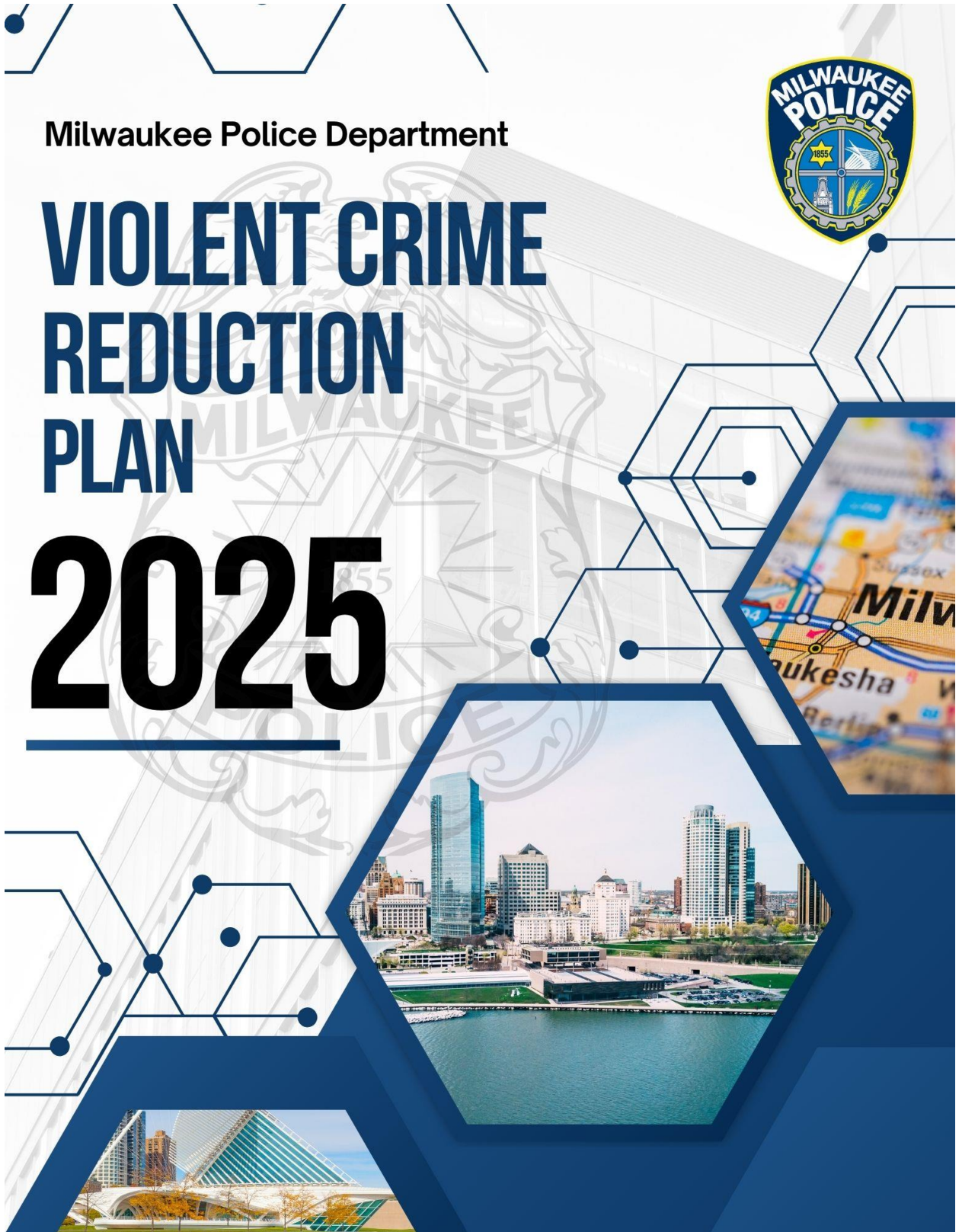


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Letter from Chief Norman

Dear Reader:

In 2023, the Milwaukee Police Department (MPD) created the Violent Crime Plan to provide an overview of the department's strategy to mitigate violent crime in our City. The plan reflected initiatives that MPD utilizes to prevent, respond to, and reduce violent crime in our community. We informed the public then that the plan is continuously evolving as crime trends shift, priorities change and new initiatives and ideas are explored. While much of the 2023 plan is incorporated in this update, this revised, Violent Crime Reduction Plan, includes new innovative strategies and initiatives that we are using to supplement the foundation built in 2023.

The Violent Crime Reduction Plan is an overview of our targeted efforts to address violent crime in the City of Milwaukee but let me be clear: MPD is committed to mitigating all crime and has strategies in place for other priority criminal offenses like reckless driving, human trafficking, auto thefts, and robberies.

As I said in the original plan, I am not just the Chief of Police for the City of Milwaukee. I am a lifelong Milwaukee resident, a husband, and a father raising my children in this community. I remain committed both professionally and personally to resolving violence in our City.

While the Violent Crime Reduction Plan represents the department's overall strategy to reduce violence in our neighborhoods I maintain that our efforts alone are not enough. As I have said repeatedly, we must continue to work together to rid our community of violence. To that end I remain steadfast in my commitment in strengthening our partnerships with community organizations, elected officials, and every resident who wants to participate in shaping public safety in Milwaukee.

I am pleased to share with you the Milwaukee Police Department's 2025 Violent Crime Reduction Plan and encourage you all to not only read it, but commit to actively engaging in the plan. Remember our hand is always out so if you have new approaches or ideas to reduce violent crime, we want to hear from you.

Stay healthy, safe and always remember,

We are better together!

JEFFREY B. NORMAN
Chief of Police
Milwaukee Police Department

The Milwaukee Police Department 2025 Violent Crime Reduction Plan is an updated strategy to address violent crime in Milwaukee. Violent crimes include homicide, rape, robbery, aggravated assault, and human trafficking as defined by the Federal Bureau of Investigation Uniform Crime Reporting program. While the focus of this plan is violent crime, MPD does not discount the importance of strategies for other categories, such as domestic violence, sexual assaults, the illegal drug trade, and any other illegal activities impacting Milwaukeeans every day. Nor do we discount other societal challenges like overdoses, mental health issues, and homelessness. To varying levels, MPD plays a role in these areas as well. While these areas are just as important, they are not addressed in the Crime Plan.

Crime is complex. While measurement is a key to accountability and evaluating success, the focus is on impact and not arbitrary percentage changes. There are a myriad of factors that impact human behavior, including income, education, access to food and transportation, access to healthcare, housing stability, family structure and various other inequities. Crime numbers are often driven by factors the police have very little, if any, impact on.

Executive Summary

This document sets forth the Milwaukee Police Department's strategic plan to mitigate violent crime (the Crime Plan) in the City of Milwaukee.

MPD Bureau Roles

To fully understand this strategy, it is important to understand the MPD organization and how all bureaus have an important role to play in building, implementing, and measuring the Crime Plan.

To target and mitigate violent crime, guided by the vision and under the direction of the Chief of Police, MPD is organized into functions as follows:



All four functions play an important role in crime mitigation and details about these important functions follows.

Chief of Staff (COS)

The COS oversees both the Office of Management, Analysis and Planning (OMAP) and the Office of Risk Management. OMAP is responsible for research, analysis, project management, and strategic planning for the department. OMAP's crime analysts are also responsible for collecting, collating, analyzing, disseminating, and evaluating crime data to identify emerging trends, patterns, and changes in criminal activity, using mapping and other analytical software. The Office of Risk Management is responsible for providing guidance on best practices to mitigate department risk/liability in addition to providing oversight for the completion of compliance reports related to lawsuits and settlements.

The Crime Plan functions of the COS section play an important role to build, implement and measure the crime mitigation strategy. In addition, the COS assists the organization in messaging the violent crime strategy to the public through community engagement and media response and output.

The COS functions utilized to build the Crime Plan are as follows:

1. OMAP (the Office of Management, Analysis and Planning) provides the data to determine the areas of focus (based upon violent crime statistics, population density, and other measurables). The data was provided to our districts to assist in building this Crime Plan based upon factual data of crime in geographical areas.

OMAP uses a variety of crime analysis techniques to enhance law enforcement efforts to reduce and deter crime. By identifying trends and patterns in criminal activity, MPD can deploy resources where and when they will have the greatest effect.

- a. **Spatial / Hot Spot Analysis:** Crime Analysts identify areas in the City of Milwaukee with consistent, high levels of violent crime. MPD then develops long-term deployment strategies to increase police presence in these areas, decreasing police response times and increasing deterrence. MPD also focuses on building community relationships in these areas.
 - b. **Temporal Analysis:** By identifying peak times for 911 calls for service and criminal offenses, MPD balances staffing levels to ensure officers are available where and when they are most needed.
 - c. **Predictive Policing:** By identifying criminal patterns and trends, Crime Analysts determine areas and times that are at high risk of repeat or increased criminal activity. MPD also uses data on emergent crime trends to issue public service announcements to the public and informing them of strategies to reduce their risk of victimization.
 - d. **Crime Statistics:** Crime Analysts consistently track crime stats for the City of Milwaukee. Up to date crime statistics allows MPD to measure the effectiveness of various crime prevention strategies and quickly identify if crime rates, specific crime types or as a whole, are rising or falling in the city.
2. Community Engagement and Social Media feedback. The Community Engagement Manager and the Social Media producer assisted to build the Crime Plan by learning from the public (at meaningful community events, comments on social media, etc.) what

concerns exist in our community about violent crime and this community feedback was relayed to the Patrol Bureau to build a Crime Plan based upon community-driven needs.

The COS functions to implement the Crime Plan as follows:

1. Strategic community engagement to build trust and legitimacy. Trust and legitimacy assist the department by building true partnerships with the community where the public feels comfortable reporting crime and providing details about criminal activity in their neighborhoods. This function will be implemented by organizing community-driven events and listening sessions to receive feedback throughout the course of implementation. This will allow MPD to use this ongoing feedback to adjust the plan if so desired by community input. This function allows MPD to measure success by formal and informal surveying of neighborhoods where mitigation strategy deployments occur.
2. Continued data analysis through OMAP gives real time updates on violent crime data in focused areas that allow MPD to adjust the strategic plan as necessary to respond.
3. The Licensing Investigation Unit (LIU) reports to OMAP. LIU tracks and reviews all activity impacting licensed premises throughout the City. LIU assists in enforcement through licensing if necessary when violent crime is place-based.
4. COS is responsible for working with intergovernmental partners (at the municipal and state level) to advocate for state and municipal legislation changes to enhance MPD's violent crime response and other policing priorities (ordinance and state law changes).
5. Regular and ongoing auditing of policing metrics to ensure department policy related to Constitutional Policing is followed, compliance with the Collins Agreement, and Crime Plan related policing is appropriately documented.

The COS functions to measure the success of the Crime Plan as follows:

1. Ongoing community dialogue to understand the impact felt by the community – does the community feels safer; does the community feels a decrease in violent crime; and do community members feel more comfortable reporting violent crime in their neighborhoods. This will be conducted through regular, ongoing scheduled events and events specific to ascertain the crime plan's effect.
2. Audits conducted reflect if members are adhering to policy, settlement requirements, and conducting constitutional policing and/or if any additional training or messaging is required.

Patrol Bureau

The members of the Patrol Bureau are first responders to city-wide calls for service. The Patrol Bureau is divided into seven (7) geographical districts that service the policing needs of those communities. The Patrol Bureau also oversees the Specialized Patrol Division (SPD) that supplements district patrol and includes the Traffic Safety Unit (TSU) (traffic and reckless driving enforcement), Harbor Patrol and the Mounted Patrol, to name a few.

More importantly, the Patrol Bureau is the foundation for MPD's community engagement efforts. District personnel are responsible for fostering and maintaining relationships with the community. These key relationships include non-profit organizations, mental health partners, business improvement districts, social service agencies, victim advocacy groups and faith-based agencies. The districts rely on these relationships to identify and solve problems in high-crime areas. The Patrol Bureau also is a partner in key intervention initiatives including re-entry programs, trauma-informed care, mental health care and youth engagement.

The Crime Plan functions of Patrol Bureau are both *reactive* (first response to calls for service); and *proactive* to address crime in geographic specific areas. The Patrol Bureau's proactive approach includes a focus on geographic concentration of crime (i.e., nuisance property solutions), community-based policing (foot and bicycle patrol), crime suppression relying on investigative strategy (i.e., focused enforcement, dedicated patrol missions and community engagement interventions), problem-oriented policing strategy (i.e., call-ins, intervention in retaliatory violence, building strategy to address habitual offenders or repeated victimization).

The Patrol Bureau functions to build the Crime Plan are as follows:

1. Separate analysis of OMAP provided geographical locations to include factors like community input and an intimate understanding of the district specific neighborhood needs.
2. Direct relationships with community partners to understand the “how” and the “why” used to focus on geographic areas with high concentrations of violence. The “how” and the “why” are instrumental in building the appropriate tactics and strategies to target crime best suited to the needs of the community.
3. Input from direct relationships with intergovernmental partners within the district boundaries (alderpersons, state representatives, etc.).

The Patrol Bureau functions to implement the Crime Plan are as follows:

1. Immediate first responders to calls for service (including violent crime).
2. Building strategies to target neighborhood specific issues (i.e., directed patrol missions, community outreach, canvassing, etc.). These strategies are deliberate and task-oriented and Patrol Bureau receives continuous feedback on community satisfaction with these efforts.
3. Building and enhancing relationships with community and intergovernmental partners to assist in the implementation of violence prevention plans.
4. Maintaining a visible presence for crime deterrence and spontaneous community engagement.
5. Using force multipliers (i.e., service providers, faith-based leaders, non-profit organizations, etc.) in areas of high concentrations of violent crime to collaboratively focus on problem-identification and problem-solving.
6. Using district specific intelligence to assist in violent crime investigations.
7. Maintaining ongoing communication with the community that advises the community of potential collateral impact when policing high crime areas and to reinforce MPD's expectations for fair and impartial policing.

The Patrol Bureau functions to measure the success of the Crime Plan are as follows:

1. Gathering feedback from neighborhood community and intergovernmental partners. Formal and informal surveys to understand improvements and failings. This includes continuous information sharing between the community and the Patrol Bureau on the impact and/or perceived impact that collaborative efforts have had on violent crime.
2. District level analysis of crime levels and review of focus neighborhoods to determine increases or decreases in neighborhood crime.

Criminal Investigation Bureau (CIB)

CIB conducts the citywide investigations of violent crime. CIB supplements and enhances the initial response of the Patrol Bureau.

CIB functions to build the Crime Plan are as follows:

1. Utilization of technology to provide violent crime specific data (i.e., casings, connecting criminal activity through firearm and shots-fired analysis).
2. Citywide investigations linking violent crime activity across districts.

CIB functions to implement the Crime Plan are as follows:

1. Crime specific investigations to solve violent crime.
2. Analysis and technology to supplement investigations of violent crime (i.e., fingerprint technology, firearm casing analysis, etc.).
3. Direct relationships with city-wide community and intergovernmental partners (i.e., FBI, VRPHAST, etc.)

CIB functions to measure the success of the Crime Plan are as follows:

1. Tracking violent crime clearance rates in collaboration with COS OMAP function.
2. Tracking firearm related cases and conducting additional investigation in collaboration with District Attorney's Office.
3. Working with bureaus to receive feedback from the community.

Administration Bureau (Admin Bureau)

The Administration (Admin) Bureau establishes processes and boundaries for all members (sworn and civilian) within department. The Admin Bureau consists of ten (10) different divisions, three (3) of which directly contribute to the Crime Plan:

- Training Division - Responsible for both required and specialized training to include constitutional policing and professional communication.
- Budget and Finance Division – Responsible for ensuring all operations remain within budget and tasked with exploring new avenues of outside funding (i.e., grants).
- Internal Affairs Division – Responsible for ensuring that the department's core values and policies are being adhered to; and all department members maintain the highest ethical and professional standards.

Admin Bureau functions to build the Crime Plan are as follows:

1. Works with the Office of Risk Management and the respective bureaus to build Crime Plan specific training to ensure policing is in accordance with department policy, best practices, and the Constitution.
2. Assist Bureaus in building constitutionally, legally sound strategies to assist violent crime mitigation for the overall Crime Plan.

Admin Bureau functions to implement the Crime Plan are as follows:

1. Continuous oversight of funds to ensure all budget operations remain within fiscally responsible limits with respect to the both the City of Milwaukee and the department's resources.
2. Develop and implement additional training as necessary to ensure compliance with policy, laws, agreements, and the Constitution.
3. Committed to holding members accountable for their actions through a fair, objective, and consistent disciplinary system that complies with due process and department policy.

Admin Bureau functions to measure the success of the Crime Plan are as follows:

1. Ensure members conduct operations in accordance with department policy, procedure and training.
2. Investigate allegations of misconduct in accordance with department policy and ensure that any discipline administered shall be based on fairness and complies with all Standard Operating Procedures, the Code of Conduct and Wisconsin State Statutes.

Data Overview of Violent Crime

The data illustrates violent crime continued to decrease in 2024 from the prior two years, although robberies and carjackings increased.

It is notable that cities around the country faced similar increases. According to the 70 responding agencies within the Major Cities Chiefs Association¹, there has been a national increase in robbery and aggravated assaults (which includes non-fatal shootings):

MCCA Violent Crime in the United States		
United States	2023	2024
Homicide	7,797	6,520
Rape	30,377	28,672
Robbery	106,158	96,342
Aggravated Assault	278,182	265,493

In Milwaukee, there was a 3% decline in overall Part I Crime in 2024. In addition, there were also marked decreases in other key offenses, including homicides and non-fatal shootings.

Milwaukee Part I Crime Data

Offense	2022	2023	2024	2023-2024 % Change
Homicide	214	172	132	-23%
Rape	483	486	472	-3%
Robbery	1,808	1,932	1,965	2%

¹ Data obtained from the Major Cities Chiefs Association (February 4, 2025). Violent Crime Survey – National Totals, Year End Comparison, January 1 – December 31, 2024, and 2023.

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Aggravated Assault	7,143	6,909	6,691	-3%
Human Trafficking	30	35	37	6%
Total Violent Crime	9,678	9,534	9,297	-2%
Burglary	2,333	2,421	2,273	-6%
Theft	8,745	8,078	7,534	-7%
Auto Theft	8,099	6,276	6,402	2%
Arson	255	200	192	-4%
Total Property Crime	19,432	16,975	16,401	-3%
Total Part I Crime	29,110	26,509	25,698	-3%
Offense	2022	2023	2024	2023-2024 % Change
Non-Fatal Shootings	876	837	640	-24%
Carjackings	398	463	513	11%

Milwaukee Homicide Data

Homicides by Police District				
Police District	2022	2023	2024	2023-2024 % Change
District 1	3	2	3	50%
District 2	28	21	14	-33%
District 3	41	29	28	-3%
District 4	42	22	19	-14%
District 5	42	42	28	-33%
District 6	4	3	7	133%
District 7	54	51	33	-35%
Unknown	0	2	0	-100%
Citywide Total	214	172	132	-23%

Homicide Related Factors

Top Primary Factor	2022	2023	2024
Argument/Fight	62	45	34
Domestic Violence	23	18	15
Robbery	6	19	13
Unknown	69	45	29

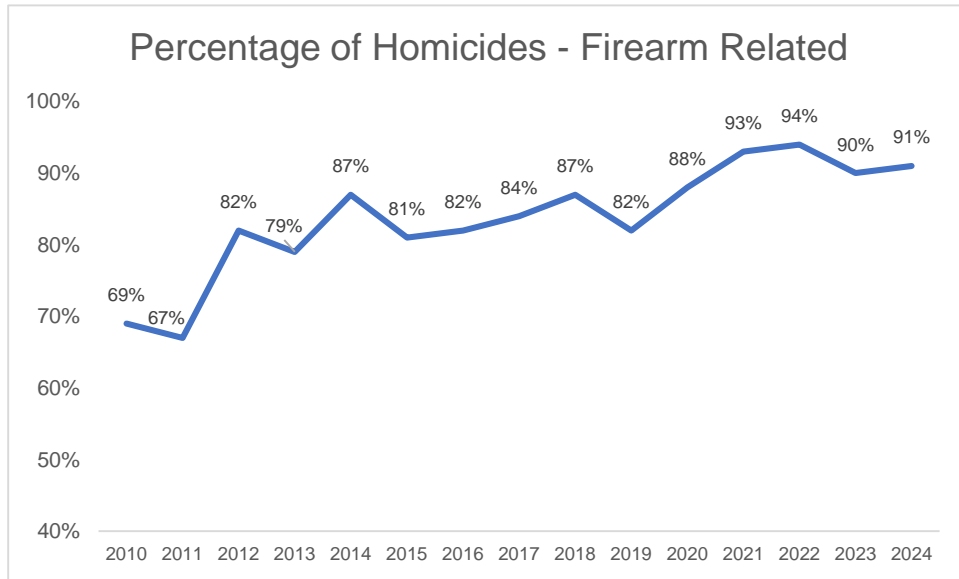
Firearm Related	2022	2023	2024
% Firearm Related	94%	90%	91%

Top Location Type	2022	2023	2024
Street	39	31	34
Residence	68	44	29
Vehicle	43	41	29

Juvenile Victims

Offense	2022	2023	2024
Homicide	27	22	20
Non-Fatal Shootings	109	130	93
Total	136	152	113

Firearm Related Homicides

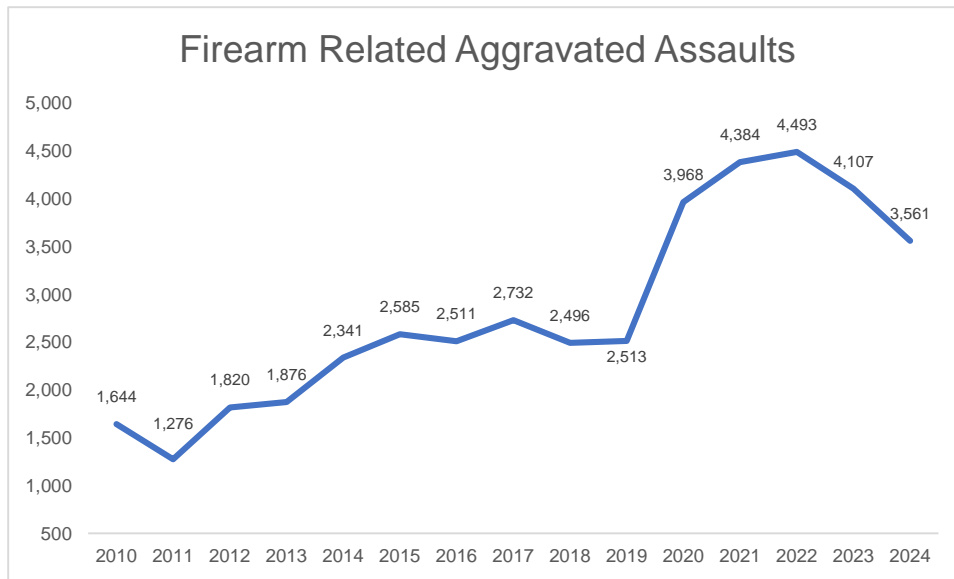


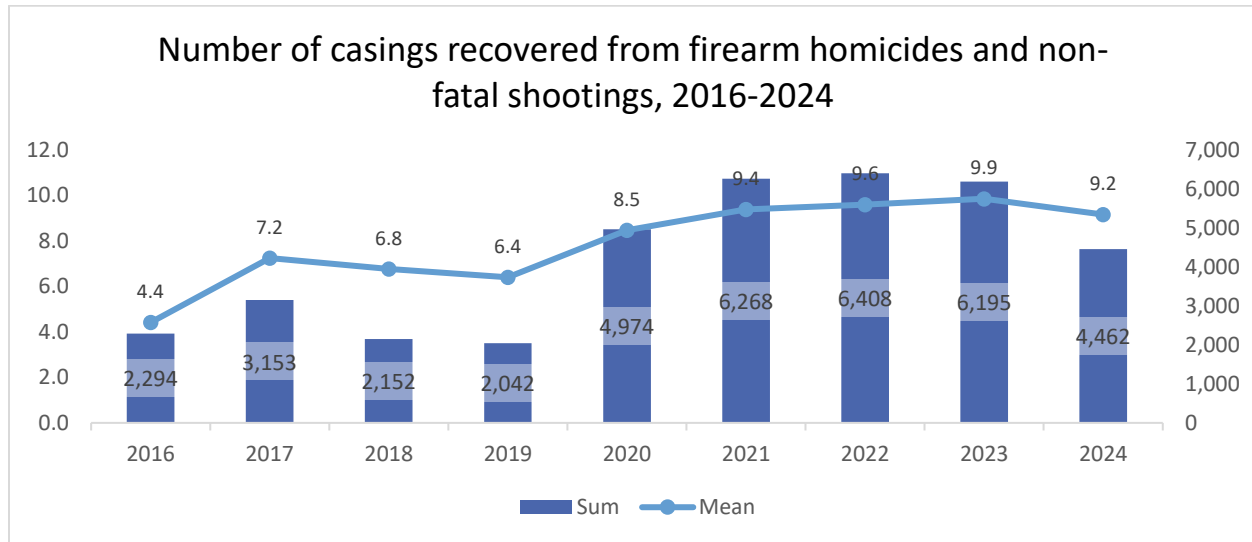
Non-Fatal Shootings				
Police District	2022	2023	2024	2023-2024 % Change
District 1	44	22	14	-36%
District 2	91	113	47	-58%
District 3	156	174	117	-33%
District 4	121	100	108	8%
District 5	208	191	160	-16%
District 6	14	11	13	18%
District 7	199	182	157	-14%
Unknown	43	44	24	-45%
Citywide Total	876	837	640	-24%

Non-Fatal Shooting Related Factors

Top Primary Factor	2022	2023	2024
Argument/Fight	296	254	200
Robbery	75	73	55
Domestic Violence	35	40	37
Unknown	300	311	223

Top Location Type	2022	2023	2024
Street	243	232	192
Vehicle	247	246	161
Residence	123	127	103

Firearm Related Aggravated Assaults

Casings (Source: Medical College of Wisconsin)

For violent crime, MPD tracks multiple data points, including gun types used in crimes (“evidence guns”), shots fired, firearms seized and reported firearm theft.

Gun shots are measured by calls for service for shots fired, as well as alerts from MPD’s gunshot detection system (“GSDS”).² It is the mission of the department to decrease injuries and/or fatalities by rapidly responding to the area of detected shots to investigate GSDS alerts following established standards of officer safety, investigative protocol, and evidence recovery.

The GSDS system guarantees detection of 90% of gunfire within the coverage area within 25 meters of the incident. GSDS publishes the event in 60 seconds or less 90% of the time.

GSDS Calls by Geography				
Area	2022	2023	2024	2023-2024 % Change
North	14,617	13,224	10,527	-20%
South	1,519	1,462	1,117	-24%
Total	16,136	14,686	11,644	-21%

The GSDS system provides the police department the ability to better track overall shots fired incidents, conduct better predictive analysis and allow for the most cost effective and expeditious method relative to the deployment and redeployment of police resources based upon the data. GSDS personnel review the sound files for verification and classify the incident as a gunshot, multiple gunshots, or possible gunshots. Furthermore, GSDS data and casing collection supports the National Integrated Ballistic Information Network (NIBIN) investigations and leads to linking cases, solving crimes, and preventing future offenses. MPD was second nationally in submitting

² There are approximately 10 square miles of GSDS coverage throughout the City of Milwaukee. For strategic reasons, those locations are not publicly disclosed and are subject to change based on operational needs.

NIBIN cases and casings to the ATF from 2017-2021.³ This is notable as it reflects that MPD is a national leader in the implementation of innovative technology for investigative purposes to establish crime links.

GSDS activations can help identify single, multiple and probable gunfire and assist in the strategic deployment of resources:

GSDS Activations

GSDS Activations	2022	2023	2024	2023-2024 % Change
Single Gunshot	5,398	5,039	3,917	-22%
Multiple Gunshots	9,982	8,939	7,128	-20%
Probable Gunfire	756	708	599	-15%
Total	16,136	14,686	11,644	-21%

As shown below, there has also been a significant increase in shots fired from fully automatic firearms or firearms that have been manipulated to allow for fully automatic firing:

GSDS Fully Automatic Activations

Fully Automatic Activations	2022	2023	2024	2023-2024 % Change
Single Gunshot	2	0	1	NC
Multiple Gunshots	550	841	609	-28%
Probable Gunfire	11	28	16	-43%
Total	563	869	626	-28%

Likewise, there has been an increase in the use of “ghost guns.” Ghost guns are unserialized guns, making them untraceable. They can be bought online and assembled at home, often through kits.⁴ Since the beginning of 2022, 474 ghost guns have been processed through the NIBIN lab⁵. Nationally, the number of suspected ghost guns submitted to the ATF for tracing increased 1,588% from 2017 (1,629) to 2023 (27,490)⁶

³ Data obtained from the ATF National Firearms Commerce and Trafficking Assessment. For more information: [National Firearms Commerce and Trafficking Assessment \(NFCTA\): Protecting America from Trafficked Firearms - Volume Four | Bureau of Alcohol, Tobacco, Firearms and Explosives.](#)

⁴ On April 11, 2022, President Biden announced a crackdown on ghost guns. For more information: <https://www.whitehouse.gov/briefing-room/statements-releases/2022/04/11/fact-sheet-the-biden-administration-cracks-down-on-ghost-guns-ensures-that-atf-has-the-leadership-it-needs-to-enforce-our-gun-laws/>.

⁵ Data obtained from the Milwaukee Police Department Fusion Division for the time period of January 1, 2020 – May 31, 2022.

⁶ Data obtained from the ATF National Firearms Commerce and Trafficking Assessment. For more information: [National Firearms Commerce and Trafficking Assessment \(NFCTA\): Protecting America from Trafficked Firearms - Volume Four | Bureau of Alcohol, Tobacco, Firearms and Explosives.](#)

Report of Ghost Guns / Full Auto (Switch)

Firearm Type	2022	2023	2024	2022-2024 % Change	2023-2024 % Change
Full Auto/Switch	65	146	154	137%	5%
Ghost	118	182	174	47%	-4%
Total	176*	297*	303*	72%	2%

There were 25 firearms that were identified as being a full-auto and a ghost gun in 2024.

* Totals may not sum due to guns falling into multiple categories.

Recovered Firearms & Evidence Guns

Gun Recoveries	2022	2023	2024	2023-2024 % Change
% Evidence	87%	86%	86%	0%
Total	3,241	3,297	2,899	-12%

The vast majority of recovered firearms involve evidence guns. Evidence guns include firearms that were utilized in a crime.

Stolen Firearms

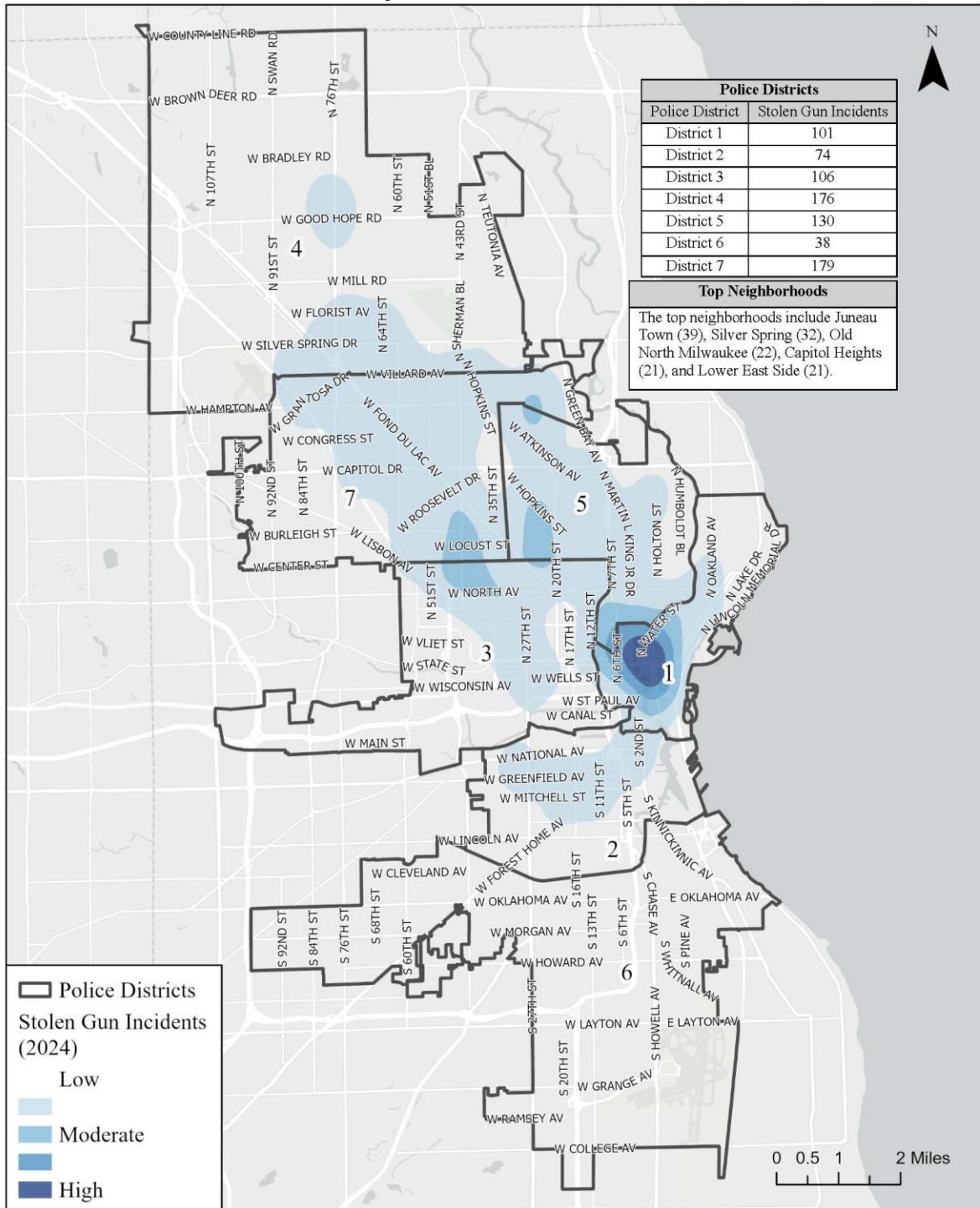
Although trending in the right direction, there has been a marked increase in stolen guns in the city. Guns stolen from vehicles account for 60% (487) of all guns stolen in 2024 and 59% (618) in 2023. In 2024, guns stolen from vehicles occurred most frequently in District 4 (101; 21%), followed by District 7 (96; 20%) and District 1 (89; 18%). Nationally, there were 1,062,970 firearms reported stolen from 2019-2023.⁷

Stolen Firearms					
Location	2022	2023	2024	Total	2023-2024 % Change
Vehicle	737	618	487	1,842	-21%
Residence	357	341	239	937	-30%
Person	68	57	50	175	-12%
Business	11	20	16	47	-20%
Garage	11	9	11	31	22%
Other	4	8	6	18	-25%
Total	1,188	1,053	809	3,050	-23%

⁷ Data obtained from the ATF National Firearms Commerce and Trafficking Assessment. For more information: [National Firearms Commerce and Trafficking Assessment \(NFCTA\): Protecting America from Trafficked Firearms - Volume Four | Bureau of Alcohol, Tobacco, Firearms and Explosives.](#)



Stolen Gun Incidents Citywide January 1 - December 31, 2024



Stolen firearm data was retrieved from InformRMSSummaries and counts distinct incidents for the time period of January 1 - December 31, 2024. Incidents with missing location data were removed.

While District 7 had the highest frequency of incidents in 2024 (179), District 1 had the greatest spatial concentration of stolen firearm incidents. Neighborhoods that experienced the highest frequency of stolen gun incidents include Juneau Town (39), Silver Spring (32), Old North Milwaukee (22), Capitol Heights (21), and Lower East Side (21). From January 1 – December 31, 2024, there were 22 locations that experienced two or more stolen firearm incidents. The top two addresses involved taverns that had three and four incidents of stolen guns from vehicles.

Felon in Possession of a Firearm Arrests

Offense	2022	2023	2024
Felon in Possession of Firearm	992	1,000	911

Clearance Data

Percent Cleared by Arrest or Exceptional Means				
Offense	2019 National	2022	2023	2024
Homicide	55%	57%	59%	78%
Rape	28%	41%	38%	39%
Robbery	24%	27%	27%	27%
Aggravated Assault	41%	41%	43%	45%
Human Trafficking	N/A	33%	31%	36%
Burglary	11%	10%	9%	10%
Auto Theft	10%	6%	6%	5%
Arson	19%	15%	19%	14%
Non-Fatal Shooting	N/A	38%	37%	44%
Carjacking	N/A	42%	43%	39%

It is important to note, clearance rates are impacted by multiple factors, including the amount of crime occurring and personnel available to address that crime. As is discussed above, there has been a marked decrease in sworn strength over the past 20+ years.

MPD has made a concerted effort to improve clearance rates despite the challenges of increased crime and decreased staffing. As discussed below, MPD has engaged in new and innovative partnerships, initiatives and task forces to improve efficiencies and divert calls for service to entities outside of law enforcement.

Summary of Data Findings

This data drives the priorities of the Crime Plan and also studies the challenges MPD faces in the Crime Plan implementation. Key takeaways from the data are as follows:

- Addressing firearm-related criminal behavior is a priority.
- Certain geographical areas have more firearm related criminal behavior occurring than others.
- While certain geographical areas have less firearm related criminal behavior occurring, some of these areas have more incidents of related crime such as stolen firearms from autos. These related crimes must also be addressed to mitigate violent crime.
- MPD faces a number of challenges to address these crimes, including but not limited to:
 - An increase in violent crime stemming from interpersonal conflict (i.e., arguments, domestic violence).
 - An increase in the number of casings that could correlate to more multiple victim violent crime incidents (magazine capacity, easier to fire multiple rounds).
 - A substantial increase in ghost guns that are accessible without background check, and unable to trace.
 - While stolen firearms have decreased in 2024 compared to previous years, MPD still faces the challenge of stolen firearms in the hands of unauthorized users.

Understanding our priorities and recognizing our challenges, what follows is the Milwaukee Police Department's 2025 Crime Plan.

THE MILWAUKEE POLICE DEPARTMENT 2025 VIOLENT CRIME REDUCTION PLAN

Guiding Principles

The principles that guide this plan are based upon research, empirical evidence, best-practices, and a data-driven decision-making process. MPD's Crime Plan incorporates the following principles:

- Community-oriented policing approach that emphasizes a collaborative effort with intergovernmental partners, community partners, and neighborhood residents.
- Problem-oriented policing approach that directs our officers to focus on ways to prevent, disrupt, and deter crime with more than just enforcement actions.
- Intelligence-led policing that focuses on leveraging intelligence and research analysis to drive operational and deployment decisions.
- Enhanced guardianship that focuses on more visible police presence and positive community interactions that are designed to mitigate opportunities for crime to occur

And, ***constitutional policing is at the core of all of the principles MPD utilizes to address crime in our City.*** Stops and interviews made when investigating violent crime must always be based upon probable cause or reasonable suspicion.

MPD's Executive Command Staff will conduct regular assessments to determine the efficacy of the Crime Plan and its impact. These assessments include regular meetings with district commanders to communicate clear expectations and discuss results of metrics that include community surveys, crime statistics, and any challenges that may arise with implementation.

Geographical Focus

An analysis of the Seven (7) Police Districts across the city resulted in the identification of focus areas based on the frequency of 2022 firearm related homicides, non-fatal shootings, aggravated assaults, robberies and gunshot detections. The following are the broad focus areas of the "2023 Violent Crime Plan" that continue to be the focus areas for 2025:

- Old North Milwaukee – District 7
- Walker's Point – District 2
- Lincoln Village – District 2
- North Division – District 3
- Metcalf Park – District 3
- Sherman Park – District 7
- Harambee – District 5
- Arlington Heights – District 5
- Franklin Heights – District 5
- Polonia Neighborhood – District 6
- Woodlands – District 4
- Westlawn – District 4

However, each Patrol Bureau geographical District (MPD Districts 1-7) has been tasked with identifying micro-level focus areas within the District to build an operational strategy to mitigate crime specific to those district areas. Each district reviewed the types of crimes that occur specific to these micro-areas, the times the crimes occur, and the rate of crime in these areas. The strategies provided in this Crime Plan provide the new and ongoing initiatives that MPD intends to utilize to strategically target violent crime citywide, and these initiatives occur city-wide. However, each district has created their own strategic plan built upon these initiatives, specific to the violent crime priorities in that particular geographical area. These micro-level crime plans are multi-faceted approaches to district specific initiatives.

Community Oriented Policing Initiatives

These are some of the initiatives that are currently in place or will be implemented reflecting a collaborative effort with intergovernmental partners, community partners, and neighborhood residents to decrease violent crime in neighborhoods. These initiatives are intended to prevent, investigate, reduce, deter and/or mitigate violent crime.

1. **Youth Outreach.** MPD's community oriented policing approach starts with prioritizing engagement with the youth of Milwaukee. MPD is committed to traditional enforcement mechanisms, but we understand our best public safety efforts lie in building positive relationships with our youth to prevent criminal behavior in the youngest members of our community. Engaging youth early on provides the best opportunity for MPD to develop trust and legitimacy and proactively prevent crime in our community. There are many ways MPD engages the community's youth. MPD has a number of partnerships with both private and public schools in our community that go beyond traditional policing. Our officers participate in school activities, extracurricular activities, and informal mentorship. MPD's community engagement manager has been tasked with building a robust youth engagement strategy to make the department's outreach efforts meaningful and robust. The following is a sample of some of the many ways MPD engages with our City's youth:
 - a. **School Resource Officers (SROs).** In 2025, MPD dedicated and deployed 25 SROs to Milwaukee Public Schools. SROs have been trained by the National Association of School Resource Officers. NASRO training is nationally recognized and has three key components: Law Enforcement, Public Safety Educator and Informal Counselor/Mentor. By training law enforcement to educate, counsel and protect school communities, NASRO trained officers continuously lead by example and promote a positive image of law enforcement to school children and communities. MPD has always been committed to providing the best service to our community, including our youth. On an annual basis, MPD has been engaged in activities and mentorship in over 70 Milwaukee schools. MPD looks forward to expanding our connections with Milwaukee youth through the SRO program. 38 MPD members attended this training.
 - b. **Earn and Learn:** MPD districts participate in this program in partnership with the City of Milwaukee to provide youth employment in law enforcement and prepare youth with practical workforce skills.
 - c. **Camp RISE.** MPD participates in Camp RISE, a free summer enrichment and career exploration program that aims to provide Milwaukee youth with the tools to become leaders in their community. Camp RISE is an Earn & Learn initiative developed in

partnership with Milwaukee Public Schools and the City of Milwaukee. MPD participates in youth engagement events such as summer clean ups with Camp RISE participants. In addition, MPD leadership speaks to participants each year serving as educators and valuable leadership role models.

- d. **The Milwaukee Police Athletic League (MPAL).** At the Chief's direction, MPAL was launched in May of 2023. MPAL continues to partner with the United Neighborhood Centers of Milwaukee's youth serving organizations in several capacities, most notable, MPAL monthly Teen Nights. MPAL Teen Nights creates a space for officers and young people to dialogue and break bread together discussing the most pressing issues facing our cities youth. Ideas are born and trust is built. This year, the Boys and Girls Clubs of Greater Milwaukee, Shechem at Hope Street and The Kellogg PEAK Initiative have joined our efforts in bridging the gap between Milwaukee Police and youth. The MPAL programming includes mentorship, athletics, enrichment, civic engagement and other recreational and educational opportunities throughout the City of Milwaukee. **To date, MPAL has interacted with over 1,000 young people since its inception.**

MPAL Partnership Highlights:

- **The Boys and Girls Club of Greater Milwaukee (BGCGM).** BGCGM work alongside MPD to establish mentoring relationships with local youth through sports, recreational activities, and conversations between youth and law enforcement. To date, MPAL has participated in several sporting clinics, youth conflict resolution seminars and numerous youth-led dialogues at various BGCGM locations.
 - **Shechem Community Center at Hope Street.** Shechem is a community center on the city's north side that provides activities and resources for the community, including its young people. MPAL and Shechem partner monthly for Hope & 5-0 mentoring activities that include basketball, dodgeball, pumpkin painting, neighborhood clean-ups and various civic engagement opportunities.
 - **The Kellogg PEAK Initiative.** PEAK's mission is to enhance potential in young leaders through experiences and nurturing relationships. MPAL has partnered with PEAK on several youth engagement opportunities including presentations about anti-bullying, domestic violence, reckless driving and positive police interactions. MPAL and PEAK are launching "Cutz, Cops and Conversation" in the summer of 2025, which aims to facilitate honest and genuine dialogue in a non-enforcement environment and will serve as a vehicle to help build trust.
- e. **Strengthened Commitment to Partnership with Safe & Sound:** The mission of Safe & Sound is to unite residents, youth, law enforcement and community resources to build safe and empowered neighborhoods. Safe & Sound regularly works together with MPD on youth organizing, youth/police dialogue sessions, Barbershop Mondays, drug-free role model/mentors, community organizing, creating block clubs, participating in National Night Out, coordinating drug take back events, facilitating crime prevention through environmental design walks and participating in crime and safety meetings.⁸

⁸ For more information: <https://safesound.org/>.

- f. **Emerging Youth Achievement Advisory Council.** MPD's community engagement manager serves as an MPD representative to make recommendations to the city's common council on matters relevant to underrepresented youth such as educational attainment, employment opportunities, family strengthening, violence prevention and violence-related deaths.
2. **District Crime and Safety Meetings.** Crime and Safety Meetings occur monthly in every district. These meetings are an opportunity for the community to share with their respective police district leadership and representatives their concerns about crime in their neighborhoods and receive data about crime trends within the district. This forum provides an exchange of information to educate the community on public safety, and to receive information to drive district strategy and priorities.
3. **Community Oriented Policing Engagement Sessions and Community Oriented Policing Policy/Report.** In 2022, MPD worked collaboratively with the Community Collaborative Commission (CCC) and the FPC to plan and prepare for upcoming Community Oriented Policing Engagement meetings at each aldermanic district. The information from the community will drive MPD's Community Policing Plan which will drive all of MPD's community policing efforts city-wide. The inaugural session occurred in July of 2022, and sessions were held in each aldermanic district. This work continued through 2023. The Public Policy Forum generated a report based upon the community input from these sessions (see the full report at <https://wispolicyforum.org/research/common-ground-enhancing-community-oriented-policing-in-milwaukee/>) MPD is now working with the CCC and the FPC to craft a community oriented policing policy and plan based upon the recommendations from the community input and anticipate its completion in 2025. This work will provide MPD with a roadmap for how to police the community that it serves the way the community wants to be policed and will continue the important work to build trust and legitimacy.
4. **Addition of Two Victim Specialist Positions.** Recognizing the importance of communication and compassion for victims of violent crimes, MPD added two new Victim Specialist positions to be filled in 2025. These specialists will be able to provide case information to victims of violent crime to provide better services and communications to victims as well as to allow detectives to focus on investigating and solving these crimes.
5. **City-wide Approach to Community Partnership Units (CPU).** Each MPD District has dedicated CPU officers that work directly with local community organizations, residents, and elected officials to understand district specific concerns (including violent crime). District CPU officers work with intergovernmental partners like the Department of Neighborhood Services (building code enforcement), and the Department of Public Works (DPW), the District Attorney's Office and the City Attorney's Office to resolve district specific concerns and can assist in violent crime investigations through community relationships. In the past year, Patrol Bureau has centralized oversight to provide city-wide education to CPU teams, and learn best practices that can be applied city-wide. District CPU members meet regularly with Patrol Bureau leadership to exchange ideas for resolving crime in neighborhoods. CPU-based partnership initiatives include:
 - a. **Prioritizing Vacant House Monitoring with Intergovernmental Partners.** Districts have been tasked with increasing vacant house checks and monitoring. MPD understands that boarded up properties attract crime to neighborhoods and crime, including violent crime, can occur in these properties. Increasing patrol

focus, in partnership with DPW and DNS, can prevent crime from occurring and make vacant homes less attractive for those who want to bring harm to communities.

- b. **Community Referral Metric.** In 2024, MPD created an internal data tracking system to record the number of times community referrals are made to other agencies and intergovernmental partners (such as DNS, OCWS, DPW, etc.) This allows MPD to better track progress for problem areas, and for members to easily determine what agencies can assist with follow up.
6. **Violent Crime Reduction Partnerships.** MPD prides itself in developing and maintaining excellent professional relationships with area law enforcement, including the Milwaukee County Sheriff's Office, the U.S. Marshalls, DEA, local police departments, the Secret Service, the Bureau of Alcohol, Tobacco, Firearms and Explosives ("ATF"), the Department of Corrections ("DOC"), the Federal Bureau of Investigation ("FBI") and various other entities. In addition, MPD has excellent relationships with its partners within the criminal justice system. MPD has also developed a strong and productive relationship with the Office of Community Wellness and Safety (OCWS). Together, we share a common goal of the pursuit of justice and increased public safety. The following is a sample of some of the new or enhanced initiatives with our law enforcement partners:
 - a. **Crime Stoppers:** On October 15, 2019, the MPD began a partnership with Milwaukee Crime Stoppers, a non-profit organization of citizens and local media to assist in fighting crime. Crime Stoppers is a nationally-recognized crime prevention program that provides reward money to community members who provide anonymous tips about criminal activity that lead to arrests. This program allows members of the public to share the responsibilities of solving crime in our community by anonymously reporting information that leads to the arrests of those who break the law. Our partnership with Crime Stoppers has played a vital role in solving crime that otherwise may have gone unsolved. MPD remains committed to collaborating with Crime Stoppers and our community to solve crime and bring closure to the victims that have been impacted.⁹
 - b. **Department of Corrections:** In partnership with DOC, MPD officers conduct targeted operations to arrest subjects that have active warrants for violations of the conditions of Probation/Parole. This work is ongoing, but strategic deployments are also organized. For instance, MPD and DOC do sex offender home visits prior to Halloween as an added measure to keep our community safe. In addition, DOC works with MPD for individuals to successfully complete the terms of their supervision. An embedded agent within CIB provides real-time intelligence on active offenders who are on probation or parole.
 - c. **Enhanced Community Surveillance Camera Platform.** In partnership with community businesses and organizations, MPD enhanced the platform by which we have access and are able to view city-wide cameras owned and operated by MPD, intergovernmental partners, and those businesses and organizations that voluntarily participate. These enhancements allow MPD an additional tool for solving crimes and identifying violent crime suspects. MKE Community Connect was launched in August of 2023 and has continued to grow. Since its inception,

⁹ For more information: <http://www.milwaukeecriimestoppers.com/sitemenu.aspx?ID=870&>.

over 1,000 residents and businesses have registered. For more information, see: <https://communityconnectmilwaukee.org/>

- d. **High Intensity Drug Trafficking Area (HIDTA):** Understanding a nexus exists between violent crime and illegal drug trafficking, HIDTA plays a key role in the violent crime mitigation strategy. The mission of HIDTA is to disrupt and dismantle drug trafficking and criminal organizations engaged in the distribution of narcotics in the Milwaukee area and across the state. HIDTA coordinates with local, state and federal partners to combat drug trafficking networks and efforts assist in and lead to state and federal prosecutions.
- e. **Milwaukee Area Violent Crimes Task Force (MAVCTF):** A coordinated local, state and federal partnership to identify, apprehend, and prosecute criminal enterprise groups and individuals responsible for crimes of violence including Hobbs Act robberies, bank robberies and carjackings.
- f. **Office of Community Wellness and Safety (OCWS):** Created within the City of Milwaukee Health Department, the OCWS pursues strategic direction and oversight for City efforts to reduce risk of violence through linked strategies in partnership with government, non-profit, neighborhood, and faith organizations. MPD regularly partners with and provides support to OCWS as we collaboratively work in achieving the strategies outlined in this plan.¹⁰ MPD command staff will continue to grow the partnership with OCWS to create and develop protocol for responding to situations where OCWS can assist in intervention, deescalating interpersonal conflict, and providing resources to victims.
- g. **Partnerships with Prisoner Re-Entry Programs.** MPD seeks to enhance its partnerships with organizations like Partners in Hope to support formerly incarcerated prisoners having successful reentries into the community.¹¹ This is a strategic effort to prevent and deter reoffenders and thereby reduce violent crime.
- h. **U.S. Marshals Service** Work collaboratively with the Specialized Investigations Division to apprehend wanted fugitives. Operation North Star, announced in February of 2023, is one collaborative effort to highlight. MPD received federal grant money to work in collaboration with the U.S. Marshals to investigate and locate priority federal fugitives with firearm related charges. Over 60 wanted individuals were arrested during Operation North Star. Another successful collaboration occurred in 2024, Operation Big Top¹². Operation Big Top targeted violent criminals in Southeast Wisconsin. Big Top intensified fugitive arrest work to coincide with the months leading up to summer. During Big Top, 260 total arrests were made and 83 illegal firearms were removed from our community. MPD continuously works with U.S. Marshals on these collaborative efforts recognizing that our partners are a force multiplier.

¹⁰ For more information: <https://city.milwaukee.gov/Health/Services-and-Programs/staysafe>.

¹¹ For more information: <https://www.thecommunitywarehouse.org/partners-in-hope#partners-in-hope-about>.

¹² For more information: <https://www.usmarshals.gov/news/press-release/us-marshals-arrest-260-southeast-wi>

- i. **Sojourner Family Peace Center.** Through a partnership with Sojourner, each of our districts have in-house DV advocates to collaborate with district personnel and provide assistance to DV victims.

This list of community-oriented policing efforts included in our Crime Plan is not exhaustive. We continue to grow our community partnerships and welcome any organization to the table who wants to reduce violent crime in Milwaukee.

Problem Oriented Policing Initiatives

The Crime Plan relies on problem-oriented policing that directs the department to focus on ways to prevent, disrupt and deter crime beyond traditional enforcement. This policing approach focuses on the actual problem itself, and utilizes offender-focused and place-focused solutions to mitigate violent crime. Identified as problems to be addressed based upon data, community input and district-specific knowledge, this Crime Plan addresses the problem of increased firearm related violent crime, particularly shootings and homicide. We understand that the problems we face are increased access to firearms, and increased criminal firearm behavior attached to domestic violence, and interpersonal relationships. We understand that firearm related criminal behavior occurs more in certain geographical areas than others. With that understanding, what follows are some of the new and enhanced initiatives MPD will utilize to mitigate violence crime using a problem-oriented policing approach. This section is divided into offender-focused approaches, and place-based approaches. There are some initiatives, however, that we rely on to target violent crime that consider both offender and location. Some of the new and enhanced initiatives are highlighted below.

Offender-focused and Place Based Problem-Oriented Policing Initiatives

1. **Focused Deterrence.** MPD is committed to focused deterrence to proactively mitigate and prevent violent crime from occurring. Focused deterrence is a method that creates partnerships between police, prosecutors, key community members and key service providers (i.e., OCWS). Through these partnerships, individuals and groups are identified that drive ongoing violence in the city. Strategic teams created by the partnerships then reach out to those individuals and groups and inform them they have been identified as someone likely to be involved in violent crime either as a shooter or a victim, offer community support, assistance and resources, and educate and inform them of the criminal consequences if the behavior does not cease.

Other focused deterrent strategies exist and MPD relies on our partners to pave the way for these efforts including street outreach and cognitive behavioral therapy. MPD is committed to these additional deterrence strategies and will assist organizations in the implementation of such initiatives.

Highlighted below are some examples of the ways MPD has implemented focused deterrence strategy as a violent crime prevention tool.

- a. **VR-PHAST Inclusion.** MPD is a member of the Violence Reduction – Public Health and Safety Team (VR-PHAST). Along with our VR-PHAST partners (including criminal justice system partners, health care agencies, public health officials at the local and state level, mental health providers, and others), MPD recognizes that violent crime is a public health issue. VR-PHAST meets biweekly to discuss violence intervention and

prevention. VR-PHAST meetings work to meet both long and short term response needs. VR-PHAST partners work to identify gaps in services and resources and craft prevention strategies (primary, secondary and tertiary) from a public health perspective.

- b. **Weekly Public Safety Reviews.** Weekly public safety reviews are conducted as part of our inclusion in VR-PHAST (Violence Reduction – Public Health and Safety Team). These reviews are now in-person to rebuild relationships, increase collaboration and enhance accountability. This weekly review of shootings and other crime trends in the City bring together MPD with our intergovernmental partners such as the Department of Correction (responsible for probation and parole), the District Attorney's Office (responsible for charging crimes), LIU (licensing enforcement and regulation), the Medical College of Wisconsin (MCW), domestic violence advocates, the Housing Authority (HACM), Juvenile Corrections, U.S. Attorney's Office, FBI, ATF, U.S. Marshalls, Office of Community Wellness and Safety (OCWS), Sojourner Truth House, CYFS, and others to review the shootings and other crimes such as armed robberies, domestic violence related incidents focusing on repeat offenders, or specific areas with increased crime, that happened the week prior. This review helps all partners understand the incidents that occurred, understand the background of both the area, offender and the victim, and to brainstorm ways to intervene, prevent retaliation, and provide resources to those affected by violent crime. In addition, these reviews allow participants to share crime trends, discuss crime prevention and target hardening strategies. These reviews are not new, but continue to be a priority for MPD as the information sharing that occurs enhances our ability to intervene in violent crime. Success is measured by regular analysis conducted by both MCW and OMAP.
- c. **GRIT.** The Gunfire Reduction Investigative Team (GRIT) has been operating since being created in the fall of 2023. This team has a focus on maximizing the evidentiary value of firearms evidence. Investigative leads are created from the National Integrated Ballistics Information Network (NIBIN) by comparing recovered firearm casings and matching them to incidents involving illegally possessed firearms and incidents involving gunfire. Leads generated from this program are triaged and forwarded to GRIT investigators. The investigators focus their efforts on high frequency firearm events and persons involved in gun violence, working towards a successful and just prosecution. The focus is on cases involving multiple gunfire events and include locations and individuals who are driving violent crime rates in the City of Milwaukee. Investigators collaborate with investigators from the Bureau of Alcohol, Tobacco, and Firearms (ATF) to maximize investigative efforts and determine if federal prosecution is appropriate. Further, the ATF in collaboration with GRIT investigators, provides assistance with investigating larger networks of individuals involved in firearms trafficking that negatively affect the City of Milwaukee but falls outside city jurisdiction.
- d. **Focused Apprehension List (FAL).** The Focused Apprehension List (FAL) was created in May of 2024. The Focused Apprehension List (FAL) lists subjects currently wanted for parole or probation violations by the Wisconsin Department of Corrections. Members on this list are prioritized according to previous violent offenses or when a probation violation was issued for a recently committed violent offense. The goal of prioritizing violent offenders most at risk of recidivism is to work toward lowering rates of violent crime in the City of Milwaukee.

This new program is a collaborative effort. Absconders are discussed during the weekly Public Safety Review (PSR) and assigned to the district the subject last resided in. We work closely with the Wisconsin Department of Corrections and the U. S. Marshals Service, ensuring a united front in our mission for public safety.

- e. **Enhanced participation in the Domestic Violence High-Risk Team (DVHRT):** MPD understands that data reflects an increase in domestic violence related violent crime. DVHRT leverages the predictability of domestic violence by incorporating research-based risk assessment into a community's domestic violence response system to identify the most dangerous cases. These cases are monitored by a multidisciplinary team that shares case information and implements coordinated intervention plans to mitigate the danger. DVHRT is a recognized best practice by the U.S. Department of Justice to address domestic violence cases at highest risk for homicide focusing on individualized recommendations for each case to maximize safety for survivors and accountability for offenders. In 2023, MPD reallocated human resources to increase support to DVHRT in direct response to the increase in violent crime related to domestic violence.
- f. **Incident Alert Notifications (for homicides, non-fatal shootings and fatal motor vehicle accidents).** MPD provides timely notifications to community stakeholders (OCWS, Milwaukee Public Schools, CYFS, etc.). These notifications enable an appropriate and efficient response of resources that support interruptions and non-police led de-escalation measures to prevent further violent crime from occurring.
- g. **Vertical Prosecutions.** MPD works in collaboration with the District Attorney's office to partner with a dedicated prosecutor on a particular case from beginning to end. Much of the City's violent crime has been driven by feuds between youth offender groups or cliques. MPD's Criminal Investigation Bureau (CIB) identifies incidents linked to these feuds or these cliques. Dedicated district attorneys familiar with these cliques or feuds stay with the case from inception. This makes the process from arrest to conviction more efficient by establishing a single point of contact for both agencies to work through cases, points of contact who are familiar with the underlying facts of these types of cases.
- h. **Firearms Denial Program.** The Firearms Denial Program is a weekly agenda item discussed at the Public Safety Review. The Firearms Denial Program focuses on identifying prohibited persons and straw purchasers who attempt to purchase a firearm to prevent violent crime from occurring. In addition, the Program also provides resources to potential DV victims. If a DV Offender is denied a firearm and MPD is made aware, outreach to potential victims is conducted to offer resources.
- i. **Expansion of DV Resources.** MPD encouraged and supported the expansion of resources offered to victims of domestic violence. MPD works in partnerships with numerous cultural-specific organizations and has supported the work of Sojourner Family Peace to connect domestic violence survivors with culturally specific social services. This empowers victims of domestic violence and potentially prevents escalation and additional violence from occurring.
- j. **High Risk Youth Network.** Person-based strategy that identifies youth engaged in high-risk lifestyle and have a high level of recidivism. MPD works with system partners to intervene in the lives of these youth to deter additional crime.

- k. **Credible Messengers.** MPD partners with Children Youth and Family Services (CYFS) to positively impact youth at all points of criminal justice system involvement. MPD makes referrals to Credible Messengers as violence preventers and interrupters. Credible Messengers includes experienced mentors who will respond to neighborhood/community level trauma, create space for positive youth engagement and community voice; and are change agents for racial equity and policy creation on issues that plague the youth, families and community. MPD is enhancing its involvement through custom notifications (focused intervention referrals to CYFS and OCWS).
 - l. **Additional Training on Focused Deterrence approaches.** MPD will conduct additional Academy training, and roll call messaging to educate members on opportunities for focused deterrence, and resource-driven intervention. For example, the Academy has hosted a joint training with CYFS and youth-focused partners for certain officers related to youth offenders and best practices.
 - m. **After-set Deployments.** Districts build strategies and deploy resources to after-set locations (residences and businesses that serve alcohol and provide entertainment without licenses). After-sets can be dangerous as they are unregulated and often times do not provide security to prevent violent crime from occurring. Districts have seen success in deployments resulting in after-hour establishments evacuated, closed and cited.
 - n. **City-Wide Directed Patrol Missions.** While districts create directed patrol missions (DPMs) to address district-specific crime issues, MPD's Patrol Bureau has now initiated city-wide directed patrol missions requiring all districts to work together to craft strategy and provide resources to target city-wide crime priorities like carjacking, or street takeovers¹³. In 2025, additional DPMs will be created with input from all districts related to other issues such as illegal dumping.
2. **Continuation of Summer Guardian.** In the summer of 2022, MPD created a targeted response in areas that were identified as having the most gunshots fired (utilizing GSDS technology). The response was titled "Summer Guardian" and deployed additional officers in these high frequency neighborhoods. Summer Guardian has occurred each summer since. To ensure the constitutionality of all stops, MPD required those officers assigned to this deployment to attend a constitutional policing refresher course. In addition, MPD organized community feedback sessions, neighborhood pop-up events and door hanger canvassing to ensure that the community was satisfied with the MPD presence and receive information on any concerns, including constitutional concerns, the community might have. Feedback from the community has been positive throughout these annual deployments. Summer Guardian is an example of a multi-faceted approach to crime encompassing data, community input and regular feedback to reduce and mitigate the occurrence of violence in neighborhoods. Data from our VR-PHAST partners reflect that during the majority of deployment times, there were no gun shot detections in the designated zones, despite the fact these were high gunshot density areas. The majority of the zones had fewer homicide and nonfatal shooting incidents during the month of their deployment than their average number of incidents.

¹³ Street takeovers are when 10 or more individuals drive recklessly in a specific location to engage in drag racing, high speed donuts and burnouts, placing lives in danger while disrupting neighborhoods.

The measure of success of Summer Guardian was not to be in the amount of arrests made, or the amount of traffic stops and field interviews conducted. The success was based on what did not happen, that is, shots being fired or shootings. Policing was to be Constitutional, and within the measures of the Collins Agreement. However, removing danger from our community has been another welcome outcome. For all three Guardians (2022-2024), there have been a total of 102 arrests by officers (including arrests for reckless endangerment of safety and first degree intentional homicide), 482 park and walks conducted, and 62 illegal firearms removed from our community. The most recent Summer Guardian (summer of 2024) yielded 47 arrests and the removal of 26 firearms from our community.

During deployments, Officers have an impact on the community that cannot be measured in statistical analysis. Officers contacted community members that were appreciative of their presence. Officer's mere presence discouraged illegal gambling activities and decreased loitering activities. Officers directly assisted community members with tasks that they were struggling with such as fixing a lawnmower and moving appliances. Summer Guardian is a model for deterring and reducing crime while simultaneously building trust and legitimacy with the community. MPD intends to continue this initiative.

3. **Winter Guardian.** From December 22, 2024 – January 6, 2024, MPD tailored its targeted response to address the uptick in carjacking offenses. Operation Winter Guardian focused on the offenders committing these crimes by intensifying our efforts to locate and arrest them, as well as deter more incidents from occurring, during certain days and times. Like Summer Guardian 3.0, MPD continues to strive for positive interactions with neighborhood residents and a collaborative effort with community partners to include engagement and target hardening education for victims of carjackings. Three arrests resulted from the Winter Guardian effort. MPD will continue to expand the Winter Guardian effort and targeted deployments, similar to Summer Guardian.
4. **Funeral/Vigil Advisories.** MPD conducts proactive deployments based on intelligence to address potential violent flashpoints attached to funerals or vigils when intelligence suggests possible retaliatory violence.
5. **Enhanced Partnerships with other Law Enforcement Agencies.** MPD is working with area law enforcement agencies to increase and enhance response to violent crime. For instance, MPD working with the Milwaukee County Sheriff's Office for the County to respond to gunshot detection system (GSDS) activations that occur in County park hot spots.
6. **Enhanced National Integrated Ballistic Information Network (NIBIN) team.** NIBIN is a system used to identify potential links or associations from the same firearm. MPD has dedicated investigative personnel assigned to follow up on the most active crime guns and other NIBIN leads. MPD is working to expand the investigation team.
7. **Enhanced neighborhood canvassing.** MPD will employ enhanced canvassing of neighborhoods for homicides and non-fatal shootings. This is an effort to increase those who come forward with information about violent crime in neighborhoods. One enhancement will be door hangs so that potential witnesses do not fear being seen speaking with MPD by those who commit violent crime.

8. **District-level CPU efforts.** MPD will continue utilizing CPU teams to gather information about district-specific crime priorities, and intelligence related to offenders to solve violent crime in neighborhoods.
9. **Target-Hardening.** Target hardening is a place-based method of policing that makes crime more difficult to commit. MPD works collaboratively with neighborhood and community partners to strengthen the security of residences and buildings through crime prevention through environmental design (CPTED) and other mechanisms that reduce the risk of crime. Examples are visible surveillance and strategic lighting.
10. **Public Service Announcements and Education through Social Media.** MPD creates videos that are distributed to the public via social media, through our intergovernmental partners and other avenues that provide the public with helpful tips on how to prevent crime and stay vigilant.
11. **Investing in New Technology.** In 2024, MPD began working to incorporate the use of unmanned aerial systems (UAS) into policing. In 2025, MPD adopted a standard operating instruction for the use of drones and work is underway to build a program and train officers to utilize this technology in their investigations. UAS, also known as drones, provide life-saving situational awareness thereby enhancing citizen and officer safety. The use of UAS in policing minimizes the time required for members to complete investigative tasks. Directly related to violent crime, UAS provide district attorneys and courts with reliable and relatable evidence to boost convictions. A more technology advanced department is a more efficient department.
12. **Actionable Intelligence-led policing.** MPD will continue to inform and educate all members of most wanted offenders through roll call, briefings and daily deployments.

This list of problem-oriented policing efforts included in our Crime Plan is not exhaustive. We continue to expand our strategies focused on offenders and behaviors and welcome ideas and community input.

Intelligence-led Policing Initiatives

Intelligence-led policing leverages intelligence and research analysis to drive MPD's operational and deployment decisions. Some examples of new and enhanced initiatives follow.

1. **Daily briefings.** Command Staff are provided with violent crime data for the previous 24 hours. This is discussed daily and allows MPD to target investigations specific to the crime that has occurred and deploy necessary resources to deter additional crime from occurring. This also assists command staff in understanding what drives violent crime, and to create focused strategies about urgent issues driving crime.
2. **Regular Data.** MPD Command Staff receive regular updates on data related to city-wide calls for service, violent crime levels in districts, and violent crime comparisons to previous years. This assists leadership in making deployment and possible reallocation decisions on a regular basis. These reports include:

- **Daily Reports**
 - Daily crime summaries of death investigations, violent crimes, robberies, property crimes, sensitive crimes and vehicle pursuits.
 - Daily updates of homicide and non-fatal shooting database.
 - Daily update correlating violent crime incidents with offender and place.
 - Officers manually review homicide and non-fatal shooting reports and notify the Homicide Division and/or Violent Crimes Division if they notice any retaliation or possible follow-up for incidents.
- **Weekly Reports**
 - 7-day and 21-day detailed homicide and non-fatal shooting reports that provide primary factors, locations, race, sex and age of victims, juvenile victims and applicable maps.
- **Monthly Reports**
 - Homicide and non-fatal shooting data sent to the FBI
 - Aggravated assault data is sent to the Medical College of Wisconsin for analysis.

Accountability Metrics

MPD will utilize a number of accountability metrics to determine if the Crime Plan is working, or if it needs to be enhanced or advised. Crime data trends is certainly a way to determine if the department's initiatives are working, but these trends alone cannot measure MPD's success. We will rely on a number of metrics to regularly review our strategy and initiatives. These metrics include:

- **Case Clearance Rate.** MPD tracks its clearance rate levels for multiple crime categories. Clearance rates are driven by productivity of law enforcement members, participating of the community in assisting investigations, the total amount of crime and staffing capacity limitations. An increase in the total amount of cases isolates the measurement of output, while not factoring in the total amount of crime and its staffing (factors largely out of MPD's control). Cases cleared also does not consider whether the suspect was convicted of the alleged crime(s) or any sentencing related to the criminal offense(s). However, monitoring clearance rate is also an indicator that the most violent criminals are identified and arrested.
- **Review of Crime Reporting.** The largest driver of police activity is calls for service from the community. An increase in total calls for service does not necessarily indicate an increase in crime, since factors like caller fatigue may dissuade residents from calling under the belief "nothing will happen." There are various methods to measure the rate of the community's participation in calling in crime beyond just an increase in reporting. Other methods include comparing shots fired calls for service from the community to shots fired calls for service from gunshot detection systems. The community plays the most important role in the investigation process by providing tips, identifying information and responding to police follow-up.
- **Review of Community Participation.** MPD will regularly evaluate event sign-ups and survey community participants at events to determine if our efforts are meaningful and engaging.

- **Auditing of documentation by MPD and FPC.** Regular and ongoing auditing of documentation to ensure appropriate reasonable suspicion or probable cause for all stops, frisks and searches is conducted.
- **Regular meetings with community when deployments occur.** MPD will share as much information as possible with the community if engaging in a directed patrol mission that targets violent crime if it requires an increase in presence in a neighborhood. In addition, MPD conducts regular and ongoing meetings during those directed patrol missions to receive community feedback about that presence to ensure it is positive and welcomes. Finally, MPD conducts meetings with communities after a deployment occurs to receive community input to determine whether or not they approved of the deployment, or have suggestions for improvement.
- **Feedback from Intergovernmental Partners.** MPD also measures success when our intergovernmental partners report that their constituents feel safe, approve of policing in their neighborhoods, and provide positive feedback about policing in their respective neighborhoods.

Call to Action

MPD's Crime Plan provides a multitude of initiatives that make up our overall strategy to mitigate violent crime in Milwaukee. While MPD plays a very important role in public safety, **we need every member of this community to be a part of the solution.** Here are some ways you can assist with public safety:

- **Join or Create Block Watch Program.** MPD is engaged with our community, and community organizations such as Safe & Sound, in establishing block watches through the assistance of Community Liaison Officers and Community Partnership Units that are comprised of sworn officers at the districts. A block watch is a neighborhood community program that allows residents to meet their neighbors, engage with local officers and other community entities. A Block Watch Captain from the neighborhood establishes the group and collaborates with law enforcement that provides crime prevention resources and other training to help report suspicious or criminal activities in the neighborhood. MPD is engaged with over 150 block watches in the City of Milwaukee.
- **Attend the MPD Citizen Academy.** MPD's Citizen Academy provides community members with an in-depth look at our department and the training our officers receive. The Academy is committed to the improvement of the quality of life by developing, enabling and nurturing positive communication, mutual understanding and support between MPD and the residents of Milwaukee. For more information, see <https://mpdocoe.org/citizen-academy/>
- **Join the Public Safety Cadet Program.** MPD Public Safety Cadets learn about all facets of a career in law enforcement and are mentored by members of MPD. The program helps build understanding, provides role models and helps to develop young people interested in law enforcement careers through training and hands on programs¹⁴

¹⁴ For more information: <https://mpdocoe.org/public-safety-cadets/>.

- **Youth Engagement.** MPD participates in numerous youth engagement discussions, town halls, school events and activities. Encourage youth to be actively involved in positive outlets, serve as a role model and prioritize education. Mentor our youth, informally or formally.
- **Report Crime.** Whether through an anonymous tip line, like Crime Stoppers, calling 911 or the non-emergency line (414-933-4444), or answering questions from law enforcement, information from community members is the primary tool to solve crime.
- **Promote Gun Safety.** If you own a firearm, safely store it away from children and from being stolen. Use a gun lock and/or a gun safe. Do not serve as a straw purchaser for an individual when it is illegal for the person to obtain a firearm.
- **Become a Police Auxiliary.** Police Auxiliaries are a volunteer group created to augment the regular police force in times of emergency and to serve as approved by the Chief of Police. Upon acceptance to the program, new auxiliaries will receive training in multiple areas such as crowd control, self-defense, state laws, traffic control, city ordinances and first aid. After completing the initial training, new auxiliaries may be assigned to assist with traffic control at special events, assist with providing security at a neighborhood festival, or work with a District Community Liaison Officer organizing block watch meetings.¹⁵

Conclusion

You may notice that much of the content in the 2025 Violent Crime Reduction Plan mirrors what was provided in the 2023 plan. This is because MPD has continued the important work towards those initiatives that have had proven results. The 2025 Plan builds upon those initiatives, expanding those that were proven most successful, and adding some to try new and innovative ways to approach law enforcement.

MPD's Crime Plan, both 2023 and this update, is intended to inform the community of MPD's strategic approach to addressing violent crime in Milwaukee. The Crime Plan reflects an overview of the ways MPD is addressing violent crime in this City. It is not exhaustive, and it is not unchangeable. MPD regularly reviews data, community and partner input, and revises its approach as necessary. MPD encourages public engagement, feedback and participation in creating a safer community to live.

¹⁵ For more information: <https://mpdocoe.org/police-auxiliary-application/>.

MPD Police District Micro-Level Crime Plans

MPD's Patrol Division is geographically divided into seven (7) distinct Districts. Each district has its own unique and distinct community issues and priority focuses. While the Violent Crime Reduction Plan incorporates MPD's overarching strategies, District Commanders supplement those strategies with their own distinct, district-level plans that target community-specific issues (for more information, see the Geographical Focus section on pages 19-20).

Micro-areas within each district were identified through community feedback and data analysis by the Office of Management, Analysis and Planning (OMAP). These micro-areas are evaluated to determine the areas within each district that have the highest concentration of violent crime to include homicides, aggravated assaults, robberies, shots fired calls for service and gun-shot detection system (GSDS) activations. The identification of these micro-areas help assist district commanders with the deployment of their officers and supervisors to address these areas through community-oriented, problem-oriented and intelligence-led policing initiatives. These micro-areas are evaluated annually and are subject to change depending on both community feedback and data analysis.

These Micro-Level Plans were provided in the 2023 Crime Plan. Since that time, specific focus areas have been modified. In addition, District Commanders reviewed the 2023 strategies and made updates if strategies had changed. Much of the strategy has remained the same due to the effectiveness of the original strategies. Examples of some of the changes that have been made, include but are not limited to:

- D6 removed two micro-areas, Town of Lake/Mitchell West and Maitland Park/College Height as crime issues in those two areas declined significantly. This allowed greater focus on existing micro-areas.
- D7 has removed micro-area(s) Dineen Park¹⁶ and Capitol Heights as crime has been reduced significantly allow greater focus on existing micro-areas.

What follows are the updated district-specific crime data and Micro-Level Crime Plan strategies.

¹⁶ MPD acknowledges a recent violent incident that occurred at Dineen Park in March of 2025. The micro-areas are reviewed to look at crime trends on an annual basis and adjusted accordingly. The March data will be included in an upcoming annual review as the data analysis is an ongoing effort.

MPD Police District One (1) Micro-Level Crime Plan

Police District 1 Overview

Crime

Crime Category	2023	2024	% Change
Homicides	2	3	50%
<i>% Firearm Related</i>	100%	67%	
Robberies	180	161	-11%
<i>% Firearm Related</i>	51%	47%	
Aggravated Assaults	250	220	-12%
<i>% Firearm Related</i>	54%	29%	
Entry To Autos	733	718	-2%
Auto Thefts	1,449	1,273	-12%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	22	14	-36%
Carjackings	44	43	-2%
<i>% Firearm Related</i>	61%	58%	

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which count victims) for the time period of January 1-December 31, 2023-2024.

Top 10 Priority 1 & 2 Calls for Service

Call Type	2023	2024	% Change
Battery/Fight/Assault	1,029	1,090	6%
Weapon	503	504	0%
Entry Into Building	202	173	-14%
Robbery	156	154	-1%
Battery-DV	194	145	-25%
Shots Fired	214	130	-39%
Motor Vehicle Accident	328	132	-60%
Suicide Attempts	94	85	-10%
Alarms	108	75	-31%
Overdose	142	70	-51%
Total P1 & P2 Calls	3,465	2,917	-16%

Priority 1 calls for service data was obtained from the Computer Aided Dispatch System (CAD) and counts distinct calls for the time period of January 1-December 31, 2023-2024.

Through community feedback, OMAP data analysis, and District-level crime analysis, seven micro-areas have been identified within MPD District 1 that contained high concentrations of crime within the district. D1 Focus Areas include neighborhoods within:

- Haymarket & Schlitz Park
- Identified Neighborhoods in Lower East Side
- Kilbourn Town
- Yankee Hill
- Third Ward and Juneau Town

MPD District 1 Priority Violent Crimes/Priority Crimes Related to Violent Crime include stolen firearms from entry to auto and vehicle theft.

Community Oriented Policing Initiatives

- Increased efforts in senior living facilities for Drug Take Back events.
- Focus on youth engagement. Work closely with Maryland Montessori School to participate in different events (Read Across America, Walk and Ride to School event, National Night Out, etc.), to build relationships with youth.
- Beat and Bike Patrol initiatives to enhance visibility and community engagement.

Problem Oriented Policing Initiatives

- Joint effort with city partners (City Attorney's Office, Department of Neighborhood Services) to meet with property owners regarding properties at risk for nuisance status based on Milwaukee Code of Ordinances (MCO) 80-10.
- Solid partnership with Business Improvement Districts (BIDs) to increase signage throughout the district to deter loitering in the night time entertainment areas and large apartment buildings in the District. Additional work with BIDs on standing complaints to allow officers to take action on crimes like trespassing without notification or permission from a complainant.
- Collaboration with community partners to address chronic homelessness and sustainable solutions.

Intelligence-led Policing Initiatives

- Multiple Community Connect real-time crime center cores installed in areas known to have increased crime rates.
- Utilization of data from District hot spots to designate extra patrol, increased effort to add community events in these areas and improved communication with the public.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback.
- Assigned supervisor to ensure implementation and progress.

MPD Police District Two (2) Micro-Level Crime Plan

Police District 2 Overview

Crime

Crime Category	2023	2024	% Change
Homicide	21	14	-33%
% Firearm Related	90%	86%	
Robbery	314	347	11%
% Firearm Related	53%	48%	
Aggravated Assault	845	779	-8%
% Firearm Related	60%	47%	
Crime Category	2023	2024	% Change
Auto Theft	823	1,030	25%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	113	47	-58%
Carjackings	85	87	2%
% Firearm Related	76%	64%	

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which counts victims) for the time period of January 1-December 31, 2023-2024.

Top 10 Priority 1 & 2 Calls for Service

Call Type	2023	2024	% Change
Battery/Fight/Assault	1,830	1,868	2%
Subject With A Weapon	1,394	1,611	16%
ShotSpotter	1,341	1,045	-22%
Battery/Fight/Assault - DV Related	929	868	-7%
Shots Fired	925	716	-23%
Entry-Building or Structure	471	506	7%
Overdose	584	364	-38%
Robbery	334	335	0%
Motor Vehicle Accident	494	237	-52%
Violation Of Restraining Order	242	197	-19%
Total P1 & P2 Calls	9,674	8,624	-11%

Calls for service data were obtained from the Tiburon Computer Aided Dispatch (CAD) system and the Hexagon CAD system and counts distinct calls for the time period of January 1 – December 31, 2023-2024. Tiburon calls exclude cancelled calls, DPR, proactive activity, calls with a priority of 5 or 6 (misdiagnoses), training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Hexagon calls exclude priority 9 calls, calls that were not assigned, cancelled calls, proactive activity calls, 911 abuse calls that resulted in no police response, and calls with a null first unit arrival time. The CAD vendor switch to Hexagon occurred on February 20, 2024. Priority levels from Hexagon CAD (P1 & P2) have been combined with Tiburon CAD (P1) so they closely align with previous definitions for comparative purposes.

Through community feedback, OMAP data analysis, and District-level crime analysis, seven micro-areas have been identified within MPD District 2 that contained high concentrations of crime within the district. D2 Focus Areas include neighborhoods within:

- Clarke Square
- Walker's Point
- Muskego Way
- Historic Mitchell Street
- Lincoln Village

District 2 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, firearm related aggravated assault, reckless endangerment of safety and shots fired.

Community Oriented Policing Initiatives

- In partnership with MPD District 2 community stakeholders, MPD District 2 will continue and create community engagement opportunities (meetings, listening sessions, etc.).
- MPD District 2 creates opportunities to educate residents about relevant community resources.
- MPD District 2 collaborates regularly with community organizations like Safe and Sound and Revitalize Milwaukee to improve safety and wellness of residents.

Problem Oriented Policing Initiatives

- Strategic Dedicated Patrol Missions (DPMs) to target individuals wanted for committing firearm related crime within the focus areas.
- MPD District 2 continues their work in collaboration with the FBI and additional outside jurisdictions to increase and enhance apprehension of violent offenders.
- MPD District 2 has created a Community Impact Unit that enhances violent crime investigations.
- MPD District 2 increased bicycle patrol to provide police presence in focus areas.
- Work in collaboration with the assigned District Attorney to ensure these priority crimes result in charges.
- Place-based target-hardening (Crime Prevention through Environmental Design, CPTED) recommendations are provided to licensed premises and businesses upon request.
- MPD District 2 officers trained to conduct prostitution sweeps to combat the effects of the street-based sex trade that includes overdose fatalities. Through this initiative, human trafficking victims are offered resources through community organizations such as the Benedict Center.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback.

MPD Police District Three (3) Micro-Level Crime Plan

Police District 3 Overview

Crime

Crime Category	2023	2024	% Change
Homicide	29	28	-3%
% Firearm Related	83%	93%	
Robbery	341	338	-1%
% Firearm Related	58%	62%	
Aggravated Assault	1,329	1,240	-7%
% Firearm Related	60%	52%	
Crime Category	2023	2024	% Change
Auto Theft	761	771	1%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	174	117	-33%
Carjackings	79	75	-5%
% Firearm Related	65%	71%	

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which counts victims) for the time period of January 1-December 31, 2023-2024.

Top 10 Priority 1 and 2 Calls for Service

Call Type	2023	2024	% Change
ShotSpotter	4,203	3,433	-18%
Weapon	2,280	2,623	15%
Battery	2,325	2,487	7%
Battery-DV	1,071	1,054	-2%
Shots Fired	1,015	847	-17%
Entry-Building	582	641	10%
Child Abuse	290	318	10%
VORO	238	301	26%
Robbery	294	293	0%
Overdose	457	257	-44%
Total P1 & P2 Calls	14,685	13,459	-8%

Priority 1 - 2 dispatched calls for service data was obtained from the Tiburon Computer Aided Dispatch System (CAD) and counts distinct calls for the time period of January 1, 2024 - February 20, 2024. Excludes cancelled calls, DPR, proactive activity, calls with a priority type of 5 or 6 (misdiagnoses), training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Calls for service data was also obtained from the Hexagon Computer Aided Dispatch System (CAD) and counts distinct calls for the time period of February 20 - December 31, 2024. Dispatched calls exclude: calls that were not assigned, cancelled calls, proactive activity calls, and 911 abuse calls that resulted in no police response.

Through community feedback, OMAP data analysis, and District-level crime analysis, seven micro-areas have been identified within MPD District 3 that contained high concentrations of crime within the district. D3 Focus Areas include neighborhoods within:

- Uptown
- Sherman Park, Metcalfe Park & Washington Park
- North Division
- Walnut Hill and Midtown
- Triangle North
- Concordia and Avenues West

District 3 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, shootings and robberies.

Community Oriented Policing Initiatives

- Orchestrate meetings, events and follow up with network of community partners.
- MPD District 3 officers are tasked with enhancing strong relationships in the community.

Problem Oriented Policing Initiatives

- MPD District 3 will work with the Wisconsin Department of Corrections to monitor those violent offenders who reside within District 3.
- Strategic Dedicated Patrol Missions (DPMs) to target individuals wanted for committing firearm related crime within the focus areas.
- Targeted collaborative efforts with other districts and departments including MPD District 3, 4, 5, 7, and Criminal Investigation Bureau to gather actionable intelligence related to gang activity (people-based). Dedicated deployments at strategic times of day.
- Utilizing MPD District 3 Violent Crime Reduction Team to obtain real time intelligence through investigations.
- Specifically assigned officers to target wanted shooters and robbers and follow through cases to conviction.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- MPD District 3 leadership will review all operations at the end of the calendar year to determine success.
- Community feedback.

MPD Police District Four (4) Micro-Level Crime Plan

Police District 4 Overview

Crime

Crime Category	2023	2024	% Change
Homicide	22	19	-14%
% Firearm Related	82%	95%	—
Robbery	287	317	10%
% Firearm Related	65%	61%	—
Aggravated Assault	1,292	1,432	11%
% Firearm Related	56%	56%	—
Crime Category			
Auto Theft	921	792	-14%
Crime Category			
Non-Fatal Shootings	100	108	8%
Carjackings	65	90	38%
% Firearm Related	68%	57%	—

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which counts victims) for the time period of January 1-December 31, 2023-2024.

Top 10 Priority 1 & 2 Calls for Service

Call Type	2023	2024	% Change
Subject With A Weapon	2,317	2,577	11%
Battery/Fight/Assault	2,151	2,372	10%
Battery/Fight/Assault - DV Related	1,413	1,299	-8%
Shots Fired	1,523	1,215	-20%
Entry-Building or Structure	549	576	5%
Violation Of Restraining Order	303	369	22%
Child Abuse/Neglect	334	338	1%
Suicide Attempt	210	221	5%
Robbery	216	230	6%
Motor Vehicle Accident	455	240	-47%
Total P1 & P2 Calls	10,737	10,361	-4%

Calls for service data were obtained from the Tiburon Computer Aided Dispatch (CAD) system and the Hexagon CAD system and counts distinct calls for the time period of January 1 – December 31, 2023-2024. Tiburon calls exclude cancelled calls, DPR, proactive activity, calls with a priority of 5 or 6 (midials), training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Hexagon calls exclude priority 9 calls, calls that were not assigned, cancelled calls, proactive activity calls, 911 abuse calls that resulted in no police response, and calls with a null first unit arrival time. The CAD vendor switch to Hexagon occurred on February 20, 2024. Priority levels from Hexagon CAD (P1 & P2) have been combined with Tiburon CAD (P1) so they closely align with previous definitions for comparative purposes.

Through community feedback, OMAP data analysis, and District-level crime analysis, five micro-areas have been identified within MPD District 4 that contained high concentrations of crime within the district. D4 Focus Areas include neighborhoods within:

- Woodlands
- McGovern Park
- Silver Swan
- Silver Spring
- Valhalla
- Thurston Woods
- Fairfield & Old North Milwaukee

MPD District 4 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, firearm related aggravated assault, reckless endangerment of safety and carjackings.

Community Oriented Policing Initiatives

- Prioritize the establishment of additional block watch initiatives with residents.
- MPD District 4 officers tasked with establishing relationships with residents in focus areas.
- Participation in safety meetings with business and property owners in the area.

Problem Oriented Policing Initiatives

- Targeted collaborative efforts with other districts and departments including MPD District 3, 4, 5, 7, and Criminal Investigation Bureau to gather actionable intelligence related to gang activity (people-based). Dedicated deployments at strategic times of day.
- Undercover place-based operations.
- Focused enforcement for violent offenders.
- Focused deterrence strategy for at-risk youth in collaboration with District 4 outreach agencies and intervention.
- MPD District 4 assigns dedicated squads to increase visibility in focus areas and for proactive community engagement efforts. Priority will be fear reduction and engagement to build legitimacy to receive information about criminal activity.
- MPD District 4 will dedicate officers to foot or bicycle patrol for increased visibility and community engagement.
- Place-based strategies in collaboration with City Departments to target investor owners where crime occurs.
- Regular check-ins at locations where crime occurs in collaboration with property owners.
- Bi-weekly Violent Crime Reduction Initiative in collaboration with the Specialized Patrol Division (SPD) focusing on increased presence and proactive enforcement in the micro hot spot areas.
- Directed Patrol Missions (DPMs) activated several times a year in response to violent crime trends (gun violence, carjackings and robberies).
- District-level DVHRT program in collaboration with the District Attorney's Office, Sojourner Family Peace Center and Froedtert Hospital.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback through venues such as the monthly Crime and Safety meetings.
- Additional collaborative efforts with MPD District 4 partners established.
- Increase in block-watch participation.

MPD Police District Five (5) Micro-Level Crime Plan

Police District 5 Overview

Crime

Crime Category	2023	2024	% Change
Homicide	42	28	-33%
% Firearm Related	93%	93%	
Robbery	304	304	0%
% Firearm Related	69%	61%	
Aggravated Assault	1,355	1,197	-12%
% Firearm Related	64%	58%	
Crime Category	2023	2024	% Change
Auto Theft	700	771	10%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	191	160	-16%
Carjackings	65	82	26%
% Firearm Related	75%	67%	

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which counts victims) for the time period of January 1-December 31, 2023-2024.

Top 10 Priority 1 & 2 Calls for Service

Call Type	2023	2024	% Change
ShotSpotter	4,973	3,677	-26%
Subject with a Weapon	2,547	2,952	16%
Battery/Fight/Assault	2,342	2,393	2%
Battery/Fight/Assault - DV Related	1,275	1,106	-13%
Shots Fired	1,184	1,058	-11%
Entry - Building or Structure	684	619	-10%
Child Abuse/Neglect	303	364	20%
Violation of Restraining Order	261	328	26%
Robbery	278	275	-1%
Overdose	409	248	-39%
Total P 1 & 2 Calls	16,132	14,158	-12%

Priority 1-2 Dispatched calls for service data was obtained from the Tiburon Computer Aided Dispatch System (CAD) and the Hexagon Computer Aided Dispatch and counts distinct calls for the time period of January 1 - December 31, 2023/2024. Tiburon CAD calls exclude cancelled calls, DPR, proactive activity, training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Hexagon dispatched calls exclude: calls that were not assigned, cancelled calls, proactive activity calls, 911 abuse calls that resulted in no police response, and calls with null first unit arrival time.

Through community feedback, OMAP data analysis, and District-level crime analysis, eight micro-areas have been identified within MPD District 5 that contained high concentrations of crime within the district. D5 Focus Areas include neighborhoods within:

- Garden Homes
- Arlington Heights
- Borchert Field and North Division
- Old North Milwaukee
- Franklin Heights
- Harambee
- Amani

MPD District 5 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, shots fired, shootings and carjackings.

Community Oriented Policing Initiatives

- Increased collaboration with intergovernmental partners to identify problem locations.
- Continued relationship building and strengthening with district community stakeholders.
- In-house DV advocate that works in collaboration with District 5 and other intergovernmental partners to assist victims of domestic violence. Services include victim transportation to court proceedings.
- Participation in and partnership with the Community Hub House in the Garden Homes area to increase community engagement.
- Increasing youth involvement in block watches.

Problem Oriented Policing Initiatives

- Place based strategically timed police presence in focus areas.
- Violent Crime Reduction Unit created to concentrate efforts in focus areas and conduct intelligence led investigations prioritizing violent offenders.
- Community Partnership Unit to focus on place-based solutions.
- Increased presence in focus areas via beat patrols.
- Targeted collaborative efforts with other districts and departments including MPD District 3, 4, 7, and Criminal Investigation Bureau to gather actionable intelligence related to gang activity (people-based). Dedicated deployments at strategic times of day.
- Call-ins with MPD District 5 dedicated District Attorney to proactively address community concerns.
- Regular meetings with City Attorney's Office to track and monitor nuisance properties.
- Continued collaboration with intergovernmental agencies through CPU to address quality of life issues for residents.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback.
- Quarterly after-action reports to review progress.

MPD Police District Six (6) Micro-Level Crime Plan

Police District 6 Overview

Crime

Crime Category	2023	2024	% Change
Homicides	3	7	133%
% Firearm Related	100%	100%	
Robberies	109	87	-20%
% Firearm Related	47%	48%	
Aggravated Assaults	278	284	2%
% Firearm Related	42%	33%	
Auto Thefts	614	774	26%
Entry to Autos	350	367	5%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	11	13	18%
Carjackings	33	22	-33%
% Firearm Related	76%	45%	

Homicide, non-fatal shootings and carjackings were obtained from their respective OMAP homicide, non-fatal shooting and carjacking databases and counts victims of homicide and non-fatal shootings and incidents of carjackings for the time period of January 1 – December 31, 2023 & 2024. Part I Crime data was obtained from the DCS Fact table and counts incidents of robbery and auto theft and victims of aggravated assaults for the time period of January 1 – December 31, 2023 & 2024.

Top 10 Priority 1 & 2 Calls for Service

Call Type	2023	2024	% Change
Battery/Fight/Assault	881	934	6%
Subject With A Weapon	528	561	6%
Battery/Fight/Assault - DV Related	495	471	-5%
Shots Fired	269	259	-4%
Entry-Building or Structure	199	210	6%
Motor Vehicle Accident	300	147	-51%
Child Abuse/Neglect	132	140	6%
Suicide Attempt	144	131	-9%
Overdose	266	131	-51%
Alarm Sounding - MPD Response	109	93	-15%
Total P1 & P2 Calls	4,003	3,596	-10%

Calls for service data were obtained from the Tiburon Computer Aided Dispatch (CAD) system and the Hexagon CAD system and counts distinct calls for the time period of January 1 – December 31, 2023-2024. Tiburon calls exclude cancelled calls, DPR, proactive activity, calls with a priority of 5 or 6 (misdiagnoses), training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Hexagon calls exclude priority 9 calls, calls that were not assigned, cancelled calls, proactive activity calls, 911 abuse calls that resulted in no police response, and calls with a null first unit arrival time. The CAD vendor switch to Hexagon occurred on February 20, 2024. Priority levels from Hexagon CAD (P1 & P2) have been combined with Tiburon CAD (P1) so they closely align with previous definitions for comparative purposes.

Through community feedback, OMAP data analysis, and District-level crime analysis, five micro-areas have been identified within MPD District 6 that contained high concentrations of crime within the district. D6 Focus Areas include neighborhoods within:

- Southgate/South Point
- Polonia/Morgandale
- Bay View
- Jackson Park
- Layton Park
- Saveland Park
- Tippecanoe

MPD District 6 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, non-fatal shootings, armed robberies and carjackings.

Community Oriented Policing Initiatives

- In-house Domestic Violence Advocate to collaborate with MPD District 6 and intergovernmental partners to provide assistance to victims and support DVHRT efforts.
- Reallocation of personnel to increase community engagement activity.
- Utilize community stakeholders as a force multiplier and message out call to action.
- Enhance community partnerships with Business Improvement Districts and Hotel owners and managers to educate community on situational awareness and crime prevention.
- Initiate beat patrols in hot spot neighborhoods.
- Collaboration with Bay View businesses to improve information sharing related to crime, nuisance and traffic concerns.
- Increase block watch participation.

Problem Oriented Policing Initiatives

- Implementation of Problem-Solving Team to discuss and coordinate responses to major investigations, crime trend responses, community events and education, Community Partnership needs, homeless outreach and district initiatives.
- Reinstitution of Late Power shift and specialty assignment squad; strategy to allocate additional personnel during times of day when most crime occurs.
- Specialty car to focus on addressing place-based violent crime issues (i.e., licensed premise).
- Reallocation of resources to bring back Late Power shift and specialty assignment squad; strategy around additional personnel to be present during time of day when most crime occurs. Specialty car will focus on addressing place-based violent crime issues (licensed premise).
- Collaboration with the Wisconsin Department of Corrections to have an in-house office within the district to monitor violent offenders on probation thereby reducing recidivism.
- In-house District Attorney to address violent crime priorities through criminal charges.
- Creation of an Investigations Team to add resources for violent crime investigations.
- Multi-agency partnerships to collaborate on strategic deployments for street takeovers and other district-specific issues.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback through community engagement polls.

MPD Police District Seven (7) Micro-Level Crime Plan

Police District 7 Overview

Crime

Crime Category	2023	2024	% Change
Homicide	51	33	-35%
% Firearm Related	94%	91%	
Robbery	384	377	-2%
% Firearm Related	63%	67%	
Aggravated Assault	1,468	1,373	-6%
% Firearm Related	66%	61%	
Crime Category	2023	2024	% Change
Auto Theft	955	902	-6%
Crime Category	2023	2024	% Change
Non-Fatal Shootings	182	157	-14%
Carjackings	91	112	23%
% Firearm Related	70%	63%	

Crime data counts distinct incidents with the exception of homicide, non-fatal shootings and aggravated assaults (which counts victims) for the time period of January 1-December 31, 2023-2024.

Top 10 P1 & P2 Calls for Service

Call Type	2023	2024	% Change
Subject With A Weapon	2,719	3,186	17%
Battery/Fight/Assault	2,460	2,585	5%
ShotSpotter	2,981	2,350	-21%
Shots Fired	1,665	1,327	-20%
Battery/Fight/Assault - DV Related	1,399	1,230	-12%
Entry - Building or Structure	642	592	-8%
Violation of Restraining Order	451	436	-3%
Child Abuse/Neglect	315	419	33%
Motor Vehicle Accident	385	354	-8%
Shooting	341	361	6%
Total P1 & P2	13,358	12,840	-4%

The data was obtained from the Tiburon Computer Aided Dispatch (CAD) and the Hexagon Computer-Aided Dispatch and counts distinct calls for the time period of January 1-December 31, 2023-2024. Tiburon calls exclude cancelled calls, DPR, proactive activity, calls with a priority type of 5 or 6 (misdials), training units and training calls, and calls with a disposition type of MFD, MCSO, and DRU. Hexagon dispatched calls exclude: Priority 9 calls, calls that were not assigned, cancelled calls, proactive activity calls, 911 abuse calls that resulted in no police response, and calls with a null first unit arrival time. Please note, the CAD vendor switch to Hexagon occurred on February 20, 2024.

Through community feedback, OMAP data analysis, and District-level crime analysis, six micro-areas have been identified within MPD District 7 that contained high concentrations of crime within the district. D7 Focus Areas include neighborhoods within:

- Saint Joseph
- Sherman Park
- Wahl Park
- Lincoln Creek
- Roosevelt Grove
- Hampton Heights & Old North Milwaukee

MPD District 7 Priority Violent Crimes/Priority Crimes Related to Violent Crime include homicide, non-fatal shootings, shots fired, road rage incidents, reckless driving and auto theft.

Community Oriented Policing Initiatives

- Regular outreach with licensed premises.
- Continued engagement/mentorship of youth to establish positive and constructive relationships.
- Expansion of community outreach via social media platforms to disseminate crime information and situational awareness bulletins.
- Enhance relationships with faith-based community to increase contact with neighborhoods after a violent crime event.
- Initiatives to flyer neighborhoods.

Problem Oriented Policing Initiatives

- Place-based approach to address increase of shooting and homicides at licensed premises. Dedicated supervisors and officers to have bi-annual contact with licensed premises to establish relationships. Documentation of interaction is a priority.
- Maintain beat patrol in focus areas.
- Enhance partnerships with other law enforcement agencies to maintain safe park environments.
- Place-based outreach to provide target hardening suggestions (Crime Prevention through Environmental Design, CPTED).
- Collaboration with the Department of Corrections to prevent re-offenses by those on supervision.

Intelligence-led Policing Initiatives

- OMAP analysis of micro-areas for strategic focus conducted.
- Regular updates of crime statistics in these areas.

Accountability Metrics

- Review of crime rates in identified micro-areas.
- Community feedback.
- Monthly meetings between district commander and supervisor for regular updates on progress.