

MPD Crime Prevention Specialists Workforce Plan

April 2013



MPD CPS Workforce Plan

April 2013

Current Information:

- 17 Crime Prevention Specialists (CPS's) on staff
- 1 Community Crime Prevention Analyst on staff
- MPD original 2013 budget supports 11 CPS's and 1 Crime Prevention Analyst
- Additional Funding of \$415k, approved in March 2013, plus MPD cost savings of \$100k supports 6 remaining CPS's.
- In 2012, additional one-time funding was used to support 5 CPS's.

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April 2013

- Work performed and community relationships built by CPS's are highly valued

Location of CPSs:

- Precinct 1 2
- Precinct 2 2
- Precinct 3 4
- Precinct 4 3
- Precinct 5 2
- MSC 1
- WBSC 1
- LAT 1
- Juvenile 1

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April 2013

Challenges:

Consistency

Accountability

Funding

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■ Consistency

1. Clearly defined job consistent within all units.
2. Focus on Mission
3. Consistent message to CPS's and to Community

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April 2013

■ Accountability

1. Clearly defined expectations
2. Measurable metrics
3. Communication
4. Timely and clear performance feedback
5. Performance Management

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April 2013

■ Workforce Plan Development Steps:

1. Clear job description – completed
2. Measurable and consistent metrics – completed
March 2013
3. Communication of expectations – completed
March 2013
4. Performance tracking – ongoing
5. Timely performance feedback – ongoing
6. Performance management - ongoing

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April 2013

■ Performance Measures

- Block Clubs – 4 new blocks per month
- Door Knocking – 2 hours per week, 4 blocks each month
- Responses to 311 Complaints – 75% within one week
- Responses to Problem Properties/Location Referrals – 75% within one week
- Meetings – 8-12 per month

Crime Prevention Specialist Performance Measures

February 2013

Year-to-date 2013

Pct	CPS	Blocks...		Reponse	Problem	Meetings
		Organized	Knocked	311 Calls	Properties	
1				TBD	TBD	TBD
				TBD	TBD	TBD
2				TBD	TBD	TBD
				TBD	TBD	TBD
3				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
4				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
5				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
Standard				75%	75%	8-12

Pct	CPS	Blocks...		Reponse	Problem	Meeting s
		Organized	Knocked	311 Calls	Properties	
1				TBD	TBD	TBD
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				TBD	TBD	TBD
3				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
4				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
5				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
				TBD	TBD	TBD
Standard				75%	75%	8-12

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April 2013

■ Funding

- Our assessment is that work, as currently defined, can be performed by 13 CPS's and 1 analyst
- Projected new savings in 2014 will allow MPD to fund 13 CPS's and 1 analyst.
- Attrition and performance management will be used to reach desired staffing.
- Bridge funding will be needed until desired staffing is reached.

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■ Funding, continued

- Assumes 2014 budget continues to fund at budgeted 2013 staffing levels
- Assumes consistent level of CDBG funds available to MPD
- Assumes no significant changes in department or community needs

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- Projected location of CPS's
- Precinct 1 2
- Precinct 2 2
- Precinct 3 2
- Precinct 4 2
- Precinct 5 2
- Other 3

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■ Other Options:

- Opportunities to work with Neighborhood and Community Relations – additional funding would still be required.

