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NEWS RELEASE

## METROPOLITAN POLICE DEPARTMENT

Service, Integrity, Leadership, and Fair Treatment to All

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### **Commissioner Hayden Highlights His First 100 Days** *Managing the Business in Critical Times*

When I was selected as the Police Commissioner, I was entrusted with the responsibility of managing the second largest police department in the State of Missouri. This is a responsibility I do not take lightly. The St. Louis Metropolitan Police Department has an authorized strength of more than 1,300 sworn officers and over 400 civilian employees which means I am responsible for overseeing a third of our city's budget.

In January, I started an assessment of our agency to ensure that our resources were deployed in the most effective and efficient manner. During this assessment, I found opportunities for improvement through internal restructuring. Most importantly, I saw a great opportunity to refocus our agency on what I believe is our most important function – true community policing.

My goal in restructuring the Department is three-fold. First, I want to ensure that our agency's organizational structure is balanced. Our leadership structure should be one that provides management and critical oversight of our personnel at all levels and in all bureaus. To do this effectively, I must ensure that our senior leaders are in the right places, managing the correct number of personnel.

Second, I want to be confident that my voice and my message is reaching officers in the field each day. I want every officer to know our crime strategies, organizational goals and the overall vision I have for our Department. I am dedicated to diversity and inclusion. I want to have leadership in management positions to share this message and provide feedback each day to our officers in the field.

Most importantly, the safety of our residents and visitors is my number one priority. To address crime challenges with our current manpower deficiencies is difficult. We are currently down over 130 commissioned police officers which puts our Department at the lowest staffing level in history. To be successful at addressing crime, I am taking the focus off Police Headquarters and putting it where it belongs – in our neighborhoods. I want my top commanders, our most experienced officers, managing our most important asset, the neighborhood patrol divisions. These commanders will be tasked with finding new and innovative solutions to address crime.

I believe putting our uppermost leadership in the community will aid in our pursuit of excellence. Our North, South and Central Patrol Divisions currently account for over 900 of our uniformed police officers. I want our uniformed officers focused on building community partnerships. I am communicating this message clearly by reassigning my Deputy Chiefs to the Bureau of Community Policing. They will be focused on ensuring our officers are providing outstanding police service.

I am excited to bring the Bureau of Community Policing back to the St. Louis City Police Department. I have attended numerous neighborhood meetings the past three months and have talked to many citizens – the community’s message has been heard and understood. By moving three of my top commanders to the Bureau of Community Policing, I am making a promise to our citizens and an investment in our neighborhoods, you are now the focus!

## First 100 Days

- **Violence Reduction Zone – Hayden’s Rectangle:** As part of the violence reduction strategy, a section of the city was identified where 67% of homicides and 50% of all violent crime occurs. This area is boarded by Goodfellow (west), Vandeventer (east), Dr. King (south) and W. Florissant (north). Since January, Hayden’s Rectangle has been saturated with the additional resources of specialized units which has resulted in a 20% violent crime reduction in and around the rectangle. While encouraged by the reduction in crime, more work must be done to sustain even greater reductions in the rectangle. Specialized Units will continue to be at the forefront of the agency’s fight against crime.
- **Returning Officers to Uniformed Patrol:** Challenged with manpower deficiencies, nearly 30 officers will be moved from plain clothes specialized units and other administrative roles back to uniformed patrol. Some of these officers have already been moved, while the remaining officers will be moved in the coming weeks. Having more officers in uniformed patrol increases visibility which can deter and reduce crime. Regardless of staffing issues, citizens expect and deserve the highest level of police service to ensure their safety. Returning more uniformed officers to the street increases the number of officers readily available to respond and address crime.
- **Community Engagement/Outreach:** Strained community-police relationships remain a topic of discussion on a national platform. Therefore, the need to build and maintain trusting relationships and partnerships with citizens is paramount to a safer community. What started as a district initiative, my mobile office has evolved into a Department mission to remain accessible in the community. A new community engagement tool, Chief Hayden’s Mobile Office, will travel to neighborhoods throughout the City.
- **Reinstated the Bureau of Community Policing:** Committed to community policing and putting resources back into the neighborhood, the Bureau of Community Policing has been reinstated. For the first time in 20 years, Deputy Chiefs will be assigned to each patrol division to help drive down violent crime. Each Deputy Chief will have resources at their fingertips to address crime trends in their respective areas. Increasing interactions between our uppermost command staff and the community exemplifies our investment in building trust and improving community partnerships.
- **Expanding Technology:** The Intelligence Division continues to partner with other public entities as well as the private sector to advance the capabilities of the Real Time Crime Center. Since January, over 20 highly visible surveillance cameras and 12 license plate recognition cameras (LPRs) have been added in and around the Violence Reduction Zone (Hayden’s Rectangle) in our effort to address violent crime. In addition, the Department has also expanded its mobile capabilities to quickly address crime in neighborhoods.

These mobile capabilities include a marked patrol vehicle equipped with surveillance cameras and a mobile trailer that is equipped with surveillance cameras, license plate recognition systems and sound detection cameras. The deployment of new technology is being done with three goals in mind. First, to deter criminal activity through use of highly visible surveillance cameras. Second, to assist in solving crimes after they occur with quick apprehension. Lastly, to improve the SLMPD's overall situational awareness through the collection and sharing of real-time information. These new mobile solutions give us the flexibility to deploy technology in response to crime trends, high profile events, as well as to help address chronic crime areas. The Intelligence Division is working on integrating our technologies together to increase our overall effectiveness and efficiency.

- **Fighting the Opioid Epidemic:** A Narcan program was rolled out and rank and file officers began carrying this life-saving drug to combat opioid crisis. After completion of training, First District Officers began carrying Narcan to reverse the effects of a heroin overdose. In the coming months, all uniform patrol officers and some specialize units will be trained to administer Narcan and our police vehicles will be stocked to help save lives. This is yet another example of our commitment to keeping our community safe. A new partnership was formed with the Drug Enforcement Agency's Tactical Diversion Squad to help in our fight against the opioid crisis. The Tactical Diversion Squad is a group composed of DEA Agents and task force officers from local law enforcement agencies. Our participation in the group will improve our efforts and provide a more innovative means to investigate, disrupt, and dismantle groups and individuals suspected of violating the Controlled Substance Act in St. Louis. This new partnership will provide us with greater resources for opioid investigations and access to new training and equipment for officers. By partnering with DEA, the SLMPD becomes part of a dedicated team working to address the opioid epidemic in our region.
- **Instituted Diversity Council:** A diverse group of officers and civilians all working together to enhance the appreciation for and understanding of the value of diversity and inclusion within the Department. Our efforts include developing culturally diverse programs that support education and awareness and promoting diversity and inclusion in the workplace through continuing education, communication and advocacy.

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