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NEWS RELEASE

METROPOLITAN POLICE DEPARTMENT

Service, Integrity, Leadership, and Fair Treatment to All

January 6, 2009

Chief Isom Makes Major Changes in His First 100 Days *Changes Include 64 Officers Added to Street Patrols*

On October 6th, Dan Isom was selected as Chief of the Metropolitan Police Department. Chief Isom became the leader of a Department steeped in history—2008 marked the 200th Anniversary of the Department—but also troubled by management failures and fiscal policies with lax oversight. Chief Isom’s first order of business was to develop a strategic plan—something that was virtually unheard of in the history of the Metropolitan Police Department. In nearly thirty pages, he outlined his vision for the Department, promising to focus on key areas including managing the business of the Department in an efficient, effective and transparent manner. The strategic plan is also highly focused on decentralization—moving more resources to the streets of our community in an effort to increase visibility and make St. Louis safer. In three months, Chief Isom has analyzed many long-standing business and fiscal practices and policies that were in desperate need of review and change. He has made many of those changes, allowing the Department to make significant progress towards achieving his goal and the goal of the men and women who make up this force: becoming a stronger, better Department for the community we serve.

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Decentralization:

- **64 officers moved from specialized units, administrative positions and other roles in the Department, directly to the district level.**

Most of these officers have already been moved, the remaining will be moved within the next two weeks. More officers at the district level allows for increased street patrols and higher visibility which both can assist in deterring crime. It will also give district Captains a greater number of officers who are readily available to respond to crime. Juvenile officers and gang unit officers will continue to use their expertise and training in those areas, and district Captains can quickly utilize the expertise of these officers on a daily and immediate basis.

Managing the Business:

- **Audit Advisory Unit Expansion:** The AAU is responsible for examining compliance with selected policies, practices and procedures throughout the Department. Though created in May of 2007, the AAU has tripled in size under Chief Isom, from a staff of 4 to a staff of 12. Under Chief Isom, the AAU also has a schedule of audits due weekly, monthly and quarterly. This allows the Department to focus on any areas that may not be functioning at their highest level, as well as revealing any areas where the Department may not be in compliance.
- **Compliance Administrator:** Formerly called an Internal Auditor, this position is being expanded to ensure that all provisions of contracts are being honored and that audits are completed and forwarded to the Board of Police Commissioners.
- **TEAM:** Total Efficiency & Accountability Management: Just as the Department holds a weekly meeting that holds senior commanders accountable for responding to crime trends, TEAM will hold Bureau commanders responsible for administrative responsibilities under their command. It will further serve as an opportunity for Chief Isom to receive detailed reports on every aspect of the Department.
- **Property Custody:** Property Custody is responsible for holding seized evidence, items that an individual may have on their person at the time of an arrest and items that are recovered by citizens or found by officers. In 2007, an internal audit revealed money that was being held in Property Custody was missing. At that time, the Department sought out an expert in evidence control systems whose more than 300 page analysis of Property Custody revealed that the Department's methods were highly inadequate and inefficient. Among the problems is the volume of items--more than 100,000 that have accumulated over a period of years without being purged. Chief Isom has placed this issue near the top of his priority list, having already strengthened the security system and staffing. Under his direction, the Department has also already started the process of purging many unclaimed items. As a part of this process, the Department's website now

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includes a link for those who believe the Department may have unclaimed property belonging to them. As a result of going ignored for many years, a complete overhaul of Property Custody is expected to take as long as two years, however Chief Isom is committed to ensuring that a complete overhaul is exactly what happens.

Fiscal Responsibility

- **Leadership Training:** Under Chief Isom, TROVE, a leadership development consulting firm, assisted with rolling out the strategic plan to the senior commanders. The cost was approximately \$11,000. Shortly after taking office, Chief Isom learned that in the months before he was selected as Chief, the Department spent more than \$150,000 with TROVE on leadership training for senior commanders. Though Chief Isom recognizes the importance of developing the management staff and, as a participant in some of the training, found it be thorough and helpful, he also stresses that the Department has to question if these services could have been and can be provided at a lower rate. Scrutinizing finances is especially important in these tough economic times, but Chief Isom finds it to be important regardless.
- **Big Ticket Purchases:** Any item or service that will cost more than \$5000 must be submitted to the Chief of Police for prior approval. Past practices allowed some requests to go directly to the Board of Police Commissioners for approval. Chief Isom has repeatedly stated that the people of St. Louis expect the Department to spend money wisely and in a manner that is in the best interest of the community. This change means he will personally look at each of these requests to ensure that money is being spent responsibly.
- **Budget Accountability:** Once each month, commanders will be required to account to Chief Isom every penny spent by the division. Though this is common practice for many corporations, for many years it has not been common practice at the Metropolitan Police Department. Chief Isom will hold each commander responsible for monies spent and each commander will be required to explain the necessity of all spending. Though he has not found division budget spending to be problematic, as the leader of the Department and as a servant of the taxpayers, he's made it clear that he wants to know exactly how and where money is spent.

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