



**JIM STRICKLAND
MAYOR**

DIVISION OF POLICE SERVICES

September 27, 2016

Fellow Memphians,

I will begin by thanking Honorable Mayor Jim Strickland for the amazing opportunity to serve our great city as the Director of Police Services. I want to further thank the men and women of the Memphis Police Department and the citizens of Memphis for the unceasing support. I vow to continue to lead the officers of MPD, ensure stronger relationships with the community and provide the highest quality of police services to all persons within the City of Memphis. Together, law enforcement officers, citizens, faith-based communities and stakeholders must collectively work together to guarantee that the City of Memphis continues to thrive and be the great city that we all know and love.

I share Mayor Strickland's belief that our No. 1 priority is to provide public safety. Our Department is committed to working with the community to combat crime; and we will not waiver. Nationwide, crime trends are on a rise, but we will stay focused and address any problems that may arise. Through our continued efforts with both local and federal law enforcement agencies, utilization of additional Blue C.R.U.S.H. initiatives, the implementation of our Gang Response Team, and even more community outreach programs, we will tirelessly work to see a decrease in our crime rate.

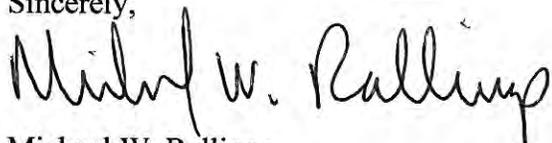
The Memphis Police Department recently launched a recruitment campaign that has been very successful. To date, we have received over 1600 applicants. Hopefully, this momentum will continue and we will once again have a robust police department which will aid in our crime-fighting efforts.

It is also our goal to retain the 1,999 officers that we currently have on the department. To this end, we have been working with Chief Human Resources Officer Alexandria Smith to increase the benefits package, lower copayments for mental health and short-term physical therapy, in addition to reducing premium costs. These efforts are a step in the right direction to show our employees that they are valued.

We will continue to provide our employees with the very latest in equipment and resources to increase both efficiency and effectiveness. For example, all in-car camera video systems and automatic vehicle location (AVL) systems have been installed in our officers' squad cars. Additional Real Time Crime Center cameras have been installed throughout Memphis; and we are working to add even more. We have completely implemented body worn cameras (BWC) in five of our precincts. This endeavor will continue until every officer at every precinct has been equipped with a BWC. We anticipate full deployment by the end of November 2016.

Again, I want to thank the men and women of the Memphis Police Department and the citizens of Memphis. Know that WE are Memphis. We, together, can change the narrative that sweeps this nation. We must support each other throughout the good and bad. I'm proud to say that I live in a city and lead a department that continues to work on building better relationships and bridging the gap of understanding. We can lead by example or stand on the sidelines. I choose to lead. Memphis is a unique place with a magnitude of hard working and dedicated individuals. We have bar none the finest police department in the nation. Our doors are open and we are prepared to continue open dialogue with those who choose to lead with me. Although I cannot meet with everyone on every situation, I can assure you that I will do my best to make sure that all are heard.

Sincerely,

A handwritten signature in black ink that reads "Michael W. Rallings". The signature is written in a cursive style with a large, stylized "M" and "R".

Michael W. Rallings
Director, Memphis Police Department