Pity of Reenah Zolice Department



2007 ANNUAL REPORT



Welcome ... from Chief Ray Appel

Welcome to the Neenah Police Department's first annual report. I hope this report gives you insight into the operations and accomplishments of the department. We are committed to providing quality services to the citizens, businesses, and visitors of Neenah and to maintain the high quality of life our community enjoys.

Our major accomplishments in 2007 include development of the department's first mission statement. You will find it on Page 3 of this report. It emphasizes the development of collaborative partnerships to effectively meet the needs of our community and to prepare for the challenges of the future. You will also see that it commits us to upholding a high standard of quality. We will accomplish this by hiring the best candidates the market has to offer, setting aggressive but attainable goals, demanding accountability, continued training and development of our staff, and instilling critical values in our employees.



As you browse the pages of this report I hope you can spend some time getting to know and appreciate our programs and people. Four officers were recognized for their lifesaving efforts last year. Many others were recognized informally for outstanding efforts in the performance of their duty or for demonstrating their commitment to teamwork. One good example of teamwork and community collaboration is the Primrose Apartments "neighborhood turnaround." Neenah Police officers working closely with the apartment managers and owners, neighbors, the Lake Winnebago Metropolitan Enforcement Group, and the Christian Life Center took a decaying, dangerous, drug dealer infested neighborhood and transformed it into a clean, updated, and safe complex. Also in 2007, our officers developed a team to address the ever-increasing concerns of speeders on city streets. Using new technology, enforcement blitzes, and some very creative initiatives, we are targeting problem areas in our efforts to reduce traffic crashes.

Finally, let me thank you – the community – for your role in keeping our city safe. Each time a citizen picks up the phone or stops at our station to report suspicious activity they become part of the solution to community concerns. Sir Robert Peal (Scotland Yard 1820's) who is considered the father of modern policing said, "The police are the public, the public are the police. The police are only members of the public, who are paid to give full-time attention to duties which are incumbent on EVERY citizen, in the interest of community welfare and existence." We cannot be effective without the support and cooperation of those we serve.

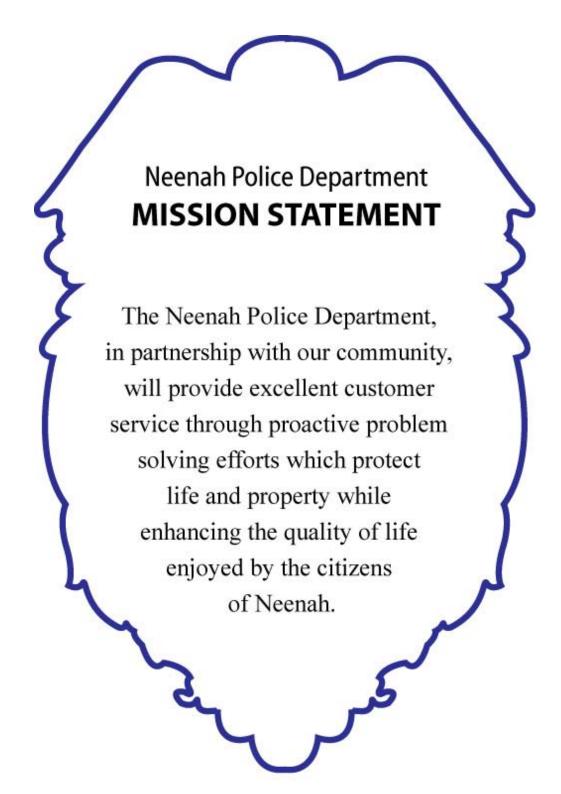


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City of Neenah Information

Population 25,430 (2006 estimate)
Land Area 9.53 square miles
Roadway Miles 129.35 miles
Park Land Area 367 acres

Public Schools 1 High School

2 Middle Schools

10 Elementary Schools

Parochial Schools 8 Elementary/Middle Schools

Police Commission Members

James Prosser, President	('09)
Gilbert Mueller, Secretary	('11)
Dave Brotski	('08)
Anne Paulus	('10)
Judd Stevenson	('12)

Chief's Advisory Committee Members

Mark Ellis Jeff McGregor Steve Morton Gerald Rickman Mark Westfall

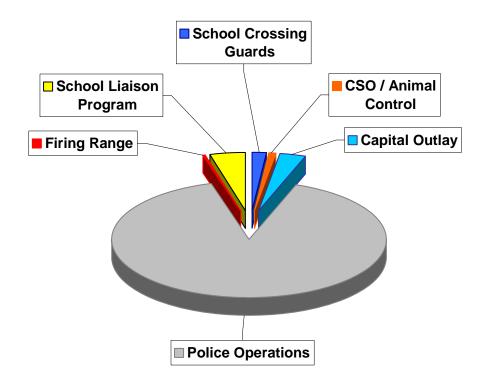


Mark Ellis, Steve Morton, Mark Westfall, Gerald Rickman.
Not Pictured: Jeff McGregor

Police Department Operating Budget

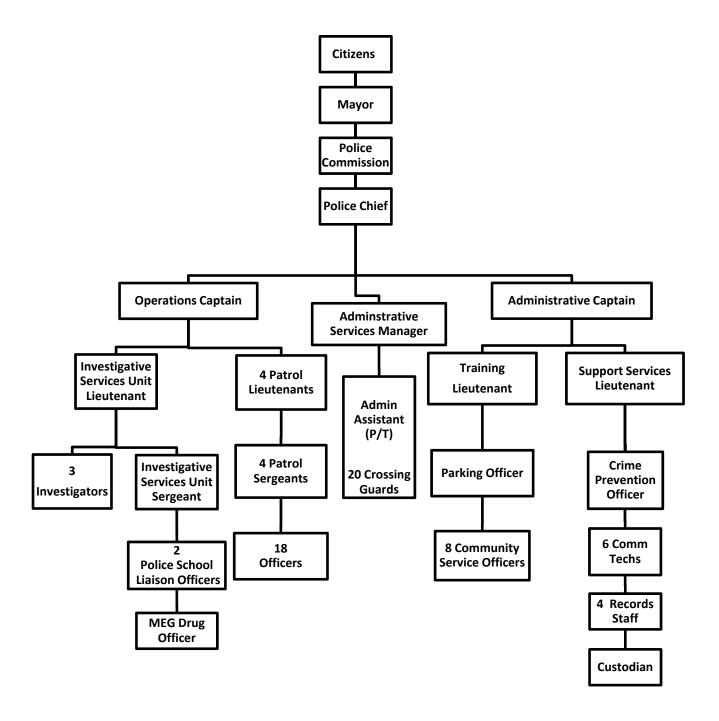
	2005 Budget	2006 Budget	2007 Budget
Police Operations	\$4,434,235	\$4,698,858	\$4,730,204
Firing Range	\$12,370	\$17,702	\$17,955
School Liaison Program	\$210,700	\$216,600	\$220,360
School Crossing Guards	\$95,400	\$96,710	\$84,850
CSO / Animal Control	\$33,270	\$32,690	\$32,700
Capital Outlay	\$254,205	\$210,279	\$163,880
	\$5,040,180	\$5,272,839	\$5,249,949

2007 Budget



Neenah Rolice Department

Organizational Chart - 12/31/07



2007 Promotions and Appointments

APPOINTMENTS

Eric Holdorf	Patrol Officer	January 3, 2007
Luke Beauchamp	Patrol Officer	April 10, 2007
Edgardo A. Gonzalez	Patrol Officer	April 23, 2007
Nicholas J. McDonald	Patrol Officer	May 7, 2007
		•
Dawn Flom	Telecommunicator	January 30, 2007
Bruce A. Hagen	Telecommunicator	April 17, 2007
_		_
Staci M. Seefeld	CSO	April 12, 2007
Evan M. Merkes	CSO	April 13, 2007

PROMOTIONS

Kathy Voelker	Lieutenant	January 18, 2007
Clint Driscoll	Sergeant	January 18, 2007
Patrick Pedersen	PSLO-High School	March 9, 2007



Keenah Rolice Department



Captain Thomas G. Long

Creating Public Value at the Police Department...



I am often asked the question, "What exactly do you mean when you speak of creating public value at the police department?" Since value based service is not a concept typically associated with police departments, let me take a moment to share our commitment with you.

To help visualize the concept of creating value in the public sector, please consider the following analogy relating to financial investments: Money is invested into the stock market or other capital venture in hopes of increasing assets over a period of time. Just as financial

investors expect a return on their investment, the citizens of Neenah pay taxes with the expectation of receiving a positive return on this investment. We believe that it is our responsibility *to create public value* for you and are committed to examining ways services can be effectively and efficiently provided in an ever-changing society.

Operationally, the Neenah Police Department is committed to providing a positive return on citizen investment by striving for excellence as we provide police services to our customers. Specifically, it is our goal to partner with our community, provide excellent customer service, proactively address issues of concern before they become problematic, and to enhance the quality of life enjoyed by the citizens of Neenah.

Police Operations incorporate two distinct areas within the Neenah Police Department. These include Patrol and Investigative Services.

Patrol Operations represent the daily activities that are observed on a regular basis. These activities are the essence of law enforcement...the true origin of community policing. Uniformed officers are the most visible component of a police department. Whether responding to crimes in progress, enforcing traffic laws, mitigating a domestic disturbance, or positively interacting with citizens at a community event, our professional patrol officers diligently and tirelessly serve the citizens of Neenah.

Investigative Services include the Investigative Service Unit (ISU), Police School Liaison Program, and multi-jurisdictional drug investigations (Metropolitan Enforcement Group). Investigators working within ISU provide services to our community including management of critical investigations, collecting and processing evidence, and the evaluation of computer and other technological data. ISU is also responsible for the management of the vast quantity of digital media storage required in today's society.

Patrol Officers and Investigators work together as a team responding to calls for service and protecting the citizens of Neenah from victimization.



The INVESTIGATIVE SERVICES UNIT has a new look and a new logo!







PATROL

Neenah Police Officers forming bonds with our young citizens.













Sgt. Angie Woldt (2nd from right) was honored in the featured 9to5 article entitled "A Badge of Honor" in the January 2007 issue of WOMEN magazine



SPECIAL WEAPONS AND TACTICS

Police response to unusual, high risk, or emergency situations often requires specialized units trained and equipped to take effective action. The SWAT Team of the Neenah Police Department is specially trained and equipped to respond to these types of situations. Their

primary goal is to isolate, contain, control, and resolve high-risk situations as effectively as possible while minimizing the risk to all persons involved.

The Neenah Police SWAT Team is made up of officers from various parts of the department that volunteer to be part of the team. These officers understand that much is expected of them and they must maintain a high level of work productivity, physical fitness, shooting ability, and tactical knowledge. The officers are tested twice a year on their fitness level and must meet or exceed the high standards or they will be removed from the team.

In the past year, the Neenah Police SWAT Team has been utilized in the execution of drug warrants, arrest warrants, and felony apprehensions.

2007 Team Members:

Captain Tom Long – Commander, Lt. Jeff Malcore – Team Leader, Lt. J. Karner – Ass't Team Leader, Lt. Tom Van Sambeek, Lt. Ty Thompson, Officer Larry Rodencal, Officer Chad Gruenstern, PSLO Cory McKone, Officer Stu Zuehls, and Officer Craig Hoffer

Celebrating its 25th anniversary in 2007, SWAT Round-Up International combines education and training seminars, head-to-head competition, and trade show into one major event. SWAT Round-Up International began as a means to provide a forum for the exchange of ideas among agencies. SRI has now evolved into an international showcase for special operations teams from across the United States and Europe. Great efforts are made to ensure the primary focus of SWAT Round-Up International remains committed to team and individual training.













The Neenah SWAT Team has competed in the annual SWAT Round-Up in Orlando, Florida, for the past nine years and has done extremely well. These dedicated officers raise their own money to pay for the team to participate in this training competition. This competition has been a tremendous tool, helping to improve the overall fitness, shooting, and competence of the team as a whole.



Administrative Operations

Captain Howard E. Fuerst

Captain Howard Fuerst is responsible for the administrative functions surrounding the day-to-day operations at the Neenah Police Department. These areas include: Support Services, Human Resources and Recruitment, Grants, Policy Development, Training, Crime Prevention, Parking Enforcement, Community Service Officer Program, and the Adult Crossing Guard Program.

Front Desk and Records Room

When people think about a police department, they usually think about the police officers on the street responding to a call for service or providing traffic law enforcement. Another, and arguably more significant, component of a police department is their front desk and records unit.

Oftentimes, the first exposure someone has with a police department is the front desk/service desk. This area is staffed 24 hours a day, 7 days a week, 365 days a year with a Communications Technician (Comm Tech). This is where a call starts whether it is a person walking in or calling on the phone. Information is gathered and entered into a Computer Aided Dispatch program where it is passed along to an officer by a dispatcher. Additional information and resources are often coordinated through this position. Once an officer is done with a call for service, the Comm Tech transcribes the police report and enters additional information into our Law Records Management System. Additionally, the Comm Tech monitors building and city security, provides information to the community, coordinates information sharing with other agencies, and assists the records area. Our Comm Tech's are: Karie Schurer, Lisa Moede, Theresa Reckner, Nicole Meyers, and Bruce Hagen.

The records area is where police reports are managed. This is where they are prepared for court, provided to other agencies, copied, and filed. Additionally, records staff compile reports and provide information for court, the District Attorney's office, Probation and Parole, Human Services, outside committees, and other government agencies. Records staff assist the Comm Techs, provide information to the public, fill open records requests, prepare the municipal court docket, and process arrest information. In 2007, front desk and records staff handled approximately 18,000 calls for service.

Records staff personnel are Candy Becker, Linda Benson, Marion Roovers, and Angela Biebow.

In 2007, we completed a renovation of the front desk/service desk/records area. We were able to make changes that benefit customer service while increasing our operational efficiency. These changes include the movement of the Comm Tech directly to the service window, installation of a new building security camera system, installation of a records window, as well as moving office equipment to maximize workflow.

TACTICAL Squad

The Tactical Squad is one of two primary tactical units on the Department. It is made up of voluntary members with the primary duty to isolate, contain, control and resolve high-risk tactical problems while reducing potential risks to our community.



Captain Fuerst- Commander

Officer Bauman

Leader Lt. O'Bre

Detective Sievert

Officer Strebel

Ass't Leader PSL Pedersen

Officer Schaefer

Our primary duty is to compliment Special Weapons And Tactics Team (SWAT) in the management of high-risk situations such as weapons calls, barricaded subjects, and highrisk warrants. TAC Team members assist SWAT by containing/managing the tactical problem, deploying gas, and acting as arrest teams. The TAC Team members also respond to crowd control problems and riot situations.

TAC Team members are well trained and have an increasingly diverse knowledge base allowing us to assist as a large group or small units. TAC can be used in various areas of need that may arise such as large area searches, arrest teams, surveillance, rake and break teams, and breaching.

Crime Prevention Program

The Neenah Police Department Crime Prevention Program is designed to reduce crime in our community by actively addressing issues and concerns that will prevent crime prior to its occurrence instead of the traditional approach to law enforcement that deals with crime after it



happens. In our vision statement, we indicate our commitment to working "in partnership with our community" using "proactive problem solving efforts." Crime prevention is at the heart of our commitment to community policing. Our program is managed by Officer Pamela Martin, our Crime Prevention Coordinator, and supervised by Lt. Jeff Malcore, our Support Services Lieutenant.



The responsibility of crime prevention doesn't fall

just on these people. Every one of our officers is responsible for working with the community on our crime prevention initiatives. Crime prevention is not just a police department function, but relies upon the community. We partner with groups like the Neenah Joint School District, TRICOM, and the YMCA in order to address community concerns, and provide education and resources to the community.

During 2007, our Crime Prevention Program was involved in numerous initiatives and activities. A partial list includes:

- Charlie Check First (a new version of "Stranger Danger" for first grade students)
- Choices (a drug, alcohol, tobacco and violence education program for fifth grade students)
- Neighborhood Watch
- YMCA Strong Kids Day
- YMCA Elderly Safe Day
- Primrose Summer Program/Winter Program
- Neenah Police Playground Program (Officers go to the elementary schools at recess times to interact with the kids.)
- Safety talks to schools, businesses, and community groups concerning workplace violence, active shooters, identity theft, and potential crimes
- YouthGo Haunted House
- Abatement Program (Helps landlords keep their properties clean and crime free.)
- Community Fest
- Tobacco Coalition Checks



Barbara Nelson, program manager at the Criminal Justice Center for Innovation at FVTC, Lesley Lathrop, Mary Wegner, and Neenah Police Officer Pam Martin are united in their commitment to improving search efforts for missing adults.

Training in 2007



The Neenah Police Department believes that training is the cornerstone of a police department. Policing is a profession where officers are required to be exceptional in the application of all levels of force from verbal communication and commands, to the application of deadly force, and includes all levels of force in between, i.e. the application of physical control, baton, pepper spray, taser, and the use of other less-lethal force. With continued training, our officers maintain the high level of skill we require in all of these areas. Department training needs and assessments are coordinated by Lieutenant Ty Thompson.

The State of Wisconsin requires 24 hours of continued training each year for an officer to maintain their certification. In 2007, we were able to provide our employees with a total of 5637 hours of training. Of that total, 1306 hours were done "in-house." This averages to approximately 33 hours of in-house training for each sworn officer on our department. Our training staff provided training in areas of firearms, defensive and arrest tactics, tactical training, special weapons and tactics training, investigative skills, rapid deployment, and taser training. This does not include the additional 4331 hrs of training received elsewhere. As an average, our officers received approximately 113 hrs of training, well above the state mandated 24 hours.

As a state leader in Special Weapons and Tactics (SWAT) Training, our SWAT team works with Northeast Wisconsin Technical College to provide training to other police department SWAT and Tactical teams. The goal is to put the best practices of tactics and procedures in the hands of as many officers as possible to keep them, and the communities they serve, safe.

FTO Program....Another key component to our training program is the Field Training (FTO) Program. Each new officer must complete a formal 12-week training program. This training pairs the new officer with a seasoned Field Training Officer (FTO) who works with the new officer to guide the training. The training process is divided into five different phases that encompass a new employee's year long probationary period. As a new employee moves through the training phases, they take on more responsibility and an increased workload. Phase one starts with the employee primarily observing how cases are handled and by the time they reach phase five, the roles are reversed where the new employee is doing all the work while being observed and corrected when needed. In 2007, four officers went through the FTO process.

The success of this program is the result of the hard work and dedication of the FTO Coordinator Sgt. Angie Woldt and the following FTO's: Officer Larry Rodencal ~ Officer Chad Gruenstern ~ Officer Amanda Moe ~ Officer Jeremy Bauman ~ Officer Jake Saari.













Together We Succeed

Parking Enforcement Program



The City of Neenah Police Department has a Parking Enforcement Program with one full time parking enforcement officer. In 2007, the department issued 7,113 parking tickets, generating \$110,888.00 in revenue.

This program operates under the direction of Lt. Ty Thompson.

Adult School Crossing Guard Program

Adult crossing guards play an important role in the lives of children who walk and bicycle to school. The City of Neenah has 16 assigned school crossings and employs 19 adult school crossing guards throughout the school year. Three of the crossing guards are substitutes available as needed on an on-call basis. In 2007, the Neenah Police Department worked in partnership with the Neenah Joint School District to address issues relating to new road construction projects and their impact on safe school routes.

This program is coordinated by Administrative Services Manager Brenda Schroeder.



Community Service Officer Program



Community Service Officers perform a number of miscellaneous duties where a sworn police officer is not needed, but department trained personnel are necessary. These duties include: vehicle lockouts, traffic control, paper service, found property, animal and parking ordinance enforcement, vacant home checks, and building tours. CSO's provide an invaluable service by freeing up sworn officers to concentrate on high priority calls for service in the City of Neenah.

Sgt. Angie Woldt administers this program.

Four Police Officers Receive Lifesaving Awards in 2007

Four Neenah Police Officers received lifesaving awards for their efforts on three events. In all three cases, officers were able to prevent a despondent person from jumping from a tall structure and providing the care each of them needed.



On June 20th, Officer Dennis Gitter pulled a despondent woman who was threatening to jump from a 5-story structure. Officer Gitter had developed a rapport with the woman, getting close enough to grab her before she jumped off the edge.

Four days later, Officer Larry Rodencal and Officer Eric Holdorf teamed up to save the same woman from jumping off the same structure. Officer Rodencal started to converse with the woman allowing Officer Holdorf to sneak up behind her and pull her to safety.

On December 5th, Officer Nick McDonald and other Neenah Police Officers were dispatched to a report of a man walking in the roadway on a Highway 41 overpass. The first caller, an off-duty 911 dispatcher, was concerned that a car may hit him. As officers responded, they learned the man was sitting on the edge of the overpass above heavy rush-hour traffic. Officer McDonald was the first to make contact with the male and developed a rapport allowing him to get close. When the man looked down at traffic, Officer McDonald pulled him to safety preventing the fall and perhaps preventing a major traffic accident on Highway 41.



In Neenah City Council ceremonies, Chief Ray Appel heralded the efforts of these four officers citing their tactics, compassion, and courage. "Their actions speak to the quality of officers we continue to try to recruit." Chief Appel says. "They all demonstrated selflessness and bravery above and beyond the call of duty."



January 2007 Records Room Renovations complete.







May 2007 Chief Appel cooks for the department at the annual Police Week Celebration.





Crime Prevention Officer Pam Martin and Santa (Chief Ray Appel) celebrate Christmas at Primrose Apartments.

Special Olympics Wisconsin Lock Up a Cop Fund Raiser







In October of 2007, Officer Stu Zuehls and Officer Pat Pedersen participated in the "Lock Up a Cop" annual fundraiser for Special Olympics. This year's event was held at the Wal-Mart Store, Neenah. Law enforcement officers from 17 agencies across the Fox Valley area were locked up behind bars to raise funds and awareness for Special Olympics. In addition, a variety of safety awareness activities for kids and families such as car seat checks, DNA Kits, fire safety, and G.R.E.A.T. Programing were presented. \$13,500 was raised this year!



Appendix

Keenah Rolice Department

Appendix A

2007 Calls for Service

Incident Type	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Crimes	261	169	240	276	291	296	296	286	257	318	222	210	3,122
Ordinance Violations	94	82	94	110	144	198	218	129	106	98	86	96	1,455
Traffic	331	308	254	264	397	371	393	345	275	306	299	306	3,849
Services & Assists	589	567	591	699	791	849	827	801	707	728	619	620	8,388
Medical	50	52	63	44	44	67	58	61	58	63	54	62	676
Other	34	24	38	23	37	29	21	22	21	23	22	22	316
TOTAL	1,359	1,202	1,280	1,416	1,704	1,810	1,813	1,644	1,424	1,536	1,302	1,316	17,806

Crimes Breakdown	
(*based on calls for service):	
Auto Theft	9
Battery	50
Bomb Threat	7
Burglary	80
Computer Crimes	1
Damage To Property	468
Disturbances	753
Domestic	88
Drugs	111
Forgery	12
Fraud	149
Harassment	354
Retail Theft	32
Robbery	4
Sex Offenses	38
Theft	774
Trespass	39
Viol. Of Court Order	49
Warrant	80
Weapon	24

Ordinance Violations Breakdo (*based on calls for service):	own
Abandoned Vehicle	115
Alcohol	267
Fireworks Complaint	132
Noise Complaint	379
Ordinance	198
Parking	361
Truancy	3

Wisconsin Unified Crime Report Index Offenses for the City of Neenah 2006-2007 Comparison

Index Crime Offenses		
	<u>2006</u>	2007
Violent Crime		
Murder	0	0
Forcible Rape	5	4
Robbery	1	1
Aggravated Assault	28	51
Total Violent Crime:	34	56
Property Crime		
Burglary	93	92
Larceny Theft	377	389
Motor Vehicle Theft	16	18
Arson	6	16
Total Property Crime:	492	515
Total Index:	526	571

^{*} Unified Crime Reports are based on final classification of an incident and may differ from how calls for service are initially reported.

Appendix B

Traffic Statistics								
Traffic Accidents	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>				
Reportable Property Damage	274	298	336	303				
Personal Injury Non-Reportable	119 <u>24</u>	89 <u>16</u>	113 <u>15</u>	128 <u>20</u>				
Totals	417	403	464	451				
<u>Traffic Arrests</u> Moving Violations	1369	1276	1288	1215				
Other Violations	802	868	901	1054				
Warnings	<u>558</u>	<u>376</u>	392	<u>750</u>				
Totals	2729	2520	2582	3019				
Traffic Citations								
Speeding	519	393	412	518				
Hazardous Operation	608 76	679 68	637 69	463 78				
Accidents & Right of Way Lights & Signals	76 156	136	170	76 156				
Drivers License / Registration	586	642	680	678				
Equipment	173	181	189	334				
Misc.	<u>43</u>	<u>35</u>	<u>32</u>	<u>42</u>				
Totals	2171	2144	2189	2269				
Traffic Warnings								
Speeding	340	224	222	517				
Hazardous Operation	10	15	55	46				
Accidents & Right of Way	11 75	6 53	8 61	18 104				
Lights & Signals Drivers License / Registration	75 22	33	16	104				
Equipment	70	26	28	47				
Misc.	3	0	<u>2</u> 0	1				
Totals	558	37 6	39 2	75 <u>0</u>				

Appendix C

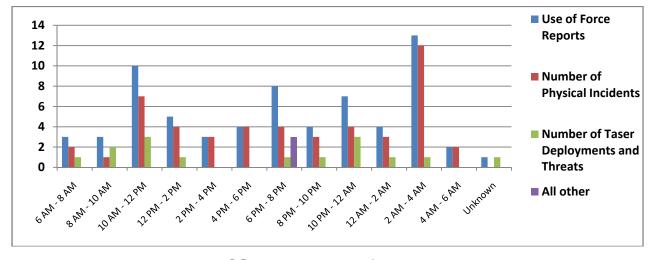
2007 Annual Use of Force Review

2007 Use of Force Review	
Use of Force Reports	67
Physical Incidents	49
Tazer Deployments	7
Threats of Tazer Use	8
OC Deployments	2
Other Threats	1

Throughout the year, each officer completes a use of force report each time they use a level of force above handcuffing. These reports explain the nature of the incident, the factors leading up to force being used, the level of force used to affect the arrest or control the subject, and the outcome of the situation. The reports are reviewed by the immediate supervisor and then reviewed by the administration.

Out of approximately 18,000 calls for service in 2007, Neenah Police Officers were involved in 49 incidents where a level of force, exceeding handcuffing, was needed. Some of those involved more then one officer, which resulted in 67 total use of force reports being submitted. The majority of the use of force reports (49) involved officers having to use physical force to control a subject or to affect an arrest. Tasers were deployed seven times throughout the year while just the threat of using the taser resulted in compliance eight times. Pepper spray was utilized twice during the year.

The year 2007 was the first complete year we recorded these statistics. Several notable items were observed. First, it is apparent our officers are doing an outstanding job using verbal skills to gain compliance when less than one percent of the calls end up requiring increased force. Another item to note is that there is almost the same number of situations during the day as at night, which sometimes goes against our preconceptions. The final, and maybe the most significant, item to note is that tasers were successfully used as a threat to gain compliance more often than they were deployed. Tasers are a valuable tool having a use that goes beyond their deployment. As we continue to compile statistics, we look forward to yearly comparisons in future reports.



Cogether We Succeed