

City of Neenah
Police Department

**2008 ANNUAL REPORT
&
2009 MANAGEMENT PLAN**



Together We Succeed

Neenah Police Department Mission Statement

The Neenah Police Department, in partnership with our community, will provide excellent customer service through proactive problem solving efforts which protect life and property while enhancing the quality of life enjoyed by the citizens of Neenah.



Guiding Principles

The Neenah Police Department will follow these six guiding principles:

1. We will abide by our priorities...God, family, work.
2. We recognize our employees as the Neenah Police Department's most valued resource.
3. We will strive for excellence in all that we do.
4. We will provide an exceptional work environment that stimulates professional growth, embraces diversity, promotes innovation, and emphasizes mutual respect among all team members.
5. We will maintain uncompromising standards relating to honesty, integrity, and impartiality as we uphold the law and protect the constitutional rights of our citizens.
6. We will develop collaborative community relationships that enable us to adapt to the changing needs and demands of society.

Together We Succeed



Welcome ... from Chief Ray Appel

In 1986 my predecessor had a vision of what the Neenah Police Department could become. It was a vision of an agency founded on a community oriented philosophy, teamwork, and participatory management. Since then we have hired the best people, instilled a problem solving approach to crime prevention, set high standards for our product, and involved all employees in decision making processes.



One has honor if he holds himself to an ideal of conduct though it is inconvenient, unprofitable, or dangerous to do so.
...Walter Lippmann

A police officer deserves respect because of his or her position, but honor is a quality that must be earned. Our officers and staff have earned the right to be called honorable, not because of what they do, but because of their standards of honesty, integrity, work ethic, and because of how they care for the community they chose to serve. We started a new tradition in 2008 when all of our permanent employees recited the International Oath of Honor on page 5.

Over the past few years we have been seeing a dramatic increase in complaints about speeders. Our speed initiative was instituted in 2008 based on recommendations from two of our officers. The program is multifaceted, focusing resources on our most significant problem areas. We have seen improvements in those areas and hope this will start a trend where drivers slow down and we save lives.

Our biggest accomplishment in 2008 was a formal planning process. The process starts with our supervisors and administration identifying our strengths and weaknesses and documenting opportunities and threats. This forms the foundation for our management plan for 2009 found on page 15. The management plan then drives team goals, which in turn drive individual goals for every member of the department.

Most importantly, we have built a strong foundation and structure for future leadership to build upon. As our Police Commission searches diligently for a new chief, I am confident that the personnel in this department and the processes we have put into place will guide the new administration into the future and the Neenah Police Department will continue to improve and maintain a quality of life in Neenah enjoyed by our citizens.

The strongest passion which I have is honor
...Philip James Bailey

Law Enforcement Oath of Honor

In a department meeting on Monday, October 6, 2008, the sworn staff and civilians of the Neenah Police Department recited the Law Enforcement Oath of Honor. This coincided with issuance of redesigned ID cards and badges that depict symbols the Neenah Police Department feels exemplify the positive traits of their agency and the inherent meaning of the police shield.

Our future plan and new tradition is to have new officers recite the Oath of Honor in a ceremony when they have completed their probation and are given their "permanent" badge. The context is that the Oath is a "peer oath" and officers who complete their probation will be accepted as meeting the requirements that make them qualified to be a Neenah Police Officer. The Oath of Honor will then become an informal right of passage as those officers become a permanent part of the force.



But if it be a sin to covet honor, I am the most offending soul alive.

William Shakespeare

Law Enforcement Oath of Honor

On my honor,
I will never betray my badge, my integrity,
my character, or the public trust.

I will always have the courage to hold
myself and others accountable for our actions.

I will always uphold the constitution,
and will remain loyal to my community
and the agency I serve.



Neenah Police Department Honor Guard

Coordinators: Officer Vicki Strelbel and Officer Pam Martin



The Neenah Police Department Honor Guard provides the Department with a specialized ceremonial team who volunteer to represent the Department during functions such as parades, official ceremonies, and funerals for law enforcement officers. Members of the Honor Guard possess special skills and knowledge to preserve tradition, and properly honor and pay tribute to “those who went before.” Many hours of training are necessary to prepare for the varied events that the Honor Guard participates in.



The Honor Guard formally opened ceremonies for the Citizen Academies in 2008, with Officer Pat Pedersen singing our national anthem. In addition, they took part in the Cancer Walk at Neenah High School, and the Police Week Law Enforcement Memorial Celebration in Madison, Wisconsin.



The annual Brat Fry fund raiser for the Honor Guard provided for dress coats for winter funerals and rifles that are modeled after the military. The Honor Guard uniforms are very unique and our officers wear them with pride.

The Honor Guard thanked Wal-Mart with a plaque for all they do for our team.

2008 Honor Guard Members:

Officer Vicki Strelbel, Officer Pam Martin, Officer Bill Mohr, PSL Patrick Pederson, Officer Larry Rodecal, Investigator Chris Sievert, and Officer Amanda Moe.



Officer J. Bauman, Officer S. Zuehls, Lt. S. O'Bre, Officer J. Plymire, Chief Raymond Appel

Four Neenah Police Officers Recognized for Lifesaving Efforts

Four Neenah Police officers were recognized for helping rescue two people with limited mobility from a burning apartment complex. Lt. Shaun O’Bre, and Officers Stu Zuehls, Jeremy Bauman and Jim Plymire received lifesaving awards for actions taken on Friday, November 21, 2008. Mayor George Scherck commented, “The quick response and teamwork of these officers exemplifies the professionalism of the Neenah Police Department.”

Neenah Police and Fire Departments were called to a fire at a four-apartment complex on Clairmont Court in Neenah just before 8:30 a.m. Officer Zuehls was the first to arrive and determined there were people in the upstairs apartments. After assessing the conditions he made the decision to enter the complex and located one resident. Smoke detectors started to sound as he entered the building. He carried the resident, who uses a walker, down the stairs to safety. Meanwhile Lt. O’Bre and Officer Bauman located the woman from the other apartment who needed assistance to flee the fire. Officer Jim Plymire arrived and entered the complex to assist with the rescue effort of the second woman. Gold Cross Ambulance was summoned to assess the conditions of the second woman.

“This was a team effort by the entire shift,” said Police Chief Ray Appel. According to Appel, officers often have to make split second decisions to assure the actions they are taking can improve the situation. In this case, they quickly but carefully assessed the danger then acted decisively. “Clearly the two women could not have made it down the stairs quickly without the assistance of these officers,” continued Appel. “Our officers’ selflessness and courage may have saved the lives of these residents.”

*The journey of high honor lies
not in smooth ways.*

Sir Philip Sidney (Sydney)



City of Neenah Information

Population	25,560 (2008 estimate)
Land Area	9.6 square miles
Roadway Miles	131.53 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)
Anne Paulus	('10)
Judd Stevenson	('12)
Steve Morton	('13)

Chief's Advisory Committee Members

Mark Ellis
Jeff McGregor
Gerald Rickman
Mark Westfall



Traffic Statistics

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>
<u>Traffic Accidents</u>					
Reportable Property Damage	311	274	298	336	303
Personal Injury	131	119	89	113	128
Non-Reportable	<u>16</u>	<u>24</u>	<u>16</u>	<u>15</u>	<u>20</u>
<i>Totals</i>	458	417	403	464	451

<u>Traffic Arrests</u>					
Moving Violations	1674	1369	1276	1288	1215
Other Violations	1015	802	868	901	1054
Warnings	<u>1335</u>	<u>558</u>	<u>376</u>	<u>392</u>	<u>750</u>
<i>Totals</i>	4024	2729	2520	2582	3019

<u>Traffic Citations</u>					
Speeding	866	519	393	412	518
Hazardous Operation	594	608	679	637	463
Accidents & Right of Way	86	76	68	69	78
Lights & Signals	128	156	136	170	156
Drivers License / Registration	674	586	642	680	678
Equipment	314	173	181	189	334
Misc.	<u>27</u>	<u>43</u>	<u>35</u>	<u>32</u>	<u>42</u>
<i>Totals</i>	2689	2171	2144	2189	2269

<u>Traffic Warnings</u>					
Speeding	772	340	224	222	517
Hazardous Operation	89	10	15	55	46
Accidents & Right of Way	21	11	6	8	18
Lights & Signals	111	75	53	61	104
Drivers License / Registration	53	22	33	16	17
Equipment	255	70	26	28	47
Misc.	<u>34</u>	<u>3</u>	<u>0</u>	<u>2</u>	<u>1</u>
<i>Totals</i>	1335	558	376	392	750

2008 Calls for Service

Incident Type	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Crimes	184	192	186	211	254	307	301	296	265	261	211	196	2864
Ordinance Violations	72	97	92	100	132	150	178	112	106	131	93	106	1369
Traffic	392	276	399	375	377	413	369	414	417	333	407	287	4459
Services & Assists	618	549	575	573	705	749	771	828	781	692	569	614	8024
Medical	74	61	60	77	76	62	59	71	77	68	64	62	811
Other	21	28	26	19	31	22	30	29	29	28	27	22	312
TOTAL	1361	1203	1338	1355	1575	1703	1708	1750	1675	1513	1371	1287	17839

Crimes Breakdown (*based on calls for service):		
	2007	2008
Auto Theft	9	19
Battery	50	37
Bomb Threat	7	2
Burglary	80	74
Computer Crimes	1	0
Damage To Property	468	340
Disturbances	753	737
Domestic	88	68
Drugs	111	129
Forgery	12	9
Fraud	149	149
Harassment	354	309
Retail Theft	32	31
Robbery	4	3
Sex Offenses	38	34
Theft	774	716
Trespass	39	43
Viol. Of Court Order	49	33
Warrant	80	99
Weapon	24	32

Ordinance Violations Breakdown (*based on calls for service):		
Abandoned Vehicle	115	73
Alcohol	267	265
Fireworks Complaint	132	107
Noise Complaint	379	361
Ordinance	198	227
Parking	361	330
Truancy	3	5

**Wisconsin Unified Crime Report
Index Offenses for the City of Neenah
2006-2008 Comparison**

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>Change</u>
<u>Violent Crimes</u>				
Murder	0	0	2	+200%
Forcible Rape	5	4	2	-50%
Robbery	1	1	5	+400%
Aggravated Assault	<u>28</u>	<u>51</u>	<u>28</u>	<u>-45.1%</u>
Total Violent	34	56	37	-33.9%
<u>Property Crimes</u>				
Burglary	93	92	75	-18.5%
Larceny Theft	377	389	329	-15.4%
Motor Vehicle Theft	16	18	11	-38.9%
Arson	<u>6</u>	<u>16</u>	<u>2</u>	<u>-87.5%</u>
Total Property	492	515	471	-19%
Total Index	526	571	454	-20.5%

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

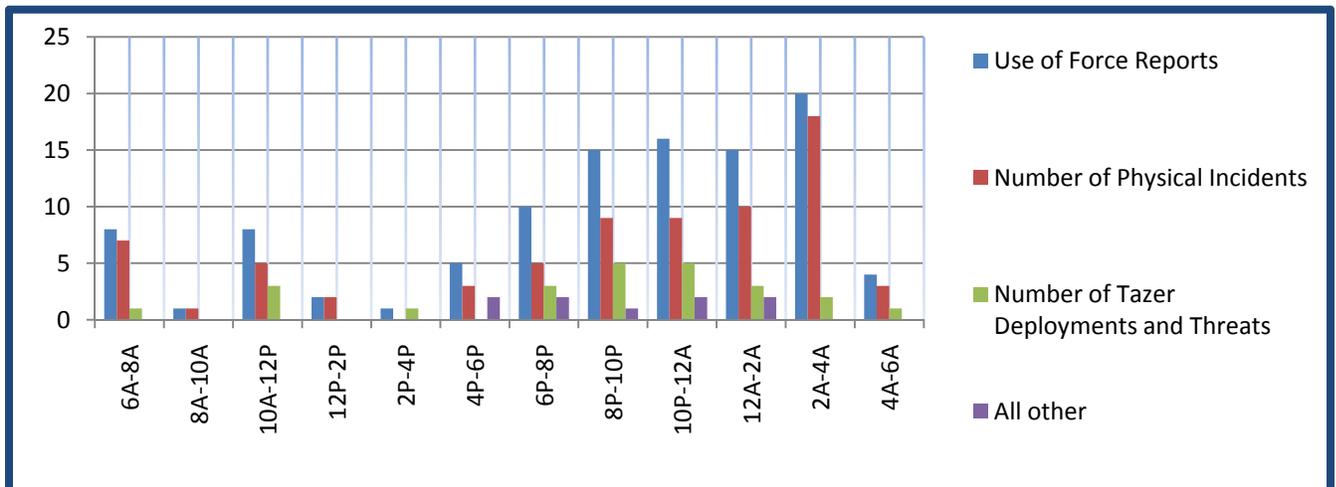
2008 Annual Use of Force Review

Use of Force Comparison		
	2007	2008
Use of Force Reports	67	105
Physical Incidents	49	72
Tazer Deployment	7	9
Threats of Tazer Use.	8	15
OC Deployment.	2	0
Other Threats	1	9

In 2008, Neenah Police officers responded to approximately 18,000 calls for service. A number of these involve individuals who are combative or need to be taken into custody. Whenever an officer uses force to control a subject or takes someone into custody, and that force is more than basic handcuffing, they are required to complete a use of force report. This report explains the nature of the incident, the factors requiring force, the level of force used and the outcome of the situation. There were 66 calls in 2008 where Neenah Police Officers used force exceeding basic handcuffing.

Many of those 66 calls involved more than one officer, which resulted in 105 total use of force reports being submitted. The majority of the use of force reports (69%) involved officers having to use physical force to control a subject or to affect an arrest. Tasers were deployed 9 times during the year to effect an arrest while on 14 other occasions just the threat of using the Taser resulted in compliance. Several other notable items were observed

- *Our officers are doing an outstanding job communicating when less than one tenth of one percent of the calls end up requiring increased level of force.*
- *In 2008, approximately 75% of the incidents involving force were at night (6 PM- 6 AM) while during 2007 only about 50 % were at night.*
- *More of our incidents were during the colder and often less busy winter months than during the busy summer months.*
- *Finally, the most significant item to note is that Tasers were successfully used as a threat to gain compliance more often than they were actually deployed used. This illustrates the usefulness of the Taser as a valuable tool for our officers and for the safety of our community, whose use goes beyond just their deployment.*



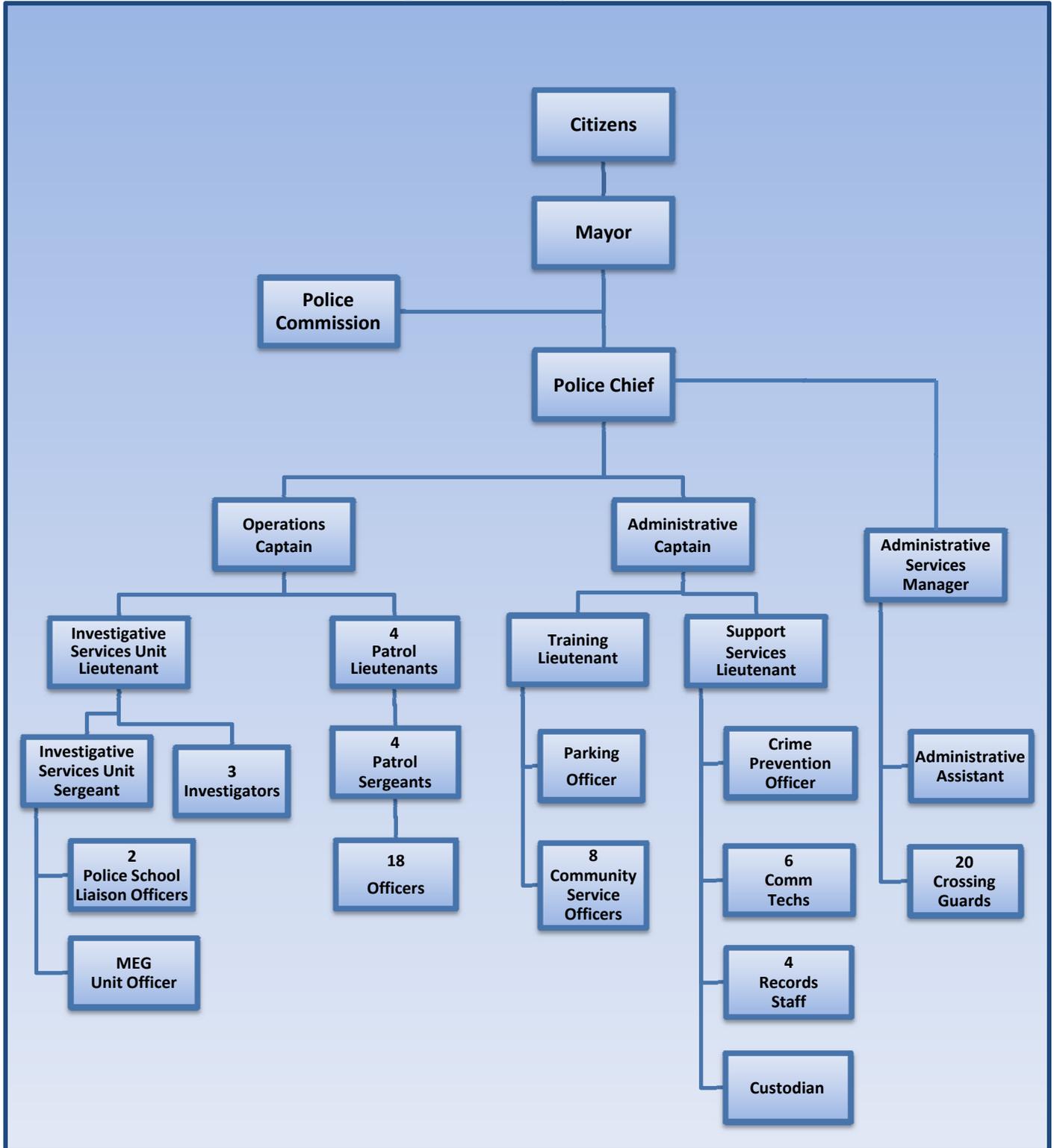
2008
Monthly Use of Force Statistics

	Reports	Situations	Physical Incidents	Tazer Deployments	Threats of Tazer Use	OC Deployments	Other
Jan	18	9	12	1	2	0	3
Feb	10	5	10	0	0	0	0
Mar	11	7	9	1	0	0	1
Apr	10	7	4	2	2	0	2
May	4	4	1	1	1	0	1
Jun	3	2	3	0	0	0	0
Jul	13	8	8	0	5	0	0
Aug	4	3	0	2	0	0	2
Sept	5	4	4	1	0	0	0
Oct	12	9	9	0	3	0	0
Nov	11	5	9	1	1	0	0
Dec	4	3	3	0	1	0	0
Totals	105	66	72	9	15	0	9

I would prefer even to fail with honor than to win by cheating.

Sophocles

Neenah Police Department Organization Chart - 2008



2008 Promotions and Appointments

APPOINTMENTS

Jason Goetz	Patrol Officer	04/07/2008
Christopher Gorden	Patrol Officer	04/14/2008
Joshua Peterson	Patrol Officer	04/14/2008
Robert J. Habeck	Community Service Officer	05/12/2008
Caleb R. Palmer	Community Service Officer	11/20/2008
Trisha Timmerman	Victim Crisis Response Coordinator	12/17/2008

PROMOTIONS

Christine Walsh	Investigative Services Unit Sergeant	01/02/2008
Craig Hoffer	Investigator	03/17/2008





Neenah Police 2009 Management Plan

Mission Goal

The Neenah Police Department will enhance the quality of life in our community by incorporating mission and guiding principles into all that we do.

Employee Development Goal

The Neenah Police Department will have processes and measurements in place to recruit, develop, manage, reward, and retain exceptional staff that delivers outstanding services to the citizens of Neenah.

Operations Goal

The Neenah Police Department will provide services that represent value to our community in a manner that exemplifies high standards of excellence and professionalism.

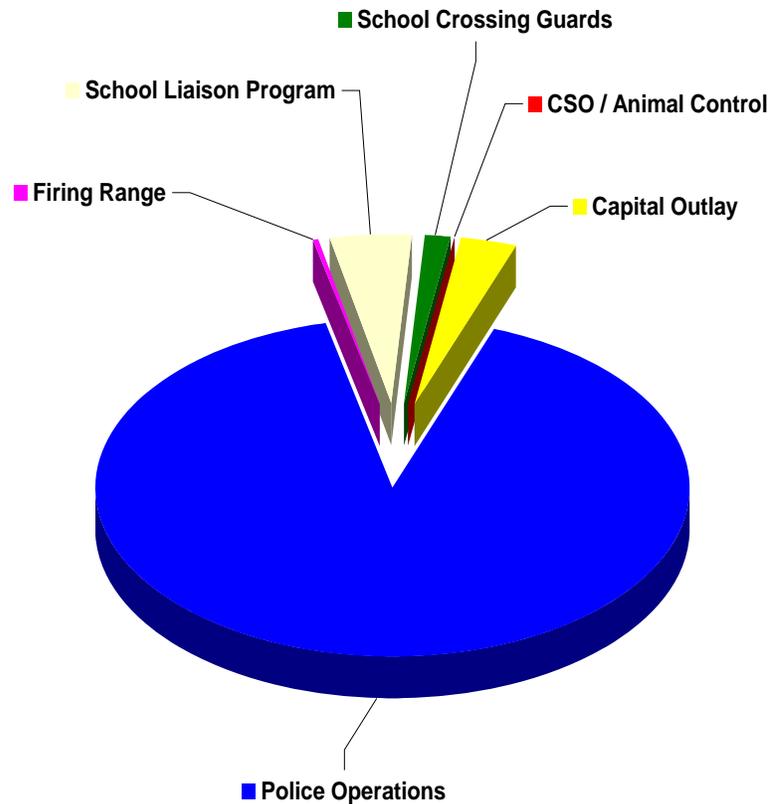
Fiscal Responsibility Goal

The Neenah Police Department will demonstrate fiscal responsibility by wisely managing our resources, providing leadership in collaboration, and developing partnerships that explore innovative ways to improve service delivery.

Police Department Operating Budget

	2006 Budget	2007 Budget	2008 Budget	2009 Budget
Police Operations	\$4,698,858	\$4,730,204	\$4,847,330	5,075,640
Firing Range	\$17,702	\$17,955	\$22,310	19,470
School Liaison Program	\$216,600	\$220,360	\$226,490	233,860
School Crossing Guards	\$96,710	\$84,850	\$86,640	90,540
CSO / Animal Control	\$32,690	\$32,700	\$32,880	35,790
Capital Outlay	\$210,279	\$163,880	\$155,780	134,785
	\$5,272,839	\$5,249,949	\$5,371,420	5,590,085

2008 Budget



Police Operations

Captain Thomas G. Long



Understanding that many factors contribute to crime statistics within a community, I believe that it is reasonable to correlate community involvement to the reduction of criminal activity. In fact, this premise serves as the foundation of community policing. 2008 signified a year of working together with our community to address issues of concern before they became problematic. It is with pleasure that we can report reductions in violent (-33.9%) and property (-20.5%) crimes experienced in the City of Neenah in 2008. We would like to thank our community for helping to identify areas of need and for becoming actively involved with your police department.

Throughout the year, Neenah Police Department employees were involved in a number of proactive initiatives that were geared towards making our community safer and towards educating our citizens. A few of these included targeted patrol initiatives that focused on speed reduction, OWI enforcement, and seat belt utilization. These initiatives were integrated into another program entitled, "Building Citizen Trust, One Stop At A Time." In essence, it is our mission to partner with our community as we provide excellent customer service through proactive problem solving efforts that protect life and property.



*Officer Gordon visits
St. Margaret Mary's Kindergarten.*

In addition to these specific initiatives, our officers were actively involved within our community teaching and encouraging children to make good decisions and to become engaged in positive, healthy activities. Three of these programs include "Recess" (targeted towards interacting with elementary aged children on school playgrounds), "CHOICES" (targeted towards providing 5th grade students additional tools to make good decisions), and "GREAT" (targeted towards educating middle school aged children about resisting gang activity).

We, at the Neenah Police Department, would like to challenge and invite you to join us on our endeavor to enhance the quality of life enjoyed by the citizens of Neenah.



Investigative Services Unit

Lieutenant Steven E. Larson

ISU update...Legislative and Technological Challenges Surrounding Evidence Storage Needs

Prompted by a series of events, driven mostly by DNA, the Neenah Police Department, like most statewide police agencies, continues to struggle to find adequate evidence/property storage space. The Investigative Services Unit manages the Neenah Police Departments property control system.

Throughout 2008, we saw a 20% increase in the number of items being held as evidence in the property control system. Currently, nearly 4500 packages sit in storage awaiting disposition of criminal investigations. Disposition includes on-going investigation, criminal court proceedings, and in some cases, mandates that the police department hold onto DNA evidence for extended periods of time. One example of this mandate is the department's responsibility to store a motor vehicle involved in a 2007 homicide for 25 years until the convicted person's prison sentence and post-incarceration supervision time has expired in the year 2032.

As a result of the increased storage needs, 400 sq. ft. of the department's attached garage was converted late in 2008 to long-term evidence storage, freeing up needed space inside the buildings dedicated property storage room.

Recognizing the long-term benefits of holding on to DNA evidence, the likelihood is high that property inventories will continue to increase. As noted previously, the storage crunch is not unique to NPD. Thus, as part of our department's mission, we are proactively examining problem solving efforts by pursuing the conceptual design and utilization of a regional evidence storage facility, as a means to effectively maximize community resources, and fulfill storage requirements.



Sgt. Walsh & Det. Blank lift footprints.



Sgt. Driscoll gathers evidence using the new universal forensic LED Polilight,

PSLO Program

Officers Pat Pedersen and Cory McKone are currently assigned as Police School Liaison Officers. Officer McKone is working with Shattuck and Horace Mann Middle Schools while Officer Pedersen works with Neenah High School. Officers McKone and Pedersen strive to provide positive role models for students while balancing the need to enforce laws. The liaisons spend a great deal of time in the classroom as educators, presenting on issues such as drugs, sexual assaults, 4th Amendment laws, harassment, and truancy. The liaisons are continuously bridging any gaps between the students and staff, frequently counsel students and strive to ensure a safe school environment.



*Horace Mann Middle School
"Dress Like A Cop" day with
PSLO Cory McKone.*



*Officer Strebel, PSL Pedersen, Sgt. Wagner, Lt. Malcore,
and Officer Peterson participated in the "Edge of Reality"
movie produced by Neenah High School.*

MEG UNIT

The Lake Winnebago Area Metropolitan Enforcement Group consists of 15 different agencies from the counties of Outagamie, Winnebago, Fond du Lac, and Calumet. The LWAM is funded through a combination of federal grants, asset forfeitures, county contributions, and private grants. The unit is currently supervised by a Special Agent in Charge of the Wisconsin Department of Justice, Division of Criminal Investigation. This unit concentrates on the enforcement of Wisconsin State Statute 961. The Neenah Police Department has one officer assigned to the LWAM.

In the calendar year 2008, the LWAM conducted approximately 342 undercover drug purchases, and executed approximately 120 search warrants, resulting in roughly 527 arrests. The four primary drug threats are identified by the LWAM to the four-county area are crack cocaine, diverted pharmaceuticals, XTC, and marijuana. In 2008, roughly 545 grams of crack cocaine was seized or purchased; 3402 doses of pharmaceuticals were seized or purchased; 450 doses of XTC were seized or purchased; and 130 pounds and 302 plants of marijuana were seized.





Administrative Operations

Captain Howard E. Fuerst

When people think about a police department, they usually think about the officers out on the street or the investigators working a crime scene. Administrative Operations accounts for all the “behind the scenes” police activities that are critical and support the day-to-day patrol and investigative operations of the Neenah Police Department.

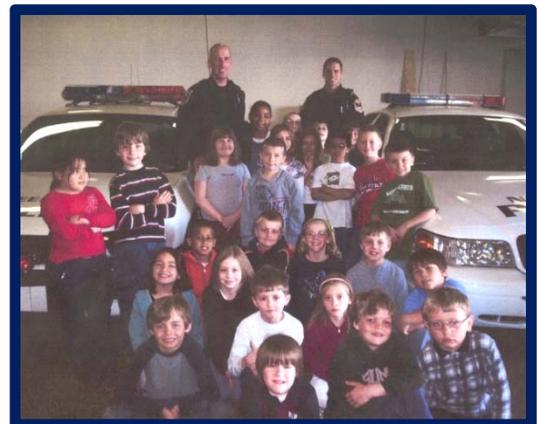
Administrative Operations is also responsible for providing other direct services to the community. These activities include Support Services, Human Resources and Recruitment, Facility & Grounds, Grants, Policy Development, Training, and Crime Prevention programming, as well as the Adult School Crossing Guard Program, Community Service Officer Program, Parking Enforcement Program, Chaplain Program, and Victim Crisis Response Program.

It is the goal of Administrative Operations to ensure that the police department is providing the community the best possible service with the highest levels of professionalism. The work toward this goal starts with recruiting and hiring the best employees and providing them with extensive training. We strive at keeping policies and procedures up-to-date to maintain department professionalism. Support Services provides customer service and information to the community, assistance to our staff, and coordinates our information with other criminal justice partners. We utilize grants and other alternative supportive funding to help ensure our employees have the best possible equipment and resources to support specialized patrols within the community.

While these activities support our operations and provide service to the community, the ultimate goal expressed by our mission statement is “...to enhance the quality of life enjoyed by the citizens of Neenah.”



Comm Tech Schurer at the Front Desk



Officers Zuehls and Goetz, give department tour.

Administrative Support

Brenda Schroeder and Brenda Mathison provide administrative support services that seamlessly tie Police Operations and Administrative Operations together “behind the scenes.” The high quality of the service and associated documentation we provide to the community is a direct result of the committed, selfless work of these two professionals.

Brenda Schroeder is the Administrative Services Manager. Her responsibilities include department payroll, financial accountability, recordkeeping, and coordinating the department office assets. She also provides direct support to the Chief of Police. She is a member of the Emergency Incident Command staff and manages the Adult School Crossing Guard Program.

Our Administrative Assistant is Brenda Mathison. As a part-time employee, she provides clerical support for the administration and department personnel, and is an essential element in the operation of the hiring process. She handles the in-house printing development and processing, as well as maintaining numerous databases and the department website.

Front Desk

The front desk/service desk is the first exposure our community has with the police department. This area is staffed 24 hours a day, 7 days a week, 365 days a year with a dedicated staff of Communications Technicians (Comm Techs). All non-emergency calls for service start here, whether it comes in person or over the phone. Information is gathered and entered into a Computer Aided Dispatch program where it is passed along to an officer by a dispatcher at the Winnebago County Sheriffs Department. Additional information and resources needed by the officers or the community are often coordinated through this position. Once an officer is done with a complaint, the Comm Tech transcribes the police report into our Law Records Management System. Additionally, the Comm Techs monitor building and city security, provide information to the community, coordinate information sharing with other agencies, and support the Records Department. The Comm Techs provide the first vital step in our quality control process, making sure that we are providing excellent service to the community. Our Comm Tech’s are:

Karie Schurer, Lisa Moede, Theresa Reckner, Bruce Hagen, and Cathy DeDeker.

Records Department

Our records staff manage the thousands of reports, tickets, citations and associated paperwork that our officers complete within the course of their duties. Records staff conduct the final quality control of this information to maintain the highest levels of accuracy and completeness. The paperwork is then 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 provide information to the public, fill open records requests, prepare the municipal court docket, process arrest information, and support the Front Desk. Our records staff are:

Candy Becker-Records Coordinator/Court Officer
Linda Benson-Records Coord./LRMS Administrator

Marion Roovers-Records Clerk/Data Entry
Angela Beibow- Records Clerk/Data Entry

Facility and Grounds

Quite often, we go about our business of policing, not thinking of all the things that make our activities efficient, effective, and in some cases even possible. One of the big things we take for granted is the maintenance and updating of our building. The Neenah Police Department building will be 15 years old in 2009, but you would never know it as it well cared for. The building gets hard use. We have 52+ employees using the building 24 hours a day, 7 days a week, 365 days a year. Our custodian, John Keesler, maintains the 26,887 square feet of this building with great care and pride.



John also repairs the damage done in the course of handling sometimes violent and out of control individuals. In 2008, he helped plan, order, and install new workstations in our Administrative Services Manager's office, our Computer Forensic Lab, and our Incident Command Room. He keeps the grounds looking inviting and professional as well as setting up and coordinating meetings and events hosted within our building. The maintenance of our building and grounds is essential in fulfilling our mission of providing our excellent customer service to the community.

Recruitment



During times when recruiting qualified police officer candidates and other personnel is difficult, the Neenah Police Department continues to use an on-going process utilizing recruitment strategies designed to attract and identify applicants with excellent skills, experience, values, and potential. In 2008, we processed 143 applications, conducted three Multi-Test Days (physical, academic, communication assessment testing), which lead to multiple interview sessions and full background investigations before hiring three new police officers. Our recruitment efforts are lead by Sgt. Amy Wagner.



Crime Prevention Program

The Neenah Police Department Crime Prevention Program is focused on working with the community to develop partnerships designed to ultimately reduce crime. Our Crime Prevention Coordinator, Pam Martin, acts as a liaison to community groups and as the manager of our crime prevention programming. 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.

As part of our ongoing commitment to working with the community, in 2008, our crime prevention program was able to provide two Citizen Police Academies. All our officers are involved in our different crime prevention activities. Crime prevention programming 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 program
- YMCA Strong Kids Day
- YMCA Elderly Safe Day
- Primrose Summer / Winter Programs
- Neenah Police Playground program where officers go to the elementary schools at recess times
- Safety talks to schools, businesses and community groups concerning workplace violence, active shooters, identity theft, and potential crimes Abatement program to help landlords keep their properties clean and crime free
- Community Fest
- Tobacco Coalition checks
- Local Business Robbery Training utilizing SWAT
- Self Defense Programs
- Safety Fairs
- City of Neenah’s Touch A Truck
- YouthGo Haunted House

Crime prevention is central to our department’s commitment to community policing. By working together with the community we can maintain or improve the quality of life enjoyed by the citizens of Neenah.



Officer Martin visits Primrose Apts.



Officer Gitter teaches CHOICES



Officers Martin and Saari visit FVTC for “Take Your Child to Work” day



Trick or Treaters chat with Lt. Malcore at the Police Station on Halloween.



City of Neenah's Touch A Truck

Neenah Police Department

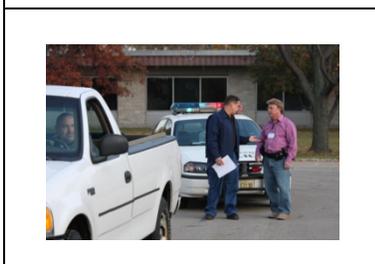
Citizen's Police Academy

Two very successful Citizen Police Academy sessions were presented to the citizens of Neenah in the spring and fall of 2008. Participants went "hands on" with officers in a varied day of learning through "real like" scenarios. Citizens gained a new insight into the men and women behind the badge.

Academy participants were formally welcomed by the Neenah Police Honor Guard, and then immediately went into the training mode, pairing up with officers to move into the world of police work. Specific activities included the following:

- Performed traffic stops in a training environment.
- Studied SWAT tactics, then formed their own team and made a mini-hostage rescue.
- Teamed up with officers and responded to a domestic situation where they had to deal with the role players taken from actual situations.
- Collected and processed evidence, making sure to get it right the first time without any danger of destruction or contamination.
- Learned to recognize and collect illegal narcotics, while gaining knowledge about how prevalent the problem is in the City of Neenah.

A major goal of the Citizens Academy is to increase understanding between our citizens and the Police Department, and to enhance that strong relationship that exists between us. Feedback was extremely positive with applicants wanting to come back for another day.





2008 Training Program

The Neenah Police Department views training as an essential component of maintaining high levels of performance and professionalism from our officers. The State of Wisconsin requires 24 hours of continued training each year for a sworn officer to maintain their certification. Our officers averaged approximately 132 hours. Our training program is managed and developed by Training Lieutenant Tyron Thompson.

A significant amount of training is conducted within the department, utilizing a number of our officers who are trained to teach a variety of skills. Our staff provides training in the areas of firearms, defense and arrest tactics, tactical training, special weapons and tactics training, investigative skills, rapid deployment, and Taser use. During 2008, "in-house" trainers were responsible for providing 1601 hours of training to our staff. This averages to about 40 hours per officer.

Some specific highlights in our 2008 training include:

- A 2-day joint area SWAT team training at Volk Field
- Attendance at the 3rd annual Missing Persons Conference
- Update training for all officers in first responder training, including first aid, CPR, and Automated External Defibrillator training.
- One Lieutenant attended 320 hour Law Enforcement Executive Development Training at Fox Valley Technical College
- Two joint robbery training sessions with our SWAT team and Neenah businesses
- An 80 hour Forensic Computer training course
- A Managing and Investigating Internal Affairs course
- Annual update training for all 18 Neenah Schools
- Attendance by one of our newest officers at the NWTC 574 hour Law Enforcement Recruit

Policing is a profession where we require our officers to be exceptional in many skills and have a very broad knowledge base. This included understanding and applying all levels of force from verbal communication and commands to the application of deadly force as well as a comprehensive knowledge of the laws and investigations ranging from thefts to computer crimes. We can only maintain this high level of proficiency through dedication and commitment to our training program



SIM Training



SWAT Training at local Bank



"Train with the SWAT Team For a Day".

Another key component to our training program is Field Training Program. This program pairs a new officer with a seasoned Field Training Officer (FTO). The training is based on a formal 12- week training process where the new officer moves through 4 phases working directly with their FTO. When the new officer finishes the fourth phase, they move out on their own into the fifth phase, which encompasses the remainder of their probationary period. In 2008, three officers went through the FTO process.

The success of the FTO program is the result of the hard work and dedication of the FTO Coordinator Sgt. Angie Woldt and FTOs L. Rodencal, C. Gruenstern, A. Moe, J. Bauman, and J. Saari.

GRADUATIONS



Lt. Tom Van Sambeek Graduates from Executive Development

Police Lieutenant Tom Van Sambeek graduated from the Criminal Justice Executive Development Institute at Fox Valley Technical College on 2/14/08. The institute is an eight-week program spread over one year where future police executives prepare themselves for the challenges of management.

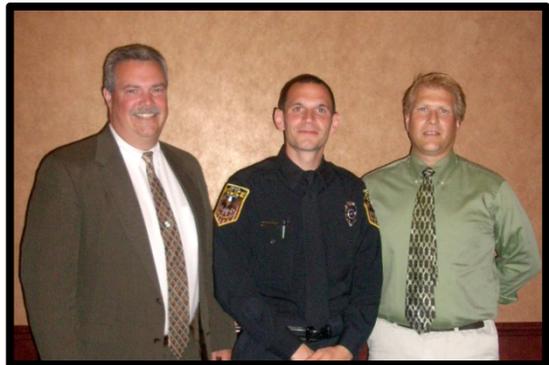
The institute was host to nearly forty officers from around the state, as far away as La Crosse and Superior, and included the Sheriff from Shawano County and the Police Chief from Marion. Requirements of the class include a project that benefits the agency. Van Sambeek's project was the development of a directed patrol program that utilizes data from the FoxComm Computer Aided Dispatch System and the county Law Records Management System to focus patrol resources.

Tom Van Sambeek started his career with the Neenah Police Department as a Community Service Officer on 1/9/97. He was hired as a patrol officer on 9/20/99. Tom was promoted to Sergeant on 6/18/04, and Lieutenant on 5/4/05.

Officer Gorden Graduates Police Academy with Honors

Neenah Police Officer Christopher Gorden graduated from the Wisconsin Basic Police Academy at Northeast Wisconsin Technical College on August 15, 2008. In a ceremony attended by members of the department's administrative team and Officer Gorden's family, 24 men and women celebrated completion of the 13-week intensive training and testing and are now certified or certifiable to become Wisconsin police officers.

Officer Gorden was awarded two honors during the ceremony. Gorden received the "Academic Award" by posting the highest scores of all the recruits. In addition, Gorden shared honors with a deputy from the Forest County Sheriff's Department, receiving the "Backup Officer Award." This award is given to the recruit that class members would most want as their backup. "We have had officers receive the academic award in the past, as well as the backup officer award, but this is the first time an officer received both," said Police Chief Ray Appel.



OFFICERS TEACH SELF DEFENSE TO HIGH SCHOOL STUDENTS



Officer Jeremy Bauman



Lt. Jeff Malcore



Lt. J. Karner

The Neenah Police Department has partnered with Neenah High School to teach students personal protection. The world is ever changing and unfortunately the numbers of young adults being assaulted, abducted, and worse continue to rise. According to the latest statistics from the SAFETI CLEARING HOUSE, 1 in 12 college females will be a victim of an assault or attempted assault within a one-year period. Of those that are victimized, it is estimated that only 8% come forward to report the crime.

Student Assistance Program/Health Coordinator Vicki Beyer is painfully aware of these statistics and instead of accepting them as a fact of life she looked to equip young people with the tools to fight back. She contacted the Neenah Police Department to see if officers could translate their real life experiences to the students in her classes.

Lt. J. Karner, Lt. T. Thompson, and Lt. J. Malcore, with a combined total of over 60 years police experience, worked together on a practical and effective program. The varied training backgrounds of the officers in the area of SWAT, Firearms, Defensive Tactics, and Personal Safety allowed the officers to pull information and techniques from multiple disciplines for the class. The officers relate real life situations coupled with practical physical responses to best prepare a student both mentally and physically for an assault.

The program is in its fourth year and has been a tremendous success from both the school and department perspectives. The students and officer interact in a positive setting allowing for the exchange of questions and ideas. It has been a great opportunity for the officers and students to learn, laugh, and have some fun.

SPECIAL WEAPONS AND TACTICS

2008 Team Members:

Captain Tom Long – Commander, **Lt. Jeff Malcore** – Team Leader, **Lt. J. Karner** – Ass't Team Leader, **Lt. Ty Thompson**, **Officer Larry Rodencal**, **Officer Chad Gruenstern**, **PSLO Cory McKone**, **Officer Craig Hoffer**, **Officer Jeremy Bauman**, and **Officer Jake Saari**

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.

ANNUAL SWAT ROUND-UP

The SWAT team competed in the 26th annual SWAT Round-up International in Orlando, FL. The team placed higher than ever in the past, finishing 36th out of the 60 completing teams. Teams from as far away as Germany, Hungary, Sweden and Bosnia came to compete against one another. Each day teams compete against each other on demanding courses designed to test and push the limits of the team's tactical skill, firearm proficiency, team work, problem solving, and physical fitness. The information sharing and skill challenges are the most valuable training aid any team can hope to obtain.

Lieutenant Ty Thompson competed in the grueling *Super Swat Cop Challenge*.



The course is a competition comprised of the fittest and most technically sound tactical operators in the world. Officers run through a 3-mile course, peppered with obstacles and shooting assignments using various weaponry. Lt. Thompson did an exceptional job finishing in 8th place overall.



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.

Tactical TEAM (TAC)

2008 Team Members

Captain Howard Fuerst-Commander, Lt. Shaun O'Bre-Team Leader, PSL Officer Pat Pedersen, Officer William Mohr, Detective Christopher Sievert, Officer Vicki Strelbel, Officer Matthew Schaefer, Officer Jonathan Kuffel, and Officer Edgardo Gonzalez.

The primary duty of the TAC Team is to compliment Special Weapons And Tactics Team (SWAT) in the management of high-risk situations such as weapons calls, barricaded subjects, and high-risk 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. In 2008, the TAC Team participated in 19.5 hours of specialized training, some of it focusing on crowd control.



Parking Enforcement Program



The City of Neenah Police Department has a Parking Enforcement Program with one full time parking enforcement officer, Randall Smith. In 2008, the department issued 5599 parking tickets, generating \$93,455.00 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 traveling to and from school. Neenah has 16 assigned school crossings and employs 19 adult school crossing guards throughout the school year. Three crossing guards are substitutes. Opportunities are available for qualified candidates throughout the year to apply for the position of School Crossing Guard.

In 2008, the Neenah Police Department worked in partnership with the Neenah Joint School District and the Neenah Public Works Department to address safe school routes within our community.

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.

Sgt. Angie Woldt administers this program.

VOLUNTEERS

Police Chaplain Program



In 2008, we were able to reactivate our Police Chaplain program with the addition of Rev. Philip Bridges to our police family. The program provides a valuable resource to our officers and the community in crisis situations. Chaplains can provide ministry, counseling, spiritual guidance, and comfort and assistance to officers, their families and the community in times of need.

Rev. Bridges has taken an active role in our department celebrations. He has blessed the badges of all the officers and is a part of the swearing-in ceremony for new officers. Through his work with the department, Rev. Bridges provides spiritual support for our department and the community.

This program is coordinated by Police Chaplain Liaison Officer Vicki Strebel.

Victim Crisis Response (VCR) Program

Trisha Timmerman was hired in November of 2008 to take the helm of the Victim Crisis Response (VCR) Program. This grant funded program allows VCRs to respond and give aid to victims of crimes or tragedies throughout the area. Participating jurisdictions are Town of Menasha, Grand Chute, Kaukauna, Menasha, Appleton, and Neenah. The Neenah Police Department has taken over administration of the program and will be working closely with Trisha and her volunteers to deliver the best service possible.



Trisha is a graduate of Cuba City High School and then attended the University of Wisconsin Eau Claire to obtain her Bachelors of Science Degree in Social Work. Trisha is currently attending the graduate program through the University of Wisconsin Oshkosh and will graduate with a Masters Degree in Social Services in May 2009.

Trisha has an admirable background with helping people less fortunate than most. She did mission work in Guatemala, which included finding a way to raise funds back in the states to buy much needed medical treatment for the villagers she worked with. She joined America Corps and volunteered in a homeless shelter in Washington DC for one year. She also worked with Dream Weavers in Madison which is an organization who help disabled adults with all their needs.

This program operates under the direction of Lt. Jeff Malcore.

Special Olympics Wisconsin
Lock Up a Cop Fund Raiser
October 24-25, 2008

Officer Stu Zuehls coordinated the Neenah Police Department's participation in the "Lock Up a Cop" annual fundraiser for Special Olympics. This year's event was again 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.

New this year was trick-or-treating. It was a big hit with over 500 children making their way through the trick-or-treat area. 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.

\$11,579 was raised during this year's rainy, windy event!

Some of the jailbirds.....

Police Chief Ray Appel was locked up with other area chiefs on Friday afternoon.



The Neenah Police Department also participates in other Special Olympics events including the *Polar Plunge*, *Law Enforcement Torch Run*, and *Cops 'N Lobsters*.



Farewell ... from Chief Ray Appel



Chief Appel addresses the Department



"CHEF" Appel serves breakfast on Christmas Day!



Chief Appel reads to students at Clayton Elementary.

***Chief Raymond W. Appel
to Retire on June 4, 2009***

"Thank you for allowing me the privilege to serve you, the citizens of Neenah, over the past three decades. Neenah is truly a wonderful community and I have been honored to be a part of keeping it that way. I will miss working daily with the men and women of the Neenah Police Department, but look forward to new opportunities to help Neenah chart a course toward a bright future."