

BREAKING NEW GROUND

**SOCIAL MEDIA
NEW POLICE TOOL**

CRIMESTOPPERS

Traffic Safety
Initiatives

**CRIME
PREVENTION**

new K9 Program

Investigators Solve High Profile

GUARDIAN *grd e n*

NOUN:

A defender, protector, or keeper; one that guards

A person who has the care of the person or property of another.

SYNONYMS:

custodian, trustee, warden, peacekeeper, shielder

Neenah's Guardians

Citizens' Academy

SUAT TEAM brings home TROPHY

**FBI
ACADEMY**

- Security Surveys -

- Neighborhood Watch Programs -

**REMEMBER
9/11**

Crime Mapping
with RAIDS Online

**NEENAH POLICE
ANNUAL REPORT-2011**

PILLARS OF PRIDE

BREAKING NEW GROUND

I remember watching my dad rototill our oversized garden every spring. The rich, fertile soil would churn up from the depths - dark, soft and moist - ready for planting. One year, he expanded the garden significantly, turning up soil that had sat idle and weedy for ages. It was hard work to break new ground.

In 2011, your Police Department worked hard to break new ground, too. The list of new endeavors is exhausting: a revised mission, a Truancy Court, participation in P.A.R.T.Y. at the PAC, crime solving through Facebook, a touching 9/11 anniversary event, a 3rd place team finish in the Fox Cities Marathon relay, assistance to Fond du Lac after their shooting, a national first-place SWAT trophy...

The stories are too numerous and long to include fully in this report, though some of them are highlighted in the following pages. A few need to be mentioned in more detail right here.



Early in the year, Officer Nick McDonald went before City Council and received approval to begin a K9 program at Neenah PD - provided he could raise the necessary \$92,000 in donations. Nick was optimistic and determined, and put his time and effort into various fundraising projects and direct appeals. His work was exhausting. By the end of 2011, Nick and others had raised all of the necessary funds. Much work remains, but you will read about Neenah's new K9 program in next year's report, thanks to the remarkable efforts of Officer McDonald.

In May, one of our veteran officers was diagnosed with stage 4 colon cancer. Every employee was stunned. Lieutenant Kathy Voelker was more than stunned – she was moved to action. Having lost her mother to cancer, Kathy knew of the physical, emotional, and financial challenges that lay before the stricken officer. She immediately set to work, planning a fabulous fundraiser. The event was superbly organized, heavily attended, and raised about \$30,000 to help pay medical bills.

And in September, Neenah PD was proud to see one of its own graduate from the prestigious F.B.I. National Academy in Quantico, Virginia. No Neenah officer had attended this intensive leadership development program in decades. The program is a thorough regimen of academics, networking, and fitness challenges. On September 16, Lieutenant Jeff Malcore walked across that Quantico stage and received a handshake and a diploma from F.B.I. Director Robert Muller for his proud accomplishment.

There are so many more great stories. You'll get just a taste of them in this report. More than anything, I hope you will understand the high value we place on innovation at Neenah PD. Our consistent breaking of new ground is not because of any single person – it is the result of the efforts of many people, working singly and in teams, to accomplish our goals.

It's hard work to plant where the soil has never been plowed. But, just like in my father's garden, the reward is worth the effort.



Our Calling:

We are Neenah's guardians –
standing between peace and peril
to keep our community safe. We are:

- Warriors against evil
- Defenders of life
- Protectors of rights
- Friends of the people

Neenah Police Department's Pillars of PRIDE

Priorities

*God,
Family,
Work*

Our personal convictions about faith define all that we do. And family is valued above work. Ideally, the three are in harmony. But when there is strong conflict, work must bow to the other two.

Relationships

*People
Matter*

We value each other as employees. We treat everyone with dignity and respect, regardless of circumstances. We engage citizens and organizations as critical public safety partners.

Innovation

*A Passion for
Improvement*

We are not satisfied with the status quo or industry standards. We constantly look for new and creative ways to get the job done right.

Duty

*Conduct that
builds Pride
and Trust*

We hold ourselves accountable for our actions on and off duty. We are proud of our work and we want the community to be proud of us as well.

Excellence

*Excellence
Exceeding
Expectations*

We strive for the highest quality in all we do, creating value for our citizens- every task, every time, every day.



May 2011 David Jackson Photographer



Officer Renee Dubinski was sworn in by City Clerk Patty Sturn on June 1, 2011, and began her official duties on June 6, 2011.

New Officers



Officer J. Wesley Bone was sworn in, with his wife April by his side, on September 21, 2011. Officer Bone attended and graduated from the academy before starting his official duties in December of 2011.

June 2011



Administrative Services Manager Brenda Schroeder received the Administrative Professional of the Year award from the LEAP Group (Law Enforcement Administrative Professionals Group) during their annual conference in Door County.

Chief Wilkinson presented the award, along with Captain Long and Captain Fuerst.

Spring 2011

Eight community members spent the day at the Neenah Police Department Citizens' Academy in April of 2011, organized by Crime Prevention Coordinator Cory McKone. The day began with the NPD Honor Guard presenting colors. Participants learned from department personnel experts about the areas of Crime Prevention, SWAT, TAC, Narcotics, Major Crimes, Patrol and Investigative Operations, Traffic Laws, Firearms, and other related fields.



Fall 2011

Lt. Jeff Malcore attended the FBI National Academy in Quantico, VA. The FBI National Academy is a professional course of study for U.S. and international law enforcement leaders that serves to improve the administration of justice in police departments and agencies at home and abroad and to raise law enforcement standards, knowledge, and cooperation worldwide. Lt. Malcore finished his training by running the grueling 6-mile "Yellow Brick Road" fitness challenge, and bringing home the "Yellow Brick."

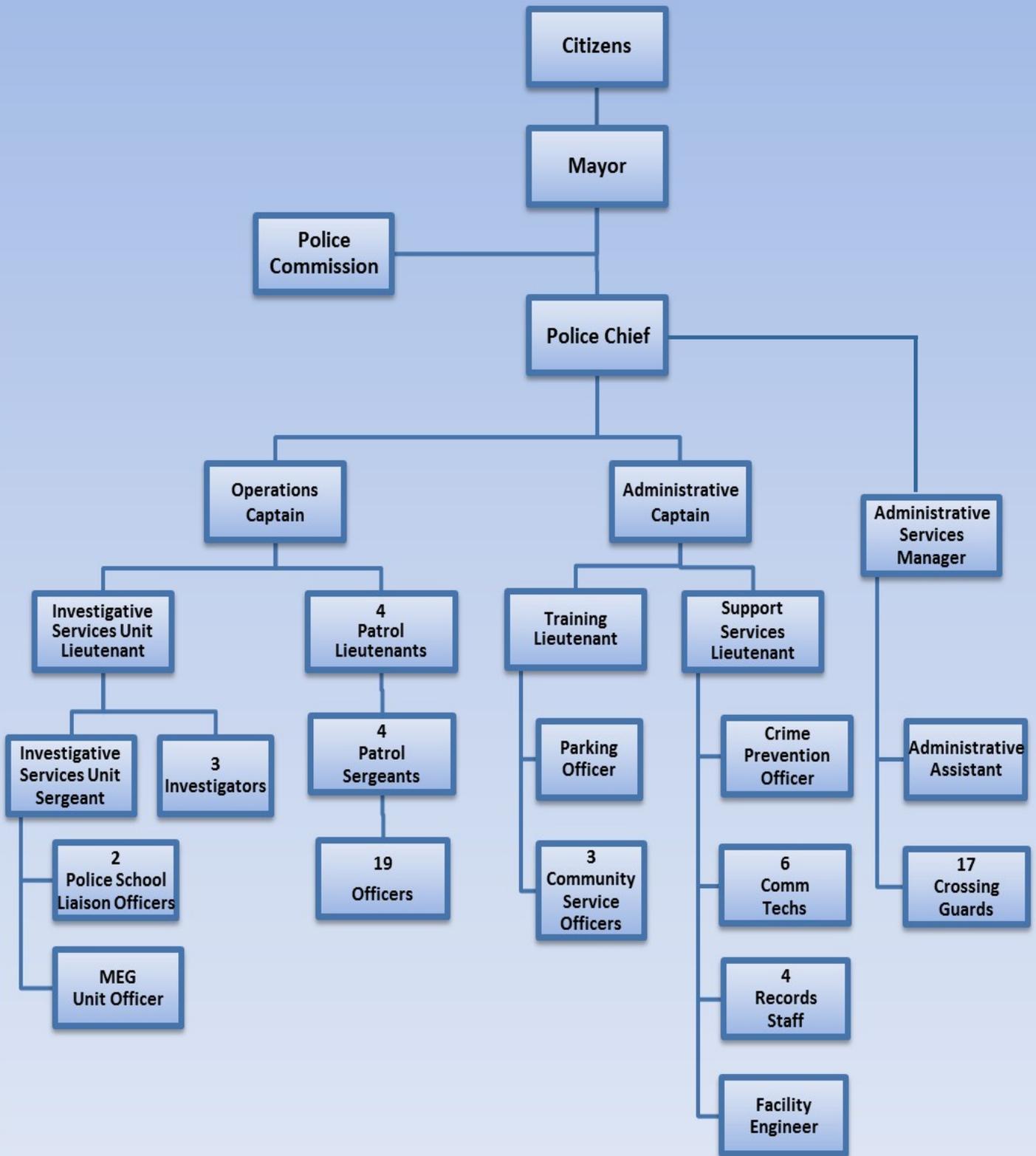


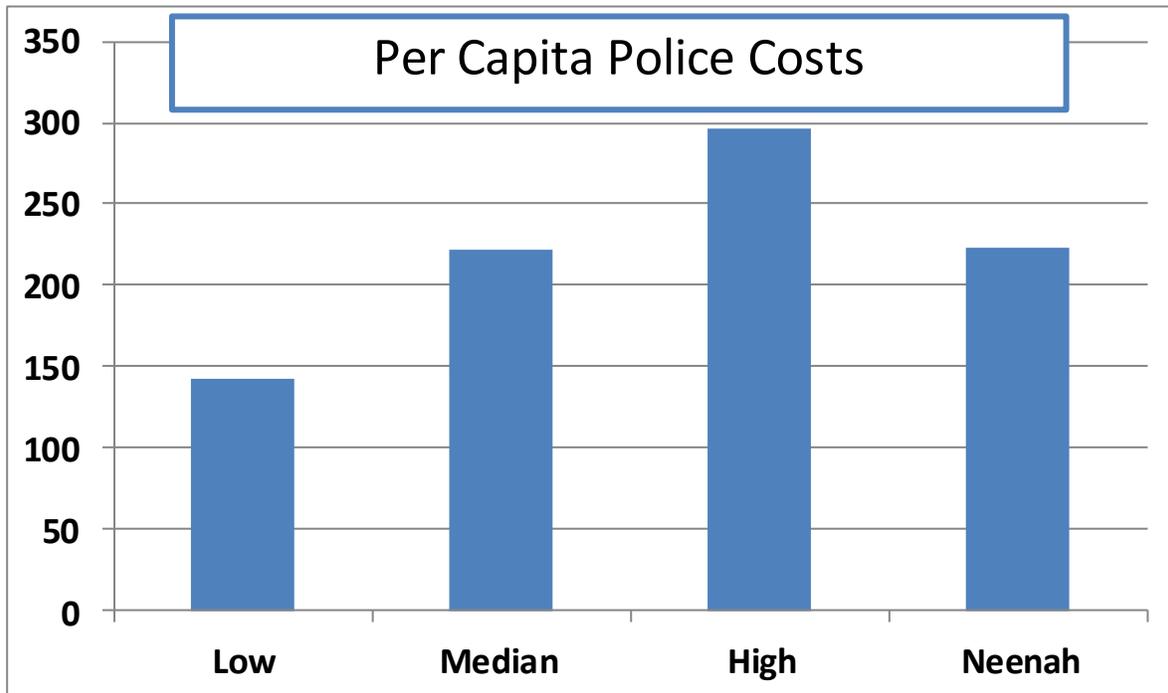
Neenah Crossing Guards for School Year 2011-12



The Neenah School Crossing Guard Program is responsible for thirteen locations within the City of Neenah, and is comprised of thirteen crossing guards and four alternates under the supervision of Administrative Services Manager Brenda Schroeder.

Neenah Police Department 2011 Organizational Chart





Each year, the Wisconsin Taxpayers Alliance produces “Municipal Facts” - a publication to examine spending patterns and trends for Wisconsin’s cities and villages with populations over 2,000. The most recent publication, which compares data through 2010, allows citizens to compare their municipality’s spending habits with other similar communities. Spending categories are divided into major governmental functions, including general government, street maintenance, fire/ambulance, police, and debt service.

The recent report shows that Neenah citizens pay about \$233 per capita for police services. This is almost exactly the median rate for municipalities between 17,500 and 30,000 population, as shown in the chart above. Neenah residents should feel confident that they are getting outstanding police services for an average cost.

Mutual Aid in Madison

In response to Governor Scott Walker’s Wisconsin Budget Repair Bill, a series of demonstrations occurred in Madison between February and June, 2011. These demonstrations, which involved as many as 100,000 protestors, stretched law enforcement resources thin throughout the state and required mutual aid from local municipalities. The Neenah Police Department sent officers to Madison to assist with crowd control. 152 hours of mutual aid was provided from the NPD for these demonstrations. The final cost was reimbursed by the Wisconsin Department of Administration.

Accident Reports

Now Available Online

www.ci.neenah.wi.us/departments/police



Traffic Safety Report

2011 was a busy year for the police department. The following data provides a glimpse into the services that officers proudly provide to the citizens of Neenah.

	2011	2010	% Change
Calls for Service	23,232	22,139	5%
Traffic Citations	3,651	3,117	17%
Traffic Warnings	3,024	2,206	37%
OWI Arrests	192	192	0%
Total Traffic Accidents	493	390	26%
Injury Accidents	115	121	-5%
Property Damage Accidents	378	269	41%

Note: 94 of the total number of accidents occurred within a roundabout; 84 were at Green Bay Road/Winneconne Avenue.

Wisconsin Unified Crime Report Index Offenses for the City of Neenah 2008-2011 Comparison

* Unified Crime Reports are based on final classification of an inci-

	2011	2010	2009	2008
Violent Crimes				
Murder	0	0	0	2
Forcible Rape	3	4	3	4
Robbery	2	1	1	5
Aggravated Assault	31	34	27	23
Property Crimes				
Burglary	72	90	101	76
Larceny Theft	334	360	410	326
Vehicle Theft	8	10	10	11
Arson	1	1	1	4

dent and may differ from how calls for service are initially reported.

Crime Mapping

Neenah Police has partnered with RAIDS Online to compile crime data from reported crime incidents and plot them on a map. You can view the maps for free at www.raidsonline.com to see what is happening in your neighborhood.



RAIDS ONLINE

Use of Force 2011

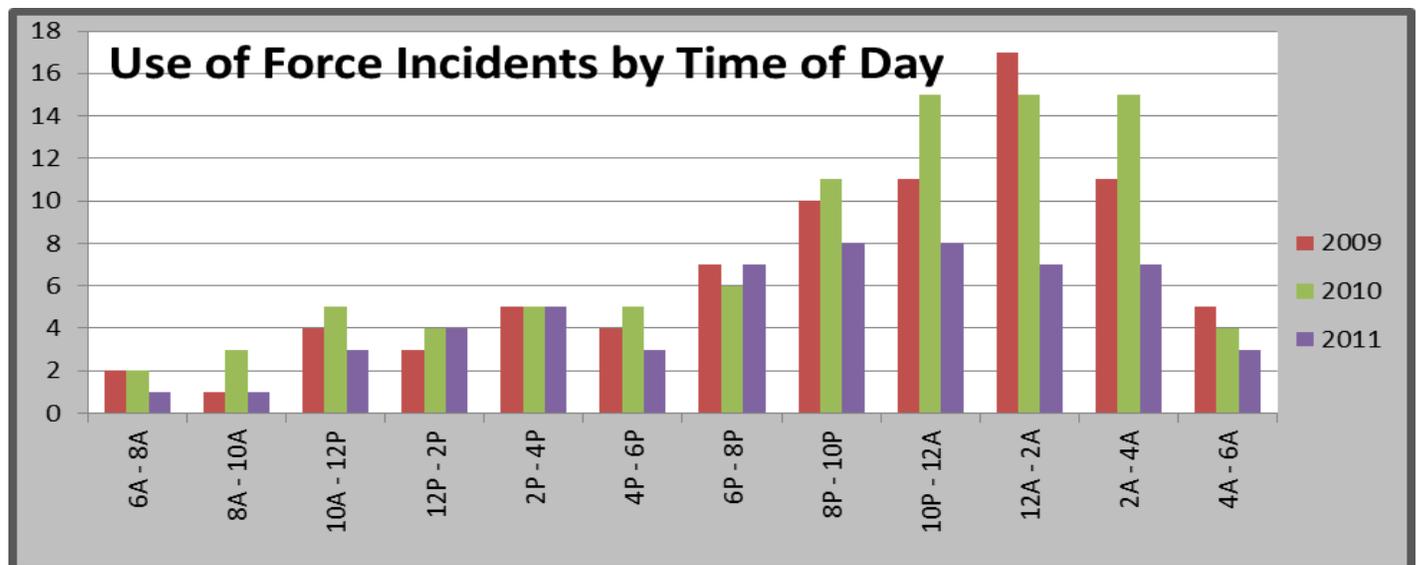
Neenah Police officers respond to thousands of calls each year. In some of these incidents, force is required to make an arrest, assure the safety of the community, or manage a volatile situation. Each use of force is recorded and reviewed by the officer's supervisor and police administration. This review helps identify needed training and trends that may be starting.

Annual Comparison	2009	2010	2011
Total Number of Reports	121	135	91
Physical Incidents	65	69	42
Taser Deployment	9	15	4
Threats of Taser Use	29	21	15
Pepper Spray Use	0	0	0
Other Threats	18	30	30

The use of force reporting is divided into the categories of physical interaction, taser use, taser threat, pepper use, baton use, and deadly force threat. Court precedent has established that any police use of force must be reasonably necessary. The level of force used is always reviewed to determine the appropriateness for the situation presented.

In 2011, there were 57 documented instances of force used by Neenah Police Officers. That compares to 91 total incidents the prior year. In many of the cases more than one officer displayed or used force, resulting in multiple force reports for a single incident. Some highlights from the year's data include:

- Tasers were deployed 4 times.
- The threat of the taser alone was enough to de-escalate the situation on 11 occasions.
- The threat of deadly force was used 30 times in situations where there was a perceived threat to the officer or someone else.
- No shots were fired by police in any incidents.
- 51% of the documented incidents involved only physical force such as control holds.
- Neither pepper spray nor batons were used throughout the year.
- 81% of the subjects involved in force incidents were male.
- The racial breakdown of subjects involved was 81% Caucasian, 2% Hispanic, and 12% Black.
- The average age of subjects was 31, while the median age was 32.
- 70% of the incidents occurred during our night shift (6 p.m. – 6 a.m.).



Technology Was key in 2011 at the police department, in the field, and at the state crime laboratory. Major crimes were solved, evidence processing was upgraded, and training took a big step forward.

Within the first two weeks of the year, two armed robberies occurred on the city's west side. On January 5th, a bank within a grocery store was robbed by a lone male who presented a package to the teller, claiming it was a bomb. The robber fled, leaving the package behind. Less than ten days later a lone male robbed another nearby store at gunpoint. Officers searching the area located clothing the perpetrator had discarded in his flight.

In both cases, investigators took great care to preserve valuable evidence and transmit it to the crime lab for analysis. DNA was detected and profiled from the hoax bomb in the first incident and the clothing in the second incident. The profiles positively identified our suspects—in one case to a 1-in-7-trillion probability.

Entering and tracking evidence became a real BEAST for personnel in 2011. Installation of the Barcode Evidence Analysis, Statistics, and Tracking (BEAST) allowed for the transition from manual entry and tracking of property, to a computerized, barcode-driven system. Property/evidence tracking and reporting from collection through final disposition are now completely computerized. The Wisconsin crime lab uses this same system, which makes for very simple tracking of items back and forth between our facility and theirs.

In August, ISU members attended the 96th annual conference sponsored by the International Association for Identification. The rare hosting of the conference in Milwaukee allowed our investigators to network with forensic experts from all over the world.

The ISU team gained invaluable knowledge and acquired some technology tools that were being promoted. Those tools include a forensic photography table demonstrated by a team from Sweden, and a software program that creates 360-degree panoramic views of crime scenes. The product preserves the view of a crime scene, and allows it to be visually recreated for jurors in courtroom presentations.

The forensic photography table, the panoramic crime scene system, and other new technology tools all take space. We are in the process of converting rooms at the police department to allow for technology expansion.

Technology doesn't replace good old-fashioned detective work – it just makes it more effective and efficient. Our investigators are already among the best in the state. The addition of new technology tools can make them even better.



Internet & Social Media



Communication

between police officers and the citizens they serve is vitally important to preventing, mitigating, and solving crime. The Neenah Police Department has made communicating with our citizens and business owners a priority. One example is our use of the internet and social media. We've had great success using the social networking sites Facebook and Twitter, both as investigative tools and as a means to disseminate important and timely information to the public.

The key to preventing crime is removing the opportunity for a criminal to commit that crime. Many times simply educating people about scams, frauds, and other current criminal patterns keeps them from being the criminal's next opportunity (victim). Social media gives us a new forum to provide that education.

We also use social media to identify criminals. The Neenah Police Department has been able to solve several recent crimes by posting suspect photos on Facebook and Twitter.

Walmart surveillance cameras caught a male using a credit card stolen during a theft from vehicle incident in Neenah. The surveillance pictures were posted on our Facebook page, and within hours we received information identifying the subject. He was promptly taken into custody. He admitted being responsible for several burglaries and thefts in the area.

In a high profile case, a female was responsible for the armed robberies of two pharmacies in Menasha and Neenah. An excellent combined investigation by both departments was enhanced by a tip received from the Facebook posting. The suspect was identified and safely taken into custody.



Truancy Court Begins At Neenah High School

During the 2011 school year, a Truancy Court program was initiated through the cooperative efforts of Neenah High School, Neenah Police Department, and the Neenah/Menasha Municipal Court. **School Liaison Officer Pat Pedersen** was aware of similar programs in the state; he and school officials visited them to gauge how effective such a program might be in Neenah.

The goals of the Truancy Court program are simple: schools, courts and police provide more options for students to change truant behavior beyond paying fines or losing driving privileges. Additionally, by conducting Truancy Court on school grounds, appearances are made easier without missing additional class time. When setting the program up, Municipal Court Judge Jim Gunz indicated it was rare for students to show up in traditional court at all, leaving him with no option but to default them and find them guilty.

Unlike the old system where students would leave campus and report to municipal court, the municipal judge and his staff now set up court once a month at Neenah High School. Complete with robe, Judge Gunz' Truancy Court is held with the same formalities as any other.

Not even two full years into existence, nearly 100 students have appeared in Truancy Court at Neenah High School. While across-the-board results have been mixed; overall, the majority of students appearing have had their citations dismissed because they started regularly attending school again.



re:THINK
Your Life. Your Choice.

24/7 Initiative

In 2008 Winnebago County received a Drug Free Communities Grant that spawned "Rethink". The purpose of "Rethink" was to establish a coalition of community leaders who would work together to develop healthy initiatives aimed at creating drug free communities.

The 24/7 program is a new initiative that is designed to keep individuals who have been arrested for OWI and other alcohol related crimes sober from the time of arrest to adjudication. This court ordered program requires individuals to provide a breath sample to law enforcement twice daily during specifically required time frames. Should the individual test positive for alcohol consumption, they are charged with bail jumping and are placed in the county jail. The 24/7 program is modeled after a similar program in South Dakota that has a 97% success rate in keeping offenders sober from arrest to adjudication. We hope to experience similar success rates in Winnebago County. The Neenah Police Department is proud to be a major participant in the program.

*For more information, visit the website:
www.rethinkwinnebago.org.*



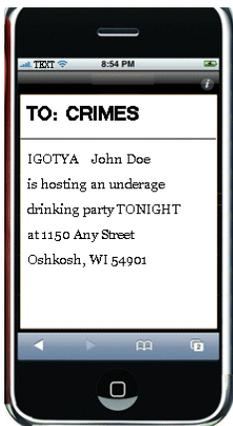
Crime Prevention

The Neenah Police Department's Crime Prevention efforts are part of a Problem Oriented Policing approach. In today's law enforcement environment, the police need strong partners. Enforcing law and order is truly a collaboration between the community and the police, working together to make our community safer.

Perhaps it is the formation of Neighborhood Watch groups, or maybe school-based presentations conducted by officers that reinforce the need for kids to make good CHOICES. Ultimately, our community partnerships and intervention strategies help build a stronger and safer community. Those collaborations begin within the office of our Crime Prevention Coordinator, who is responsible for developing, promoting and organizing the prevention efforts carried out by all of our officers.

The following are only a few examples of the many Crime Prevention programs that our agency conducts to improve safety in our community:

- **Business and Home Security Surveys** – A crime prevention officer visits your home or business, for a security audit...free of charge!
- **School-Based Intervention Programs**
 - ◇ **CHOICES** program- 5th grade students – Our officers teach students how and why to make good Choices when it comes to avoiding drugs, alcohol, tobacco and violence.
 - ◇ **Charlie Checkfirst** – 1st grade students – Our officers discuss the dangers of not checking with their trusted adults before going “anywhere with anyone.”
- **Citizen's Police Academy** – Spend a day with our officers, and get a look “behind the scenes” of our police department. Make a traffic stop!
- **Nuisance Abatement** – We identify properties in our community that generate frequent calls for police services, and are negatively impacting the health and safety of neighbors. Through cooperative relationships with those property owners/landlords, we work to stop the nuisance behavior.
- **Neighborhood Watch** – This program brings neighbors together to work in cooperation with law enforcement to reduce crime, solve problems, and improve the quality of life in the neighborhood. If you and your neighbors are interested in forming a Neighborhood Watch group, please contact our Crime Prevention Coordinator.



TEXT YOUR TIP FROM YOUR CELLPHONE

Neenah Police and Winnebago Countywide Crime Stoppers continue to enjoy a strong partnership in solving crime. Now, citizens of Winnebago County have the ability to anonymously text crime tips, even while a crime is occurring!

Simply text the word “IGOTYA” and then your message to 274637 (CRIMES).





Safely Dispose of Unwanted or Expired Medications

The Neenah Police Department placed a Drug Drop Box in the lobby of their building in 2011. We need your help to:

- Prevent prescription drug abuse
- Reduce drug-related crime
- Improve water quality in Lake Winnebago
- Prevent accidental poisoning, especially in children and pets
- Remember: Never flush medications down the toilet or throw them in the trash.

Convenient and Anonymous . Safe and Secure



**P.A.R.T.Y.
at
the
P.A.C.**

*(Prevent Alcohol
and Risk-Related
Trauma in Youth)*

Each Spring, nearly 5,000 students from area schools attend the real-life drama presented to help young people make informed and safe choices. Crime Prevention Officer Cory McKone joins other law enforcement, medical, and emergency professionals and students to deliver a powerful skit and accident simulation that sheds light on the dangers of risk-taking behaviors and "sometimes" life-altering outcomes.



25 Years and Still Running!



Neenah Police Department employees and family members, along with over 100 runners, helped to raise money during Wisconsin's Law Enforcement Annual Torch Run 2011 for the athletes of Special Olympics.





For the past twelve years the Neenah Police SWAT team has competed in the International SWAT-Roundup in Orlando, Florida. As part of the weeklong competition, Neenah SWAT officers attend training classes taught by some of the best tactical instructors in the world, and return with something beneficial from each competition.

Neenah SWAT officers work incredibly hard preparing for the competition. Through a unique grant from the State of Wisconsin, Neenah officers share their training with many other SWAT teams in Wisconsin. The grant then provides the team with the funds to repeat the cycle of participating in the out-of-state training and then sharing it here, with little cost to Neenah taxpayers. During the past three years the Florida SWAT Association has recognized our team's dedication and excellence by donating state-of-the-art SWAT equipment and tactical vests. The total value of the equipment is more than \$40,000.

Our team's goal has always been to come away from the experience with valuable knowledge and training that benefits the entire department and our community. To also achieve a score worthy of a trophy would have been "icing on the cake."

2011 turned out to be our year. Not only did the team bring back more equipment and training techniques, but a trophy as well! The Neenah team earned championship status as the best Non-Florida American team, outscoring teams from California, Texas, Ohio, and other states. Our team's performance was outstanding in each of five grueling events that test tactics, critical thinking, teamwork, marksmanship and fitness. It has taken hard work and personal initiative to put Neenah's team on a level with some of the best in the world.

Some may say it's just a piece of wood and metal. To us it is a symbol of all the training, exercising, and personal sacrifice that each member has put in for so many years. The citizens of Neenah can feel secure knowing their SWAT team is ready and able to take on any challenge as *GUARDIANS* of this community.



K9 Program

In 2011, the Neenah Police Department worked to develop a Police K9 Program that would broaden our capabilities of service to the Neenah community.

Some of the benefits of a K9 Program are:

- increased officer safety,
- quickly locating missing and endangered persons,
- getting drugs off the streets,
- time savings in clearing buildings,
- strengthening public relations, and
- providing income from recovered cash/property seizures.

It takes a special dog with the right personality and learning capability to serve alongside police officers to prevent and deter unlawful activity. It also takes a tremendous amount of training for both the K9 and the K9 Handler—Officer Chris Gorden. Together, they will undergo a minimum of ten weeks of intense training with a professional trainer in obedience, track and search, apprehension, crowd control, and narcotics detection.

Upon completion of this training, our new K9, an almost 2-year-old, 75 pound German Shepherd named Cedric, will be sworn in as a member of our department with his very own badge. The normal duty life of a K9 is six to seven years.

When not working on patrol, Cedric will reside with his handler. Officer Gorden is responsible for all the day-to-day needs of Cedric, on and off duty.

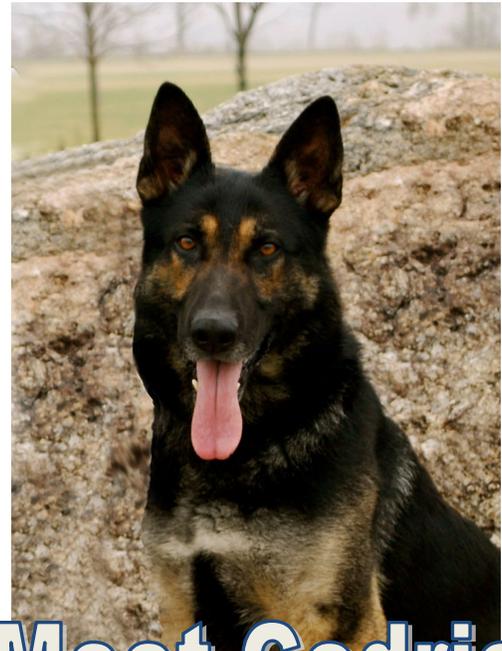
The Neenah Police Department will introduce Cedric to the community in the summer of 2012.

THANK YOU!

With a goal of \$91,949, the department teamed up with the local community in fund raising efforts led by Officer Nick McDonald.

Support from the business community and general public has been overwhelmingly generous, and in December, 2011, our initial goal was met.

We continue to raise funds for program maintenance costs including on-going training & certification, equipment, food, grooming, and other costs.



Meet Cedric

The Victim Crisis Response Team (VCR Team) is a collaborative partnership between the local law enforcement departments of Neenah, Menasha, Town of Menasha, Appleton, Grand Chute, Fox Valley Metro and Kaukauna which strives to better meet the needs of victims of crime and critical incidents. When summoned by law enforcement, trained VCR volunteers respond directly to the scene, in most cases, to provide victims and family members with emotional support, community referrals and follow-up services during a time of crisis.

Under the direction of Coordinator Beth Montour, VCR volunteers respond to a variety of calls, including domestic violence, sexual assault, robbery, burglary, suicide, sudden death, child abuse/neglect, and fire. In 2011, our team of 43 VCR volunteers provided over 2000 hours of service and assisted 276 victims.

To become a VCR volunteer, individuals must pass a criminal background check, complete an initial 20-hour training, and participate in an interview process. Training sessions include education in crisis intervention, the criminal justice system and community resources.

The VCR Program provides a unique and valuable service to victims of crime and trauma. The team continues to hear from individuals and families, describing the impact VCR volunteers have made on their lives during a time of great need.



Volunteers in Policing

For more information on how you can become a part of this special team, please contact :

**Fox Cities
VCR Team Coordinator
(920) 886-6044**



“Training to become a VCR was such a positive and rewarding experience...I became a VCR in order to make a difference in the life of someone who is going through a very difficult time.”

Kim Corey (2011 VCR Graduate)



On September 11, 2011, the community came together at Rocket Stadium in Neenah to remember and honor the victims and heroes of 9/11. On the tenth anniversary of this historic day the sun shone brightly across the stadium while wisps of wind unfurled the flags. The Neenah Community Band played patriotic music while children and adults watched in awe to see so many different departments and entities come together for this memorial.

As dignitaries and special guests gathered in the center field the crowd began to take their seats. The procession into the stadium by the participating departments was moving and impressive.

During the program Neenah Police Chief Kevin Wilkinson unveiled a new 9/11 Memorial....the guest of honor. As members of various honor guards took their turn standing watch, the memorial constructed from the World Trade Center steel stood tall as a reminder...*Never Forget.*

Officer Chris Gorden initiated acquiring a piece of the World Trade Center when he learned of the opportunity from one of his friends on the New York Police Department. He met with Chief Wilkinson and the process began. The request for the steel was made in writing to The Port Authority of New York and New Jersey. The steel had been recovered from the World Trade Center site and secured at the JFK Airport. After meeting the requirements and protocols the piece of steel was shipped to the Neenah Police Department. The first time department members saw the steel was during Police Week in May. The twisted rust colored steel beam told the story.

Several people worked together to create a display for the steel. Julie Karner, Crescent Moon Antiques and Salvage, donated the valuable hand cut New Bedford, Massachusetts limestone base. Dean Rieckmann, Rieckmann Creations & Fabrications, helped create the support and cart. The brass plaque on the base reads as follows:

On September 11, 2001, enemies of America hijacked four passenger airplanes. Two were used to destroy the World Trade Center towers, one struck the Pentagon, and one was forced to crash in a Pennsylvania field. Today, 2,983 innocent people are known to have died as a direct result of the coordinated attacks. Millions more were devastated; each of us was wounded. This steel beam was recovered from the site of the World Trade Center.

Dedicated September 11, 2011

*O beautiful for wounded hearts,
Allegiant through the pall
Of smoke and ash and mortal scars,
When towering emblems fall
America, America....Be sure the awful cost
Is less a sin than giving in, if Liberty is lost*



The guest of honor stood silent during speeches, music, songs, Police Officer's Prayer, Bell Ceremony, 21 Gun Salute, Echo Taps, and a World War II Warbird Flyover. In the shadow of the memorial the victims of 9/11 were remembered as white carnations were placed on the field - one for each victim. Images of heroes, victims, destruction, smoke, and ash echoed from the past. As the field turned white the crowd grew silent, flags waved, and the sun shone brightly.

The crowd watched and vowed...Never Forget.

Neenah's Guardians:

It's not just a title; it's a responsibility we take very seriously. Occasionally, we have to be guardian to other guardians. Such was the case when Fond du Lac police officers came under deadly early-morning fire last March. Lieutenant Jay Karner was our shift supervisor that day. The following account is primarily from his perspective.

March 20, 2011.

We started our shift at 6 a.m. following a relatively uneventful Saturday night. We anticipated a relaxed day to recover from a particularly busy month. We had no idea what was unfolding 30 miles south of us.

Law enforcement's informal communication network started buzzing long before any official word came out:

***“Fond du lac has a stand-off;
an officer has been shot and is
en route to Theda Clark in critical condition.
Other officers have been shot.”***

We all have friends at Fond du Lac PD. We repressed those thoughts and focused on duty. We established two early missions. First, to respond to the hospital and establish a solid chain of custody for any possible evidence. Second, to protect the wounded officer.

The surgeon extracted the bullets from the unconscious officer's chest and handed them to us, bloody and entwined with Kevlar fibers. We were there in the hospital's command room monitoring the still-unfolding crisis in Fond du Lac, waiting to find out if there would be more victims. We sent investigators. Everyone wanted to help.

Neenah Police took responsibility for keeping wounded Officer Ryan Williams under guard 24/7, with many officers volunteering their off-time to perform the duty.

After that first day, we continued to help any way we could. We visited officer Williams and had a large inspirational banner made for him, signed by officers from all over Winnebago County and by many of his visitors.

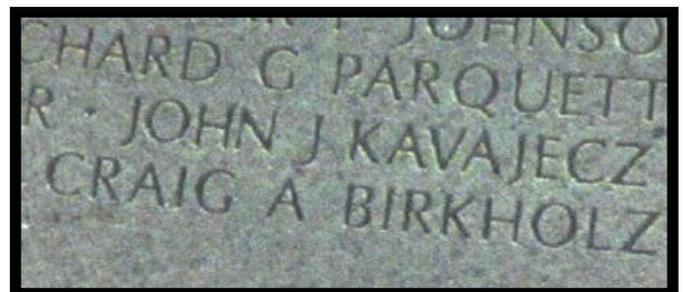




We also played a role in the City of Fond du Lac itself. Several of our officers took shifts to work their streets, answering their calls, while Fond du Lac police officers attended memorial and funeral services. One of our investigators helped with crime scene mapping where the incident occurred. An administrator helped Fond du Lac PD command staff with various tasks.

The Neenah Police Department was also well-represented in the police procession in Fond du Lac, at the memorial service, and in the funeral service in Racine, the home town of officer Craig Birkholz. In every role, we were dedicated guardians.

Nearly ¾ of our police department was directly involved in some way with helping Fond du Lac and its officers recover from their tragedy. We are proud to have been of service, and we know they would not have hesitated to help us if our roles had been reversed. That's the nature of being a guardian. You don't ask why, when, or how long. You just pick up your gear and go.



IN HONOR OF THOSE WHO HAVE DIED... DEDICATED TO THOSE WHO LIVE AND SERVE