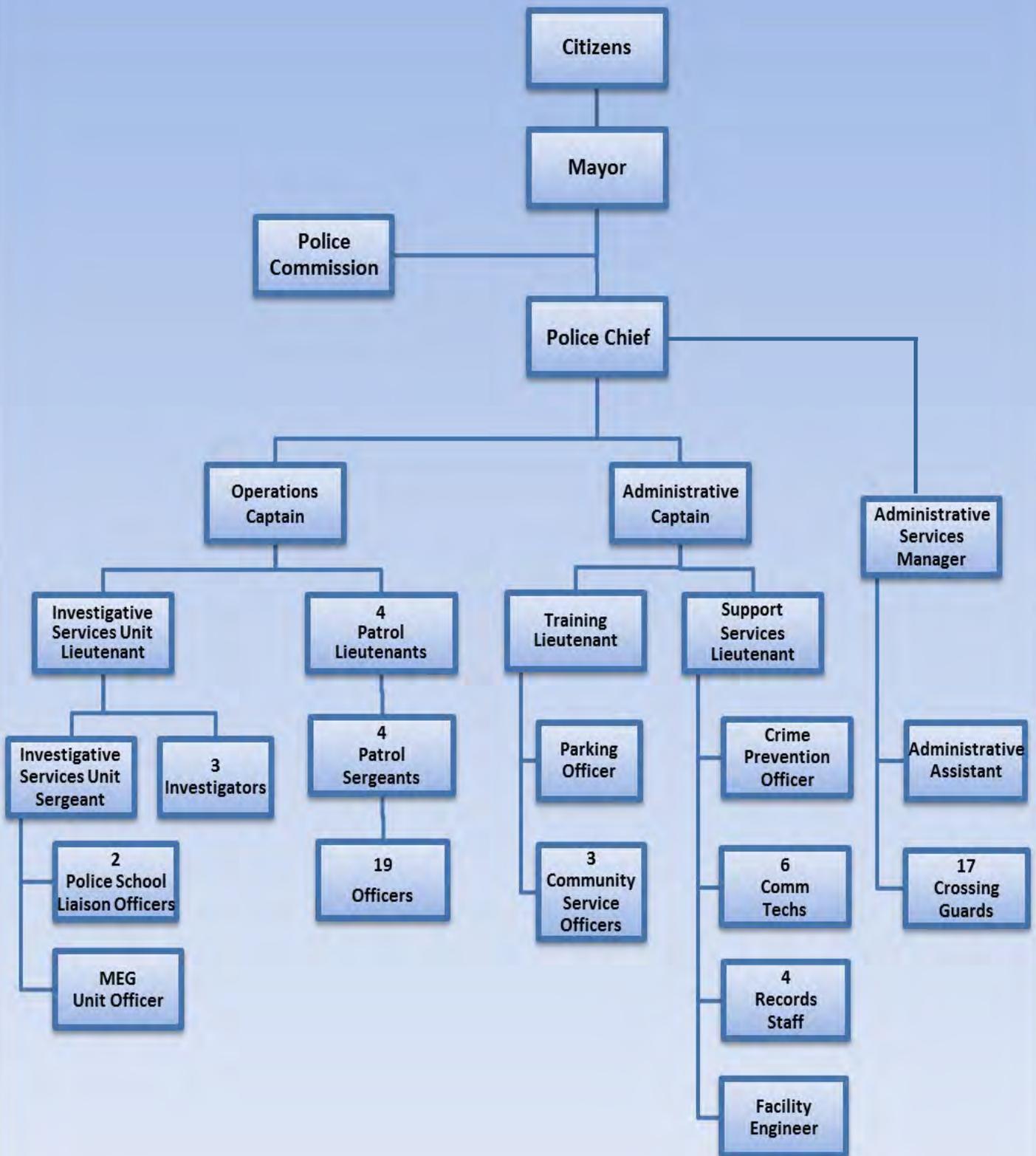


**Neenah Police Department  
Annual Report - 2012**

Neenah Police Department  
2012 Organizational Chart





## 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.

# CHIEF'S MESSAGE

## How safe is Neenah?

That's the keystone question that prompts the annual report. Sure, it is helpful to know what new programs we're offering, and it's interesting to see our data on use of force. But really, our annual report is just fluff and feathers if it doesn't answer the core question: How safe is Neenah?

Neenah's violent crime rate is 1.4 per thousand. That fact, in isolation, isn't very revealing or useful. It is more helpful to know that Wisconsin's statewide violent crime rate is 2.37 per thousand – 69% higher than Neenah. That adds some perspective.

And before we blast the rest of our state as being unsafe, consider that the violent crime rate for the United States as a whole is 3.86 per thousand. That's 63% higher than our statewide rate. This simple graphic illustrates those comparisons:



Don't let the mask give you the wrong impression. Most violent crime isn't committed by a stranger. The overwhelming majority of these offenses are committed by someone known to the victim. Many arise in the context of a domestic dispute.

Violent crime, by definition, includes homicide, robbery, forcible rape, and aggravated assault. In 2012 Neenah had no homicides, 2 forcible rapes, and 2 robberies. The remaining 32 incidents of violent crime were cases of aggravated assault – those assaults that involved threat or use of some kind of weapon, or where there was a substantial injury.

And if the size of that Neenah mask still bothers you- and I hope it does- know that you can take action to reduce it even more, at least as it applies to your life. Much of the violent crime is related to alcohol abuse and/or drug use. Many of the offenders have committed similar offenses before. So the prescription is simple: steer clear of drugs and those who use them. Be prudent in your use of alcohol. And avoid hanging out with the wrong crowd.

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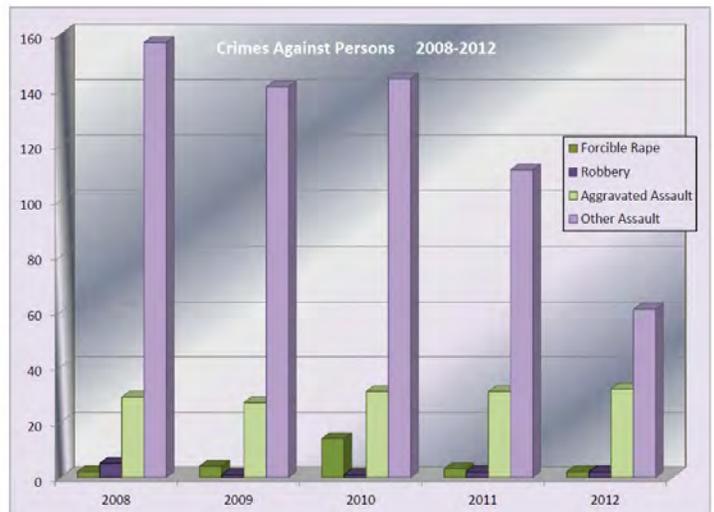
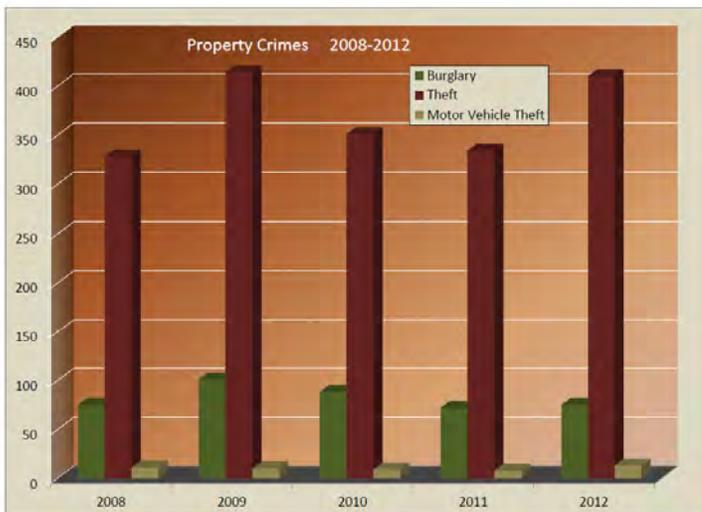
How safe is Neenah? Very safe. And with your help, we're making it even safer every day.

# UNIFIED CRIME REPORTING

## Wisconsin Unified Crime Report Index Offenses for the City of Neenah 2007-2012 Comparison

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

	<u>2012</u>	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>
<u>Homicide</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
<u>Forcible Rape</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>3</u>	<u>4</u>	<u>4</u>
<u>Robbery</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>5</u>	<u>1</u>
<u>Aggravated Assault</u>	<u>32</u>	<u>31</u>	<u>34</u>	<u>27</u>	<u>23</u>	<u>51</u>
<u>Burglary</u>	<u>75</u>	<u>72</u>	<u>90</u>	<u>101</u>	<u>76</u>	<u>92</u>
<u>Theft</u>	<u>410</u>	<u>334</u>	<u>360</u>	<u>410</u>	<u>326</u>	<u>389</u>
<u>Vehicle Theft</u>	<u>13</u>	<u>8</u>	<u>10</u>	<u>10</u>	<u>11</u>	<u>18</u>
<u>Value of property stolen</u>	<u>\$ 239,804</u>	<u>\$ 274,381</u>	<u>\$ 246,836</u>	<u>\$ 269,685</u>	<u>\$ 184,676</u>	<u>\$ 291,962</u>
<u>Value of property recovered</u>	<u>\$ 70,465</u>	<u>\$ 27,206</u>	<u>\$ 61,478</u>	<u>\$ 34,845</u>	<u>\$ 23,545</u>	<u>\$ 30,729</u>
<u>Percent Recovered</u>	<u>29.4%</u>	<u>9.9%</u>	<u>24.9%</u>	<u>12.9%</u>	<u>12.7%</u>	<u>10.5%</u>



# POLICE PERSONNEL



*Officer Trochinski was sworn in on December 19, 2012, during the City of Neenah Council Meeting.*

## Appointments

02/16/2012: Ryan M. Mancheski—Community Service Officer

04/17/2012: Wendy A. Veith—Comm Tech

05/03/2012: Dakota J. Jelinski—Community Service Officer

05/21/2012: Jenni L. Kunding—VCR Coordinator

11/14/2012: Jessica A. Trochinski—Patrol Officer

## Promotions

12/17/2012: Jonathan M. Kuffel—MEG Officer

## Retirements

6/8/2012: James P. Plymire—Patrol Officer



*Officer Plymire (center) pictured with his crew in 2011. Lt. O'Bre, Officer Rodencal, Sgt. Woldt, and Officer Gitter.*

# POLICE OPERATIONS

CAPTAIN THOMAS G. LONG

**Police Operations** encompass the activities that are normally associated with law enforcement. The most visible operational components of the Neenah Police Department include our patrol officers and investigators.

Patrol officers provide continual coverage throughout the city...24 hours a day, 7 days a week, 365 days a year. Whether responding to crimes in progress or 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. Twenty seven (27) sworn staff members are assigned to perform the critically important function of patrol. This includes four lieutenants, four sergeants, and nineteen patrol officers (which includes one K-9 officer). We were very excited to introduce *Cedric* to our community in 2012. He is Neenah PD's first K-9, and has been teamed with his handler, Officer Chris Gorden. The first few months of this valuable program have proven to be both productive and rewarding. We are looking forward to reporting great success stories in the future.



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	2012	2011	2010	2009
<b>Total Calls for Service</b>	17234	18129	17794	17472
<b>Parking Tickets</b>	5797	6320	n/a	n/a
<b>Traffic Warnings</b>	2835	3283	2206	1902
<b>Traffic Citations</b>	3220	3686	3117	2719
<i>Speeding Related</i>	496	765	849	674
<i>Reckless Inattentive</i>	67	66	80	51
<i>Right of Way</i>	70	117	68	65
<i>Hit &amp; Run/Failure to Report</i>	35	41	33	29
<i>OWI</i>	148	192	192	162
<i>OAS/OAR/OWL</i>	394	436	435	497
<i>Registration</i>	307	378	318	371
<i>Equipment</i>	189	252	245	283
<i>Seatbelt/Child Restraint</i>	609	194	218	153
<i>Insurance Violations</i>	567	729	229	0
<i>Misc. Moving Violations</i>	115	181	95	94
<i>Misc. Alcohol/Contr. Substance</i>	136	200	141	150
<i>Stop Sign/Signal</i>	82	130	159	149
<i>Misc. Non Moving Violations</i>	5	5	55	41
<b>Accidents</b>				
<i>Injury Accidents</i>	106	115	121	109
<i>Property Damage Accidents</i>	295	369	269	294
<i>Non-Reportable Accidents</i>	275	n/a	n/a	n/a

Investigators work within a specialized team that we call the Investigative Services Unit or ISU. The ISU is comprised of one lieutenant, one sergeant, three investigators, two police school liaison officers, and one multi-jurisdictional drug enforcement investigator. These investigators are extremely valuable resources who excel at managing critical investigations, collecting and processing evidence at crime scenes, and forensically examining computer and other technological data in an ever-changing environment. 2012 brought significantly needed upgrades to our capabilities surrounding digital media processing and storage with the completion of an upgraded photo lab at the police department.

In addition to the regular duties performed by all patrol officers and investigators, employees work together to enhance relations within our community. This is accomplished by engaging in activities such as teaching personal safety and self-defense tactics to high school students, interacting with youth in our elementary schools during special educational programs and during recess breaks, and by volunteering time to share personal and professional knowledge with individuals who participate in our Citizen Academy experience.

Employees at the Neenah Police Department are challenged each day to provide excellent services to our customers, the citizens of Neenah. It is our honor to provide these valuable services in a manner that focuses on treating everyone with dignity and respect.

# INVESTIGATIVE

## **Drug-related Incidents Top 2012 Investigative Efforts**

Neenah police investigators responded to five heroin overdose deaths in 2012. None of the deaths appear to be related to one another, which testifies to the prevalence of sources for the drug. The deaths that occurred in Neenah were part of more than two dozen that occurred in Winnebago County alone in 2012 as a result of heroin abuse. Medical personnel responded to more than 100 calls for heroin overdoses that required treatment.

In addition to the overdose investigations, violent drug-related crimes were present as well. In early February, Neenah investigators worked jointly with Menasha detectives to arrest a 23-year-old Grand Chute woman and her live-in boyfriend for the armed robbery of two area pharmacies. After spotting an individual on surveillance video prior to the robbery (whose clothing and footwear matched that of the robber) investigators were able to backtrack the video and find a suspect vehicle in a parking lot, which led to identification of the perpetrators.

In August, while a large portion of the department was busy on a SWAT call, the department received a call of a residential robbery. The occupant of the home was forced to the floor with what was reported to be a firearm placed to the back of his head. At the same time, others ransacked the building until they located money that had been collected as a result of previous drug transactions. Ultimately, four individuals were taken into custody for their part in the crime.

Drug abuse continues to drive a major portion of our local crime. Nearly all thefts, burglaries, and robberies can be traced to an addiction – most commonly, drugs. We encourage citizens to be partners with us in keeping drugs out of our community by reporting suspicious activity and getting help for loved ones with an addiction.

## **Donations and Renovations Enhance Investigative Efforts**

A 2012 building renovation added nearly 200 square feet of space to the Investigative Services Unit for evidence processing. The refurbished area is being used as a secure photography and alternate light source lab. In addition to traditional digital photography and a forensic lighted table, the lab is also equipped with infrared photography equipment to assist in recording bruises and other injuries which often incur in domestic abuse and child abuse incidents. There is also an area dedicated to the examination of physical evidence under ultra-violet and other forensic light sources.

Future equipment upgrades for the lab will be made through a financial donation from the family of former Neenah police captain Lee Parrot. Captain Parrot's dedication to criminal investigation was evident through his leadership as the head of the department's detective bureau for many years. Passionate about youth services, Captain Parrot was a key figure in establishing the department's pioneering Police School Liaison program in 1979.

Our future projects include remodeling the indoor vehicle-processing area, adding approximately 175 square feet of work space. This renovation is being done to accommodate the secure storage of today's larger pick-ups and SUVs. Also, this area will house a portable drying cabinet for storing and drying wet/stained clothing and other evidence. It provides controlled drying conditions for evidence while controlling any airborne pathogens, particulates, fumes, and odors given off while drying.

2013 will mark the planning phase for a renovation of the department's evidence processing room. Nearly 20 years old, the room's configuration and equipment are all original. When the facility was built in 1994, no one foresaw how much counter space would be needed for computers and other tools for processing evidence. As part of this project, we will be replacing the old-style stationary fuming cabinet with a mobile unit that more efficiently captures fumes and particulates.

It is always a challenge to try to guess what technological advances may be made in the future, and how those gains might be used by the police department to be more effective. Regardless, we remain committed to using current technology in a fiscally sound manner to give our citizens the best value we can in investigative services.

# SERVICES UNIT

LIEUTENANT STEVEN C. LARSON

## Online Investigative Systems Boost Property Recovery Efforts

Value of property recovered:	2011:	\$27,206
	2012:	\$70,465
Percent recovered:	2011:	9.9%
	2012:	29.4%

The popularity and prevalence of online tools to recover stolen property is making a difference. The numbers listed above are Neenah Police Department figures only. The average amount of property recovered for the previous 5 years was approximately \$23,000, and the average percent recovered was 14%.

Over the past several years, rising popularity of pawnshops, second hand stores, and scrap yards have opened a ready outlet for property crime thieves. Acting quickly, those possessing stolen property of many types, (tools, electronics, jewelry, gaming devices, scrap metal, etc.), can sell it for profit often times before the victim realizes it is gone.

With no tracking mechanism in place, the only investigative outlets that were formerly available for police were to personally contact each pawnshop or second hand store. The process was cumbersome and time consuming, and held no guarantee of positive results.

Now, thanks to the wonders of the worldwide web, law enforcement is gaining on the thieves and achieving recovery numbers not seen before. Online property reporting systems such as LeadsOnline and NEWPRS (Northeast Wisconsin Property Recovery System), allow pawn and second-hand shops to post, either voluntarily or as required by ordinance, all of their transactions online. The posted information includes the name of the person(s) making the transaction, and sometimes even their photo.

Accessing pawn information online is greatly enhancing law enforcement's efforts to recover stolen property, and has made it nearly impossible for illegal pawns to go unnoticed.

## ISU Technology

Inv. Adam Streubel

I confess my I.T. support network at home includes my 10 and 12-year-old children. When technology is moving at the speed of light, it's hard to know everything.

But there is a whole different side to the technology discussion. While everyone is enjoying the world of plug-and-play devices, we need to keep a handle on just how all that stuff works and how it may be misused for criminal intent.

Just in the eight years that we've had a forensic lab in the Investigative Services Unit (ISU), we've seen Apple and Windows operating systems change more often than my daughter's Facebook profile.

And that's just 'regular' computers. Throw in some laptops, tablets, cell phones, smart phones, and a plethora of "i" devices, and it gets even more interesting. Really.

I've discovered that as digital storage memory increases, my own decreases proportionally. Technology has graduated to petabytes. "Petabyte" isn't even in my WORD spell check dictionary yet! For the geek, that's 2 to the 50<sup>th</sup> power, or 1024 terabytes, or 1 million gigabytes.

The advent of every new technology presents a new challenge for ISU. The criminal has access to all the same technology that was meant for good. We continually work toward staying up-to-date through training, equipment, and networking in an effort to keep our community safe.

So, when a criminal uses remote access to spoof an IP address, defeating passwords through a key-stroke logger, to access a file-sharing program to download child porn with known hash sequences, we've got that covered.

And we don't even have to ask a 10-year-old for help.



# PSLO PROGRAM

The Neenah Police Department was one of the first agencies in the state to adopt an official liaison program with the local school district. In 1979, Officer D. J. Forcey (who would later become police chief), became our first officer assigned to the middle school. The liaison program was then expanded to include the high school, with peripheral service to the elementary schools.

Officer Jeremy Bauman serves as our liaison at Shattuck Middle School, and Officer Pat Pederson serves that role at Neenah High School. Both officers are well-versed in juvenile law, and respond to a variety of incidents in which juveniles are victims or offenders. Both officers also volunteer their time in the “Badges for Baseball” program to build stronger relationships between youth and police.

The liaison program is a unique jointly-funded partnership with the school district. It provides excellent service to the schools, builds police rapport with young people, and meets the needs of many younger crime victims.



*PSLO Bauman coaching during Youth Go's Badges for Baseball program .  
Post Crescent Photo*

## NEENAH POLICE SCHOOL LIAISONS THROUGH THE YEARS

### HIGH SCHOOL

<b>1981-1983</b>	Mark Ruess
<b>1983-1989</b>	Rhonda Jagla
<b>1989-1993</b>	Thomas Long
<b>1993-1998</b>	Daniel Dringoli
<b>1998-2004</b>	Patrick Pedersen
<b>2004-2007</b>	Vicki Strebel
<b>2007-Present</b>	Patrick Pedersen

### MIDDLE SCHOOL

<b>1979-1986</b>	D.J. Forcey
<b>1986-1990</b>	Robert Wallner
<b>1990-1992</b>	David Rueth
<b>1992-1994</b>	Gary Radtke
<b>1994-1996</b>	David Rueth
<b>1996-1999</b>	Michael Blank
<b>1999-2006</b>	Christopher Sievert
<b>2006-2010</b>	Cory McKone
<b>2010-Present</b>	Jeremy Bauman



*Police School Liaison Officer Pedersen*



*Police School Liaison Officer Bauman*

# S.W.A.T. TEAM



Early Years SWAT TEAM: Front :Mark Ruess, Ron Doro  
Back : C. Peters, M. Swenson, P. Kaul, J. Zernzach

**The Neenah SWAT Team**, as always, was active this year keeping our community safe. For the past three decades numerous men and women of the police department have voluntarily taken on the additional risk to protect the citizens from the worst that society has to offer. The Neenah SWAT team, over the past 30 years, has handled a vast array of calls from hostage rescue, to armed subjects, to individuals dealing illicit drugs, and all that falls between. Unchecked, these types of actions begin to slowly decay the core values of any community.

The SWAT team also provides valuable services to the citizens of Neenah in a variety of less spectacular ways.

Here are just a few of the quieter roles the team plays:

**O-Course for Kids:** Team members set up an obstacle course for kids at CommunityFest to show young people the importance of physical fitness.

**Self-Defense Class:** Team members also teach self-defense classes to the female students at Neenah High School as part of the health class curriculum. Assaults on females entering college have skyrocketed over the past decade and team members work hard to give the girls the tools to both empower themselves and to fight back.

**Boys and Girls Brigade:** The SWAT team presentation is one of the most popular annual presentations at the Neenah Boys' & Girls' Brigade. Team members volunteer their time to present various courses to the Brigaders, to impress upon them how important it is to live a life full of integrity and purpose. A number of the SWAT team members also assist the Brigade with their annual Christmas gift program.

**Training to Others:** The SWAT team was also able to secure \$15,000 in funding from the Wisconsin Department of Justice, Training and Standards Bureau. The grant allows Neenah SWAT members to attend high-level training and competition each year, and then teach the learned tactics to other departments around the state. This unique arrangement has helped elevate the skill level and ability of our own team members, the department as a whole, and many other departments within Wisconsin.

Horrific incidents such as the Boston Marathon bombing, the Newtown Connecticut school massacre, the Aurora Colorado theater killings, and the Fond du lac sniper incident - which cost an officer his life, are terrible reminders that the world has changed. The Neenah SWAT team has prepared itself and the department for these changes so we can react decisively and effectively to any attack on our community.

The Neenah Police Department and the SWAT team are determined to maintain the high quality of life and safety that our good citizens rightly expect, and will confront and intervene on those that dare to imperil our families and children.



# POLICE RANGE

Since the 1950's, the Neenah Police Department has been fortunate to use a 12-acre parcel as a shooting range. The property was originally owned by John Darrow, and later by John and Inez Noffke. It is located along County JJ in the Town of Clayton, just outside the City of Neenah.



According to the memory of some retired members of the department, a few officers had helped John Noffke with a building project. There may have been some other labor assistance as well, in the form of baling hay, cutting wood, etc. The use of the property as a police range came about as a result of the strong relationship that existed. One retiree believes the city signed a 5-year lease for \$1.00. If that payment did occur, it was apparently the only dollar ever paid to the Noffke's for use of the property.

When the range was first built, it was constructed with 24 lanes for police training and for competitive shooting in the Fox Valley Police Pistol League. Bulls-eye cardboard targets were put up at 25 yards. Officers would shoot Smith and Wesson model 686 revolvers. They would stand sideways to the target, hold the firearm in one hand, and cock the hammer back with their thumb. Commands would be given, and a large handle would be pulled by the range-master. All the targets were attached to this handle by connecting arms, so all the targets turned to face the shooter at the same time. After 10, 20, or 30 seconds, the handle would be pulled again, turning the target sideways and ending that portion of the event. Officers would then walk down range and score their targets. The technology was state of the art at the time.

A small garage was built on the property in 1979, and the concrete pad still bears the inscribed initials of those who helped with construction: M.S. (Marshall Schroeder), R.H. (Reid Holdorf), and J.M.S. (John Swenson). James Hawley also helped with construction. All the building materials came at no cost to taxpayers. Legend has it that Chief Malouf knew some contractors in the area who would often have project leftovers. Those items would get dropped off at the range, and when the pile was sufficiently large, the garage was built.

In 2012, this property ceased its long title as the Neenah Police Range. The property is being donated to the Town of Clayton and will become a park. The Neenah Police Department will be ever grateful to the Darrow and Noffke families for their generosity in providing this important training ground. Today's Neenah officers will need to be as creative as their predecessors to locate and develop a new facility – one that will hopefully last another 60 years!



# HEROIN TRENDS IN THE FOX VALLEY

Heroin and heroin use in the Fox Valley Area has increased dramatically. This trend is likely due to the drug manufacturers' reformulation of Oxycodone to make it more difficult to be abused. Many individuals had previously become addicted to Oxycodone. Heroin is the chosen alternative because of its availability, affordability, and the ability to easily ingest it through various means.

The increased use of heroin brings a higher risk of overdose. Purity of heroin varies widely, so that a user cannot know how much goes into their system. The individual may unknowingly ingest too much of the product; heroin overdoses are often deadly.

Fox Valley area police departments are seeing a dramatic increase in the number of heroin-related overdoses and deaths. Five years ago, heroin-related overdoses were rare in the Fox Valley Area. Now, they are an almost weekly occurrence. And this does not include the incidents that are never reported to police.

There are untold numbers of overdoses that are not reported due to the distribution of Naloxone. Naloxone is a narcotic that can be given to an individual who is overdosing on heroin or other opiates, in order to reverse the symptoms and prevent death. Naloxone is distributed without prescription to heroin users at needle exchange locations in the Fox Valley so they can save themselves or fellow heroin users from overdosing. Also distributed at these needle exchange locations are clean

syringes, clean metal containers for cooking heroin, and all other paraphernalia needed to ingest heroin via injection.

..."If you suspect someone is using heroin, don't ignore it. The problem will only get worse until there is some form of intervention."

Heroin is usually a powdery substance that can vary from white to brown, although it can take other forms including black tar and clods. Paraphernalia commonly associated with heroin use includes diabetic syringes, spoons or other small metal containers with charred bottoms from cooking the heroin, rubber straps used as tourniquets, very small cotton balls used to filter out impurities, straws or other similar

items used for snorting, and bindles made out of paper or tinfoil used to package the heroin.

With increased use of heroin comes an increase in crimes related to its use. These crimes include thefts, burglaries, robberies, and other crimes that can produce quick cash. It takes a considerable amount of money to support a heroin user's addiction. The average dosage unit of heroin costs approximately \$50-60 in the Fox Valley area, and heroin addicts often use multiple times per day. To support their habit, users will steal from stores, neighbors, friends, and even their closest family members. If you suspect someone is using heroin, don't ignore it. The problem will only get worse until there is some form of intervention.



# SUPPORT SERVICES

CAPTAIN HOWARD FUERST

**Support Services** incorporates several operational areas of the police department, including communications, records, training, grants, crime prevention, parking, and the victim crisis response program. The purpose of support services is to benefit the community through activities that maximize the effectiveness and efficiency of patrol and investigative units. Last year presented us with some significant challenges but also provided some unique opportunities.

In communications, we worked through several challenges in 2012. The movement from a union workforce of communication technicians (Comm Techs) to a non-unionized group created issues as we transitioned to a new set of work rules. We lost one employee who left for a new opportunity outside of law enforcement and gained a new employee with some previous law enforcement experience. Additionally, a new digital recording system was implemented that streamlined the process of recording reports that are then transcribed by the Comm Techs. This system creates new efficiencies through options in creation and storage of digital files while creating a much cleaner and clearer product than the micro cassette system it replaced. Next year we anticipate the transition to a new radio system (county wide) and a major upgrade of the Computer Aided Dispatch (CAD) system.

As with all other aspects of our department, the records unit continues to be challenged with an ever-increasing workload. Last year was no exception. With several grants directed at increased traffic enforcement, new electronic processes with the District Attorney's office, and many open records requests, we've had to find ways to create new efficiencies. A new automated data collection process was implemented in 2012 which significantly improves the efficiency of tabulating officer activity and accident statistics. Additionally, one of our employees developed a new process to improve the identification and return of lost and found property.

In 2012, we lost our long-time outdoor firearm range which significantly impacted our firearms training program. We were forced to become more mobile, utilizing a training trailer and several local private/public ranges. In addition to live-fire training, we continue to emphasize Simunition scenario training, force-on-force training, defensive tactics training, and several other in-house programs. This continual training is coordinated by our Training Lieutenant and helps us maintain proper skill levels.

Our department was awarded 4 different grant opportunities this past year. We received grant funding for bike enforcement, speed enforcement, seatbelt enforcement (Click it or Ticket), and Operating While Intoxicated (OWI) enforcement. These grants provide a great opportunity to increase patrols and enforcement within our community. In the most recent grant cycle, our officers produced 866 warnings and 928 citations that were solely attributed to the grants.

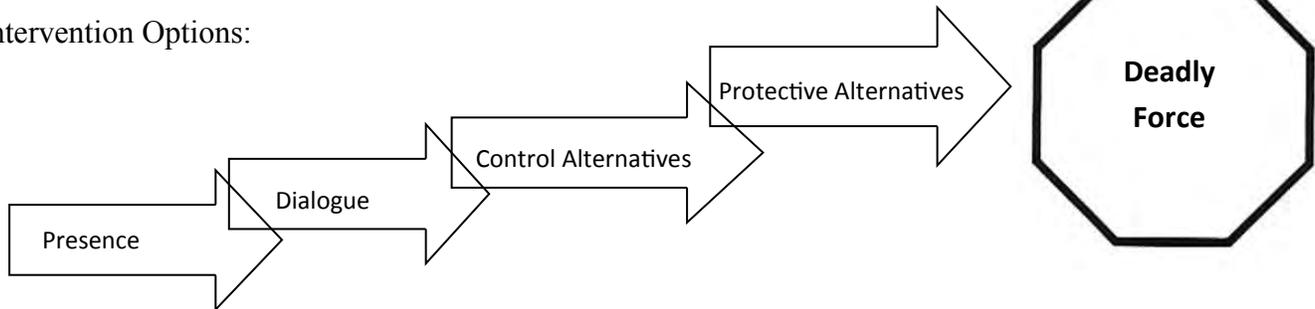


Neenah officers participate in the Winnebago County OWI Task Force

# USE OF FORCE

Police officers respond to calls for service, investigate suspicious activity, and enforce traffic, municipal and criminal law violations. In these situations, officers sometimes need to arrest or control uncooperative subjects. When these situations require the application of force that rises above proper handcuffing, officers are required to complete a use-of-force summary document. The information in the report is reviewed by a supervisor who sends it on to an administrative team review. This quality control process helps identify trends and drives identification of department policy and training needs.

Intervention Options:



In 2012, Neenah Police Officers responded to over 17,000 calls for service. Of those, only 54 calls required the higher level of force beyond safely handcuffing. Situations requiring force are divided into the categories of physical interaction, ECD (Electronic Control Device), ECD threat, OC (pepper spray) use, impact weapon use, and deadly force threat. In some of these calls multiple officers are engaged. Each officer that uses an intervention option must complete a use of force report. In the 54 incidents that resulted in an elevated intervention option, 84 reports were filed.

The data from those reports show that in 2012:

- ECDs were deployed 6 times.
- The threat of the ECD was enough to de-escalate the situation on 7 calls.
- The threat of deadly force was used in 21 situations where there was a perceived threat of death or great bodily harm to the officer or a citizen.
- Physical force was used in 19 of the 54 calls.
- OC was used once in 2012 and that was against a pair of vicious dogs.
- 78% of the subjects were male.
- 83% were White, 15% were Black, and 2% were Hispanic.

<b>Annual Comparison</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Total Number of Reports	121	135	91	84
Physical Incidents	65	69	42	54
Taser Deployment	9	15	4	6
Threats of Taser Use	29	21	15	7
Pepper Spray Use	0	0	0	1
Other Threats	18	30	30	21

# CRIME PREVENTION

Last year was full of so many great opportunities for our Police Department's Crime Prevention Office - chances for our officers to educate, inform, and partner with the citizens of our community.

As always, our officers had a great time teaching our good Choices program to all the 5<sup>th</sup> graders at the Neenah public schools, and our Charlie CheckFirst lessons to the 1<sup>st</sup> grade classes. We believe these programs give our kids the best chance of staying safe and making good decisions, while developing lasting relationships with the police department.

Officer Cory McKone, our Crime Prevention Coordinator, was able to complete numerous security audits of schools, businesses, and residences throughout the year. These audits provide a valuable preventive service to our citizens and businesses.

A 5<sup>th</sup> grade Neenah student spent a day learning about the Criminal Justice process. She visited our department, the 911 Center, the Winnebago County courthouse and the Winnebago County District Attorney's office. This was all part of a program we call "Police Officer for a Day." We even picked her up from her home in our armored SWAT vehicle!

We had a blast organizing our Volunteer Speed Watch Program. We commonly receive complaints of speeding vehicles in neighborhoods. One tool we use in response is to deploy volunteers to watch and record the speeds of vehicles. These concerned citizens are provided a handheld radar unit and a clipboard. The owners of speeding vehicles receive letters reminding them to slow down, and warning them of potential enforcement action.

Halloween is always a fun time for our officers. We participated in the YouthGo Haunted House, where we handed out goodies including toothbrushes donated by Keesler Orthodontics. Our community service officers headed out in their vans, loaded up with candy during trick-or-treating... and they came back empty!

That's a small sample of things we did in 2012. You know we cannot do any of it alone. So, for all of the assistance you gave us throughout the year, we say "thank you very much!" Partnering with our community in preventing crime and disorder in our neighborhoods is very important to all of us here at the Neenah Police Department. We want to make sure the City of Neenah remains a great place to live, work, and play.



Choices Program at Tullar School - 2/2012

# COMMUNITY SERVICE OFFICER PROGRAM



Pictured L-R: M. Dunn, N. Franzke, D. Jelinski, and R. Mancheski.

The Neenah Police Department is fortunate to have a **Community Service Officer (CSO) Program**. In 2012, we had four community service officers serving the City of Neenah.

The CSO job duties include handling calls that don't require a sworn officer. This keeps sworn staff available for more significant calls. CSOs handle a variety of routine duties, including traffic control, vehicle unlocking, lost/found property complaints, fingerprinting, station tours, vacation checks, parking complaints, and even some minor theft complaints. They also handle most of the department's animal control matters, including stray dogs, animal welfare concerns, and requests for traps, etc.

Recently a group of high school students, in partnership with local resident Patty Wollerman, donated a pet chip scanner to the police department. This allows the CSOs to check any stray animal for an implanted chip to allow them to get the animal back to the rightful owner rather than having to take it to the animal shelter. (*Chief Wilkinson is pictured here with some of the students.*)

During the summer, CSOs also work in cooperation with the city's Community Development department. In addition to all their other duties, our summertime crew handles overnight parking violations and enforcement of quality-of-life ordinances such as overgrown lawns, trash, junk vehicles, and others.



The CSOs are college students who are enrolled in a Criminal Justice related program. They work a part-time schedule of less than 20 hours per week. The position of community service officer gives these college students a unique insight into the workings of the police department and allows them to gain valuable experience that helps them when it comes time to apply for police officer jobs. Many Neenah officers began their careers as community service officers for the Neenah Police Department or another department.

Residents of Neenah expect and deserve great policing services. Our Community Service Officer program is a very important tool in making sure we meet and exceed those expectations.

# HONOR GUARD

The Neenah Police Department Honor Guard is made up of eight officers who attend various events throughout the state representing the City of Neenah and the police department.



One of the duties of the Honor Guard is to attend funerals of retired and current officers to show respect and admiration for the officer and to honor the family. Sadly, the Honor Guard had to attend the funeral of one of their own in 2012. Officer Jim Plymire passed away July 6, 2012, at the age of 50. The Honor Guard proudly took a lead role in planning for and conducting Jim's funeral. The team also served as casket guard at the funeral for retired Neenah Officer Lee Parrott on April 5, 2012.

Members of the Honor Guard also attended the funerals of four other Wisconsin law enforcement officers. Three of these officers passed away in the line of duty and the fourth passed away from illness. The most recent funeral was for Wauwatosa Police Officer Jennifer Sebena, who was shot and killed in the line of duty on Christmas Eve.

May is a special month for law enforcement officers as National Police Week is held with various events taking place around the state/country. The Neenah Police Department held its annual meeting on May 17, 2012, with the Honor Guard posting the colors. On May 18th the Honor Guard traveled to Madison to attend the state law enforcement ceremony honoring all law enforcement officers who have given the greatest sacrifice.

The Honor Guard also represented the city during community functions. They marched in the Memorial Day parade and the Fourth of July Light parade. Members of the Honor Guard also led the first lap and posted the colors for the Relay For Life event at the Neenah High School on June 15th. The colors were also posted for Veterans Day events in Neenah. And most impressively, Neenah's Honor Guard stepped onto the grass at Miller Park to post the colors for the September 12 Milwaukee Brewer game.



Attending all of these events in 2012 shows that the Honor Guard proudly represents the Neenah Police Department, and acts as an ambassador for our community in venues around the state.



### **Volunteers in Policing**

The Victim Crisis Response Team (VCR) is a collaborative partnership with local law enforcement (Neenah, Menasha, Town of Menasha, Grand Chute, Fox Valley Metro, Kaukauna, Appleton and Hortonville) which strives to better meet the needs of victims of crime or those in crisis. When law enforcement deems appropriate, a page goes out to the group of trained VCR volunteers to respond. VCRs provide emotional support to victims and their family members. They also offer community referrals and follow-up services. The work of the VCRs allows law enforcement officers to conduct their job in a more efficient manner, knowing the victims are being attended to.

Under the direction of the Coordinator, Jenni Kunding, VCR volunteers respond to a variety of calls including domestic violence, robbery, suicide, sudden deaths, child abuse, sexual assault, elder abuse and various other critical incidents deemed appropriate by law enforcement personnel. The program concluded 2012 with 41 volunteers, and collectively they provided over 2400 hours of service.

To become a VCR volunteer, one must pass a criminal background check, complete a minimum of 20 hours of training and participate in an interview process. Training sessions include education in crisis intervention, the criminal justice system, law enforcement, and other supporting organizations and community resources.

The VCR program continues to remain strong in our community and is proud to work with local law enforcement. The Victim Crisis Response Team is a valuable asset that continues to grow in scope and sweep. We are always in need of caring, dependable, and strong individuals to provide this special service.

For more information or to receive an application, please contact Jenni at [jkundiner@ci.neenah.wi.us](mailto:jkundiner@ci.neenah.wi.us) or visit Neenah PD's website.

Also visit and like us on Facebook at [www.facebook.com/foxcitiesvcr](http://www.facebook.com/foxcitiesvcr).



*VCRs working hard at Appleton Police Department*



August 26, 2012, was cloudy and rainy, but that did not deter more than 175 participants from competing in the Kill the Hill 5K obstacle challenge at Memorial Park. The event was hosted by the Neenah Police Department and Neenah-Menasha Fire Rescue. A number of community businesses sponsored the event as well including: Karate America, Global Bottling, Pump & Munch, Dairy Queen, and Cranked.

The crooked and zig-zagging course was full of obstacles where the participants had opportunity to get wet, dirty, and muddy. After traveling the course two times, competitors faced the daunting “Kill the Hill” where they were expected to run up a slippery north slope, and then come down the “slip and slide” south side to the finish line.

Awards were given in several categories for youth, adults, and teams. Rankings and more pictures can be found on our webpage at:

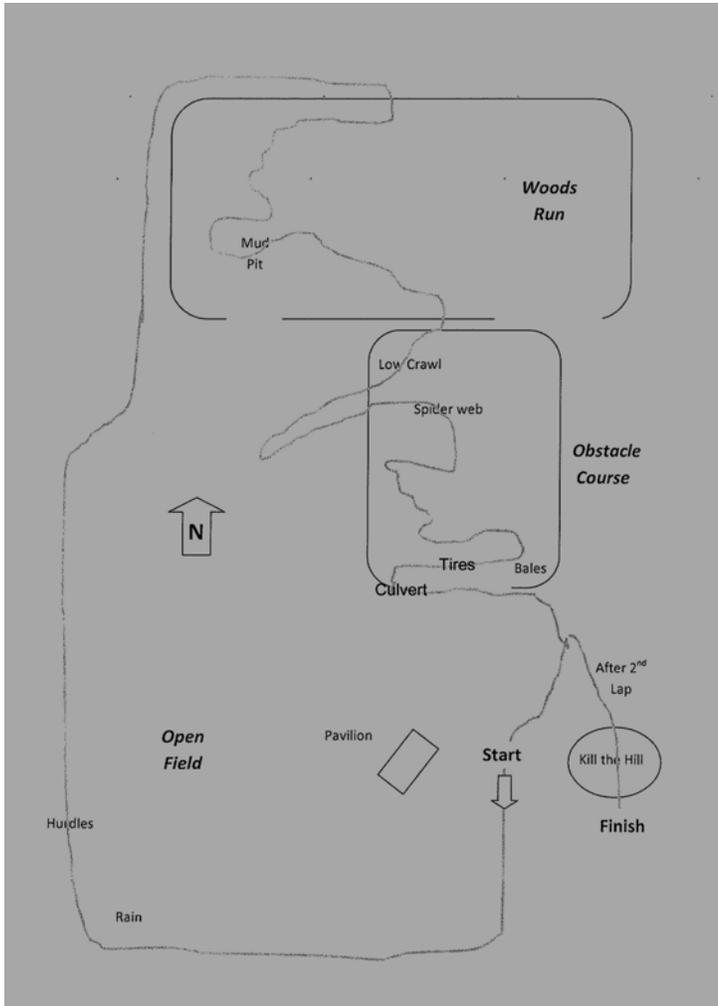
[www.ci.neenah.wi.us/departments/police/kill-the-hill-5k-fundraiser](http://www.ci.neenah.wi.us/departments/police/kill-the-hill-5k-fundraiser)

A great time was had by all, and \$4,600 was raised to help support the Neenah Police K9 Program and the Neenah-Menasha Fire Rescue Dive Team.

This event was the brain child of Officer Renee Dubinski, who also coordinated the obstacle challenge.

Neenah PD salutes all who made this event possible.

## **KILL** *the* **HILL** **5K Obstacle Challenge**



# WINNEBAGO COUNTYWIDE CRIME STOPPERS

**ATTENTION DRUG DEALERS**

Winnebago County Jail	6
Outagamie County Jail	20
Brown County Jail	46

**CRIME STOPPERS** Enjoy Your Stay!!!

## Winnebago CountyWide Crime Stoppers

is a cooperative effort between law enforcement agencies, the business community, news media, and the public, to provide law enforcement with information they need to solve crimes.

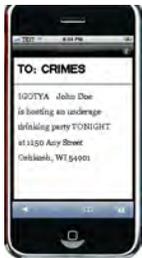
When a person contacts Crime Stoppers through its anonymous tip line, website, or text line, and the information provided leads to an arrest, that person becomes eligible for a **CASH** reward. The 24/7 Crime Stopper system maintains a caller's anonymity by assigning a secret code number which is used in the subsequent **CASH** reward.

### *The Quick 50 Program*

This program is offered to students in high schools and middle schools in Winnebago County. The program increases school safety by encouraging students to report weapons, drugs, alcohol, or bomb threat incidents. A \$50.00 cash reward is paid to students who provide information leading to an arrest. Students wishing to remain anonymous may submit tips using the Crime Stoppers tip line, website, text line or speaking to the school's Police Liaison Officer. More than \$2200 was paid out in the Quick 50 program in 2012.

### *Park Watch Program*

This program was designed for all the municipalities that make up Winnebago County to curb the incidents of vandalism and theft in our parks. Special Park Watch signs display the Crime Stoppers anonymous tip line information. Citizens whose tips result in an arrest are eligible for a cash reward.



## TEXT YOUR TIP FROM YOUR CELLPHONE

Crime Stoppers has introduced an anonymous texting option for tipsters. Anyone can provide information about a crime by texting their tip to 274637 (CRIMES). Enter the keyword IGOTYA followed by the message. Texters remain completely anonymous.

The Crime Stoppers Board of Directors is comprised of concerned citizens from Winnebago County who meet the third Wednesday of every month. Crime Stoppers is always looking for additional citizens interested joining its board. If interested, call Crime Stoppers at (920) 236-5742, or visit the website at [www.winnebagocrimestoppers](http://www.winnebagocrimestoppers). Winnebago CountyWide Crime Stoppers is a 503(c)(3) organization.



*The vision of crime Stoppers is to encourage community involvement in solving crimes which will provide a safer place to live, work, and play.*

## Pray. Fight. Live.

That was the motto of Officer James Plymire, who was diagnosed with cancer in 2011. Jimmy, as he was commonly known at the department, was looking forward to a retirement flavored with grand mountains and clear trout streams.

Jimmy served the Neenah Police Department for nearly a quarter century, handling all manner of police calls. When a victim needed gentleness, he was compassionate and understanding. When circumstances called for him to be strong, he was more than strong. The former Marine was always equal to whatever task lay before him.

Except one... Jimmy was always nervous when called upon to give a classroom presentation to a group of children.



Away from work, Jimmy had a gift for capturing nature's wonder through the lens of a camera.

Jimmy took a thoughtful and determined approach to battling the cancer within him. His co-workers joined the effort, organizing a fundraiser and helping out with meals and other chores. Employees throughout the City of Neenah could be seen wearing blue support bracelets, stamped with his motto: "Pray. Fight. Live."

As Jimmy's cancer progressed, he was forced to retire on June 8, 2012. He died four weeks later.

Jimmy has forever left his mark upon the Neenah Police Department.

He served with honor.  
He retired with dignity.  
He may have died with weakness, but he lived – always – with strength.

