

2018

City of Neenah POLICE DEPARTMENT Annual Report



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

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, my community,
and the agency I serve.



May 17, 2018

Table of Contents

Police Commission	3
Message from the Chief	4
Goals and Objectives	5
Statistics	6
Patrol	9
ISU / Evidence	10
Police School Liaison / MEG	11
Honor Guard	12
K9	13
SWAT	14
Negotiators	15
Bicycle Patrol	16
Drone	17
Records / Administrative Support	18
Community Service Aides	19
Crossing Guard Program	19
Training	20
Fleet	21
Accreditation	22
Personnel	23
Police Week	24
Station Dog	25
Community Policing	26
Out and About	27
Contact Information	28



POLICE COMMISSION

The City of Neenah is one of approximately 150 Wisconsin communities that are required by state statute to form a Police Commission. The Neenah Police Commission is comprised of five volunteer Commissioners who are appointed to a five year term by the Mayor. The Mayor maintains operational oversight of the Police Department while the Police Commission independently provides direct oversight of the hiring process. *Our 2018 Commissioners are Steve Morton (President), Gilbert Mueller (Secretary), Judd Stevenson, Kim Skorlinski, and Robert Spence.*

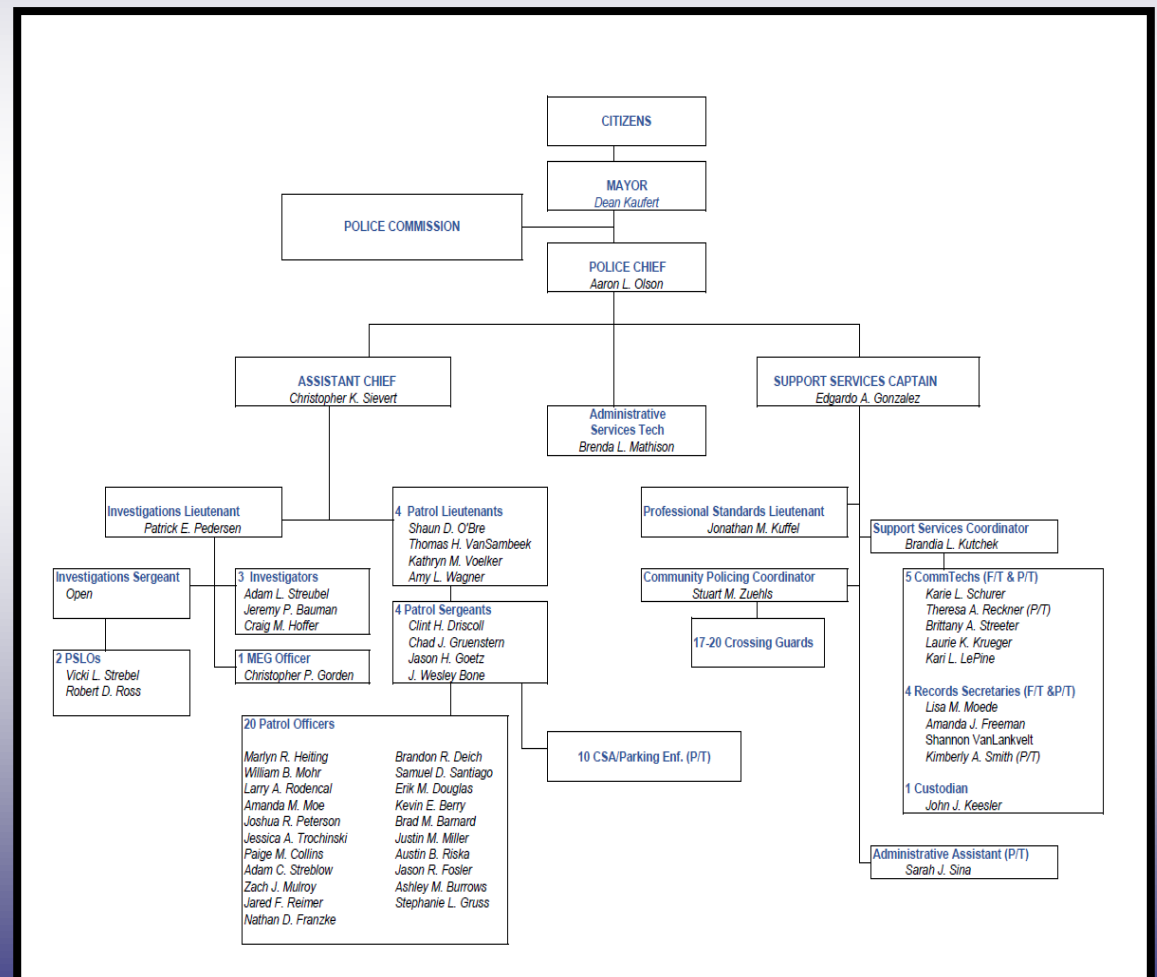


Responsibilities of a Wisconsin Police Commission

A Police Commission is responsible for hiring the Chief of Police. In addition, Neenah Police Commissioners conduct new hire interviews and create a candidate eligibility list for the Chief to fill vacant positions. The Commission must also approve all promotions and appointments made by the Chief of Police. The Commission is responsible for establishing a hearing when formal charges are filed against the Chief or any sworn Police Officer and will issue a determination. Commissioners also hear disciplinary appeals filed by a police officer for action initiated by the Chief of Police.

2018 Neenah Police Commission Activities

- Held six public meetings.
- Hired two new officers: Ashley Burrows and Stephanie Gruss.
- Promoted Captain Aaron Olson to Chief of Police.
- Promoted Lieutenant Chris Sievert to Assistant Chief.
- Approved the Chief's promotion of Sergeant Patrick Pedersen to Lieutenant.



FROM CHIEF AARON L. OLSON



On behalf of the Command Staff, sworn officers and civilian support staff members who serve our community, it is my privilege as your Police Chief to submit the City of Neenah Police Department's 2018 Annual Report.

The Neenah Police Department has a tradition of delivering high quality police services to the City's residents, guests, and businesses. In 2018 and beyond, we are building on that platform with the intent of striving for excellence.

We strive to find new initiatives and technologies that will enhance our policing efforts with the goal of making our community safer through proactive policing, rather than reactive policing. In pursuit of our goals, we are engaging our community partners in a purposeful manner, humanizing ourselves with the hope of creating strategic community partnerships.

In addition to serving our community with dignity and respect, our members demonstrate servant leadership during their time at work, and their time outside of work. Our members serve on local boards, coach youth sports' programs, train our citizens in many topics and capacities, serve as adjunct instructors, and above all, serve the citizens of Neenah. As the new Police Chief, I'm proud of these professionals who have dedicated their lives to be the best law enforcement professionals they can be.

I hope you find this report to be useful and informative.

Chief Aaron L. Olson



Assistant Chief Chris Sievert



Captain Edgar Gonzalez

GOALS & OBJECTIVES

The Neenah Police Department is a progressive law enforcement agency that continually seeks to meet the challenges of serving our residents and visitors. To help meet the challenges in effective and efficient policing, the Department practices proactive strategic planning. By doing so, the police department has created goals and objectives, which are outlined below:

1. Traffic Safety – We promote safe roadways for vehicles, bicycles and pedestrians

1.1 Education

- 1.1.1 Promote Bicycle and Pedestrian Safety
- 1.1.2 Distracted Driving

1.2 Enforcement

- 1.2.1 Speed Reduction
- 1.2.2 Distracted Driving
- 1.2.3 OWI
- 1.2.4 School Zone
- 1.2.5 Parking Enforcement
 - Conduct one Bike Rodeo per Year
 - Facilitate two Crosswalk Initiatives
 - Release six Traffic Safety Public Service Announcements
 - Conduct two Neenah High School Initiatives
 - Initiate 1200 Department Wide Speeding Contacts
 - Conduct one enforcement initiative in each neighborhood policing district
 - Monthly social media posts on "law of the month"

2. Crime - Our citizens deserve a community where they feel safe

2.1 Juvenile Crime

- 2.1.1 Reduction of Crimes in the Community
- 2.1.2 Reduction of Crimes in Schools

2.2 Street Crime

- 2.2.1 Retail Theft Reduction
- 2.2.2 Drug Enforcement
- 2.2.3 Prostitution/Human Trafficking Enforcement
- 2.2.4 Keep Violent Crime Down
 - Utilize new Police Neighborhood Districts program to identify crime trends
 - Work in conjunction with the NJSD to plan for an elementary school PSLO
 - Expand middle school drug and safety programming
 - Educate business owners/managers on theft prevention techniques
 - Educate officers on narcotic interdiction
 - Conduct proactive prostitution/human trafficking investigation(s) in conjunction with other agencies

3. Partnerships - We are more effective when we work in collaborative partnerships

3.1 Intra (Department)

- 3.1.1 Operations/Support Services

3.2 Inter (City)

- 3.2.1 Elected Leaders
- 3.2.2 City Departments

3.3 External

- 3.3.1 DA
- 3.3.2 Media
- 3.3.3 NJSD
- 3.3.4 Community
- 3.3.5 Other Agencies
 - Invite the media to four department-driven events per year
 - Streamline channels of communication within the department
 - Promote a process improvement mindset
 - Encourage 5 or more Aldermen to participate in one 4-hour ride-a-long with the Neenah Police
 - Increase knowledge about other City Departments
 - Coordinate Citizens Police Academy
 - Participate in city-wide Emergency Operations Training--Conduct one district meeting per year (per district) as an open forum and invite district residents to attend

4. Excellence in Performance – We promote excellence as the only acceptable standard of performance

4.1 Employee Development

- 4.1.1 Personal Development
- 4.1.2 Training
- 4.1.3 Ethical Conduct
- 4.1.4 Leadership Development

4.2 Organizational Excellence

- 4.2.1 Equipment Ownership
- 4.2.2 Accreditation
- 4.2.3 Quality Control
- 4.2.4 Diversity Awareness
 - Implement performance evaluations to assess individual excellence
 - Send 20% of supervisors to the basic and advanced online FBI-LEEDA supervisor liability leadership courses
 - Ensure all Lieutenants have completed an extended management course
 - Send all command staff to the Wisconsin Command College or equivalent course
 - Match available training to individual skills
 - Complete onsite accreditation assessment by December 2018
 - Develop a practice of continual policy review
 - Conduct monthly internal leadership training
 - Provide diversity training for our staff

5. Quality of Life - Our actions will be guided by the preservation of the well-being of the department and our community

5.1 Internal

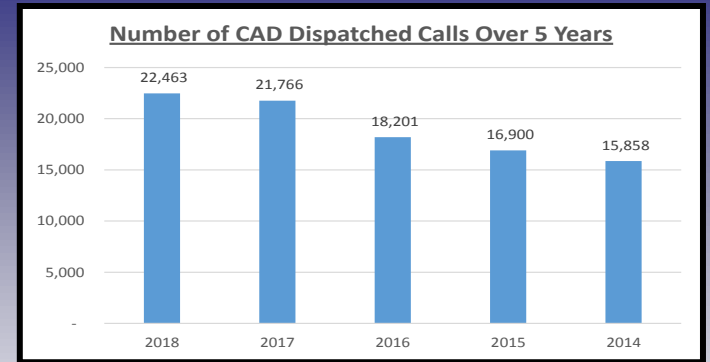
- 5.1.1 Employee Health and Wellness
- 5.1.2 Career Enrichment
- 5.1.3 Family Involvement

5.2 External

- 5.2.1 Community Engagement
- 5.2.2 Vulnerable Community Member Support
 - Provide mental health support for staff
 - Utilize new Police Neighborhood Districts program to proactively engage the community
 - Increase self-initiated activity at the parks and community events
 - Seek feedback from the community through surveys
 - Send officers to CIT training within five years of hire
 - Updated exercise room

CALLS FOR SERVICE AS DISPATCHED

CALL TYPE	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2018	2017	2016	2015	2014
24/7 VIOLATION	0	0	1	0	0	0	0	0	0	0	2	0	3				
911 ASSIST	43	48	33	38	61	52	56	79	53	38	48	45	594	574	645	639	739
911 HANG UP	54	31	51	29	56	34	36	48	42	25	37	37	480	395	360	340	339
ABANDONED VEHICLE	17	13	7	13	9	14	14	26	16	10	13	14	166	183	113	76	64
ACCIDENT	74	59	47	76	62	53	53	61	46	69	57	48	705	728	772	699	667
ACCIDENT w/ INJURY	2	1	5	4	6	3	3	8	10	3	1	2	48	45	53	57	46
MEDICAL CALL	25	23	24	22	17	17	17	28	14	22	19	12	240	280	311	243	227
ALARM	33	39	35	40	29	29	32	40	40	40	26	41	424	425	491	445	467
ALCOHOL/OWI	10	7	13	7	16	16	16	13	9	8	10	12	137	117	107	126	104
ANIMAL	42	34	54	46	115	88	88	92	81	74	64	39	817	887	789	818	768
ARSON-Police	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0
ASSIST	262	209	259	277	283	263	269	272	230	176	154	158	2812	2881	2743	2461	2473
ATTEMPTED SUICIDE	0	0	0	0	1	0	0	0	0	0	0	1	2	3	5	6	16
AUTO THEFT	3	3	4	3	2	5	5	3	2	3	8	3	44	24	28	19	14
BATTERY	1	0	1	1	1	1	1	0	1	0	0	1	8	14	10	16	11
BICYCLE STOP	1	1	0	0	3	3	3	3	2	0	0	0	16	17	7	12	10
BOMB THREAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BUILDING SECURITY	7	64	54	6	2	3	3	3	6	0	21	19	188	117	1	2	9
BURGLARY	4	0	1	2	3	6	6	3	7	3	5	4	44	33	44	48	67
CARBON MONOXIDE	0	2	0	0	0	1	1	0	0	1	1	2	8	20	11	16	14
CHASE / PURSUIT	0	0	0	0	1	0	0	0	0	0	0	0	1				
CHILD CUSTODY	0	0	0	0	0	0	0	0	9	8	5	3	25				
CIVIL MATTER	3	2	2	1	5	4	4	4	3	8	5	7	48	45	52	41	30
COMPUTER CRIME	0	0	1	0	0	0	0	9	0	0	0	0	10				
CRIME PREVENTION	175	220	222	162	141	131	135	156	122	111	128	88	1791	1401	0	0	1
CROSSING GUARD	0	0	0	0	0	0	0	0	8	19	25	20	72				
DAMAGE TO PROP	9	21	31	18	20	33	33	33	30	11	18	15	272	252	250	239	177
DEATH	3	4	4	2	1	3	3	4	1	3	3	2	33	34	25	19	15
DISTURBANCE	55	43	40	61	72	60	65	57	55	43	53	50	654	718	748	725	642
DISTURB. W/WEAPON	0	0	1	1	1	2	2	1	1	0	2	0	11	0	0	0	0
DOMESTIC DISTURB	4	10	10	6	13	5	7	11	7	10	4	7	94	68	56	62	64
DRIVE OFF	0	0	0	0	0	0	0	0	1	5	4	6	16				
DRUGS	24	25	24	28	22	18	18	27	20	26	30	18	280	291	196	209	227
EMERGENCY COMMIT	7	10	5	9	12	5	6	15	11	9	7	9	105	118	119	100	84
FIRE ALARM	17	10	4	16	6	9	11	6	17	13	9	9	127	131	132	125	96
FIRE CALL	8	4	3	6	11	12	12	9	12	3	11	10	101	106	103	107	94
FIREWORKS	0	1	0	0	2	7	9	50	7	1	0	0	77	104	104	75	55
FORGERY	0	1	1	0	0	0	0	0	1	0	0	0	3	7	3	3	6
FRAUD	8	17	16	13	11	9	9	6	15	14	8	14	140	177	156	181	121
GAMBLING	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0



CALL TYPE	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2018	2017	2016	2015	2014
HARASSMENT	28	19	18	24	19	34	35	27	35	22	19	18	298	347	282	296	280
TRAFFIC HAZARD	12	12	14	20	24	17	19	28	28	22	21	10	227	215	217	182	187
JUVENILE	89	67	93	93	111	60	60	59	62	82	76	61	913	835	600	559	491
LOST / FOUND	23	9	18	9	19	12	12	22	14	12	12	4	166	180	155	132	157
MEDICAL	29	29	35	36	41	30	33	38	33	49	33	26	412	421	394	369	392
MISCELLANEOUS	74	77	79	84	103	60	60	70	47	92	91	73	910	627	573	468	388
MISSING PERSON	1	0	3	2	3	6	6	1	1	5	2	2	32	29	35	46	38
MOTORIST ASSIST	50	40	35	68	41	50	51	56	41	19	22	17	490	502	510	546	496
NEIGHBOR PROBLEM	0	0	0	0	0	0	0	0	3	7	7	5	22				
NOISE COMPLAINT	11	16	18	9	21	23	24	14	22	8	13	11	190	250	238	190	213
OPEN DOOR	2	2	1	4	4	7	8	5	6	3	1	1	44	24	36	28	34
ORDINANCE	4	12	18	24	22	30	32	24	12	19	18	6	221	263	274	202	230
PARKING COMPLAINT	46	30	29	45	67	40	41	43	44	46	43	25	499	392	385	332	356
RECKLESS DRIVING	25	28	36	30	34	42	45	41	24	29	40	21	395	417	487	358	308
RETAIL THEFT	5	4	16	18	14	9	9	16	10	6	9	14	130	132	123	96	62
ROBBERY	0	0	0	1	1	1	1	1	1	0	0	0	6	2	11	1	3
RUNAWAY	2	4	8	9	9	12	12	5	5	13	17	5	101	92	79	89	71
SEX OFFENSE	1	1	6	6	1	4	4	8	3	8	5	3	50	60	72	41	42
SUSPICIOUS PERSON	16	25	17	22	24	23	25	24	25	23	25	15	264	311	250	317	253
SUSP. SITUATION	49	33	38	31	42	39	40	41	41	28	32	27	441	428	460	440	406
SUSPICIOUS VEHICLE	27	34	32	33	27	37	38	27	36	24	30	25	370	300	267	285	290
THEFT	47	34	42	36	33	54	55	46	41	50	46	36	520	485	485	537	563
TRAFFIC SAFETY	53	60	46	47	26	56	57	35	19	32	19	16	466	426			
TRANSPORT	4	1	5	1	0	3	3	4	4	4	6	3	38	33	21	21	27
TRESPASSING	1	4	7	4	10	7	8	4	3	7	2	3	60	44	50	39	30
TRUANCY	3	1	1	2	4	0	0	0	4	4	1	2	22	14	1	5	1
TRAFFIC STOP	400	340	416	281	255	196	205	181	171	225	254	168	3092	3445	2571	2204	1823
VEHICLE LOCKOUT	0	0	0	0	0	0	0	2	37	43	43	48	173				
VIOLATE COURT ORD.	1	3	2	2	6	3	3	4	0	4	2	0	30	39	34	46	40
WARRANT	7	9	13	5	14	5	7	6	5	5	8	5	89	130	118	115	61
WEAPON	0	2	2	0	2	1	1	2	0	1	4	2	17	19	31	29	24
WELFARE CHECK	85	83	86	78	131	114	124	117	85	92	92	90	1177	1108	1008	1018	945
	1986	1881	2088	1911	2092	1861	1935	2018	1742	1740	1771	1438	22463	21766	18201	16900	15858

STATISTICS

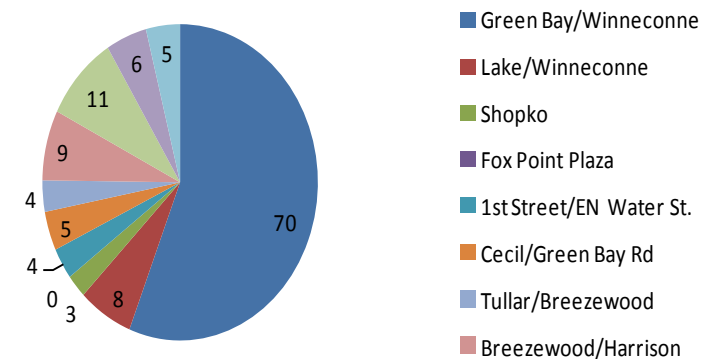
Traffic Stats	2014	2015	2016	2017	2018
Traffic Citations	1662	1829	2376	2675	1978
Speeding Related	197	291	332	338	252
Reckless Inattentive	42	32	35	48	48
Right of Way	43	49	45	53	48
Hit & Run/Failure to Report	39	33	30	29	30
OWI	98	113	92	99	104
License Status Violations	282	306	342	520	426
Registration	210	171	238	407	300
Equipment	123	116	192	219	112
Seatbelt/Child Restraint	49	100	378	332	200
Insurance Violations	345	380	450	415	262
Misc. Moving Violations	85	59	73	78	63
Substance	79	97	84	68	78
Stop Sign/Signal	60	71	80	65	54
Misc. Non Moving Violations	10	11	5	4	1
Traffic Warnings	1283	1595	1741	1993	2171
Parking Tickets	7597	5225	3774	6377	6184
Accidents					
Injury Accidents	97	125	115	118	99
Fatalities	0	1	2	0	0
Property Damage Accidents	302	348	369	365	369
Roundabout Accidents	76	105	118	121	125

UCR-Unified Crime Reporting

	2014	2015	2016	2017	2018
Violent Crime	45	48	52	49	48
Homicide	0	1*	0	0	0
Rape	10	6	9	7	7
Robbery	4	3	10	2	6
Aggravated Assault	31	39	33	40	35
Simple Assault	97	104	134	132	111
Property Crime	479	503	493	504	474
Burglary	73	64	50	40	43
Larceny Theft	393	423	420	451	403
Motor Vehicle Theft	10	14	21	12	27
Arson	3	2	2	1	1
Value of Property Stolen	\$304,214	\$236,732	\$240,281	\$247,632	\$338,471
Value of Property Recovered	\$87,803	\$99,585	\$77,854	\$77,543	\$140,975
Percent Recovered	29%	42%	32%	31%	42%

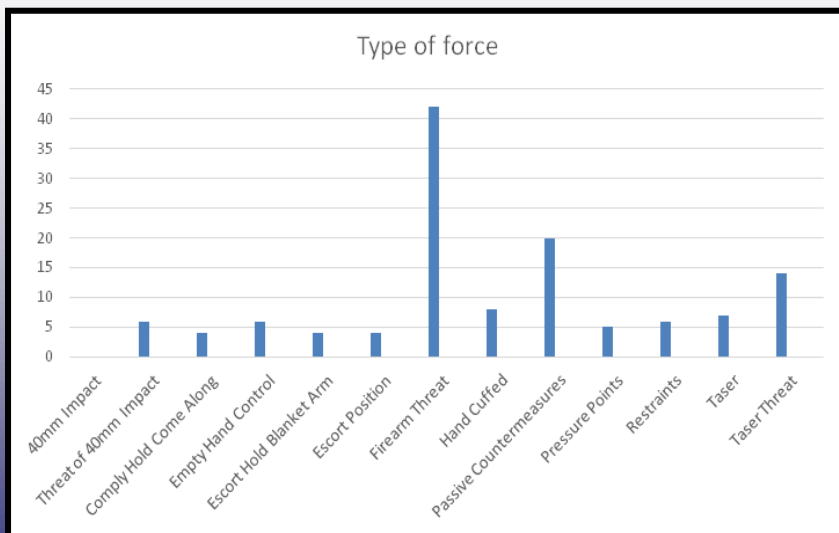
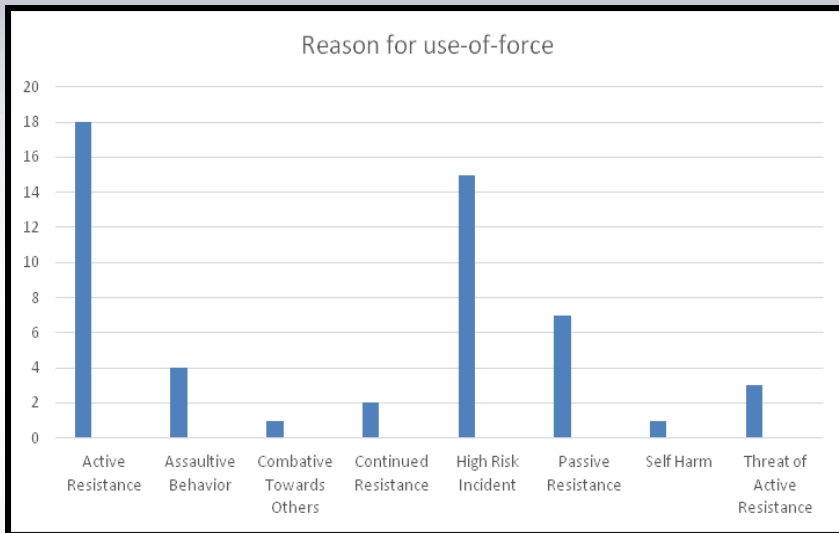
*Justified Police-involved Shooting

2018 Roundabout Accidents

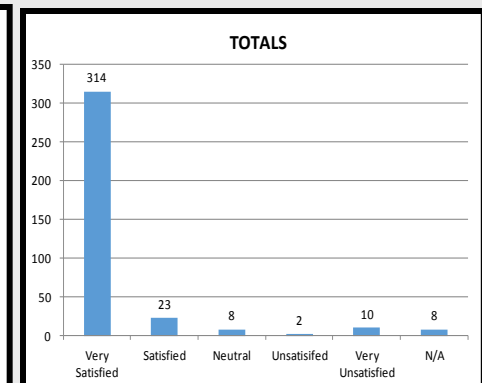
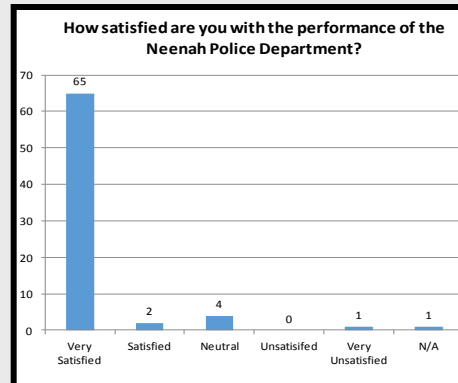
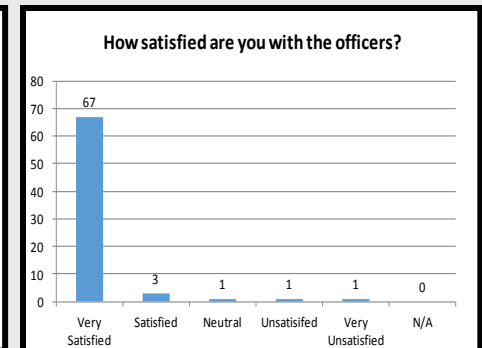
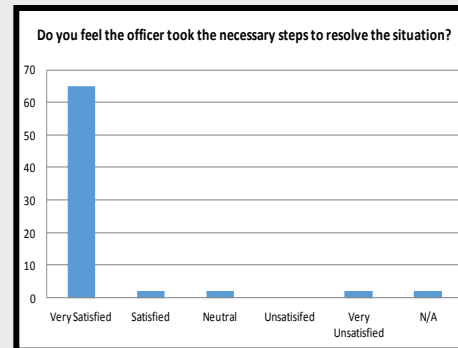
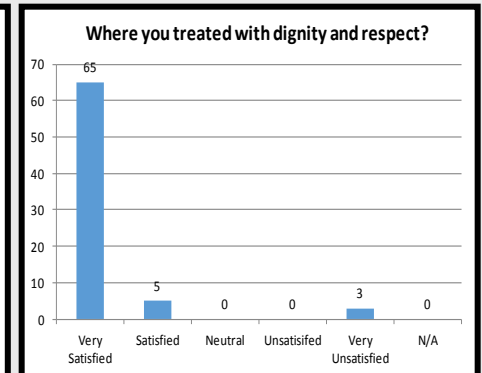
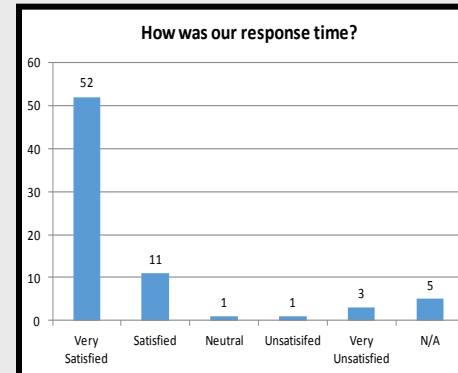


USE OF FORCE

In 2018, The Neenah Police Department responded to 22,463 calls. Of those 22,463 calls, our Neenah Police Officers used force 0.22% of the time. Of those 51 use-of-force incidents, the following occurred:



2018 NEENAH POLICE DEPARTMENT CITIZEN SATISFACTION SURVEY



PATROL

The following duties are normal for a patrol officer, but are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Assist individuals with a variety of emergency and non-emergency incidents
- Investigate crimes and ordinance violations
- Search scenes of crimes for suspects, witnesses and evidence
- Assess the safety of subjects suffering from mental health challenges
- Render first aid and other compassionate care to victims, witnesses and suspects
- Investigate and document traffic collisions
- Direct traffic at accidents, special events, and other congested locations
- Serve warrants, subpoenas, and other court orders
- Educate, warn or arrest persons in violation of city ordinances
- Ensure traffic safety through regular patrols
- Arrest or make criminal referrals for persons who violate state statutes
- Enforce city parking regulations and issue parking citations
- Respect the constitutional rights of all citizens
- Engage in community and neighborhood policing



Lt. O'Bre



Lt. VanSambeek



Sgt. Driscoll



Sgt. Gruenstern



Officer Helting



Officer Mohr



Officer Rodencal



Officer Moe



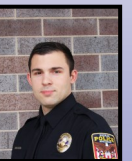
Officer Peterson



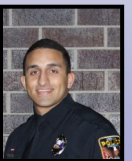
Officer Trochinski



Officer Reimer



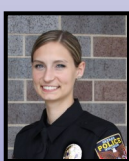
Officer Franzke



Officer Santiago



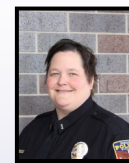
Officer Barnard



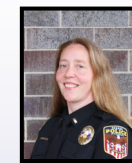
Officer Burrows

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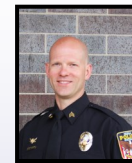
Lt. Voelker



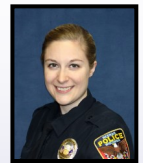
Lt. Wagner



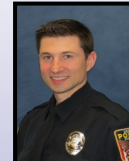
Sgt. Goetz



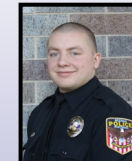
Sgt. Bone



Officer Collins



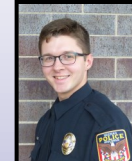
Officer Streblow



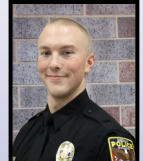
Officer Mulroy



Officer Deich



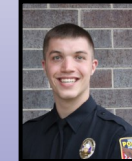
Officer Douglas



Officer Berry



Officer Miller



Officer Riska



Officer Fosler



Officer Gruss

INVESTIGATIVE SERVICES UNIT



Lt. Pedersen



Sgt. Bauman



Inv. Streubel



Inv. Hoffer



PSLO Strebel



PSLO Ross



Assistant Chief Sievert and Lt. Pedersen presenting to kids at the Neenah Historical Society about DNA and Fingerprints. After the presentation, the kids dusted and located fingerprints.



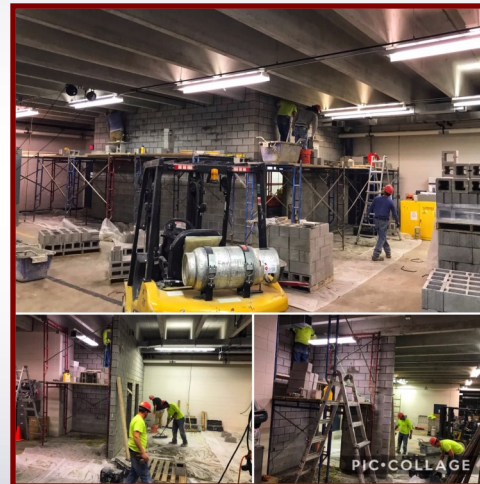
Evidence located at an armed robbery scene. An arrest was made solving Neenah robberies as well as helping other jurisdictions arrest the same individual.

Investigator Bauman and Investigator Hoffer presenting at the High School Career Day.

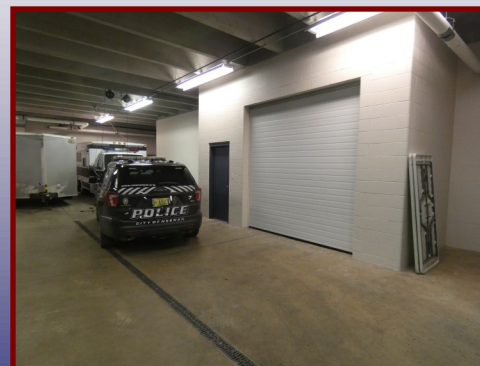


EVIDENCE

In 2018, officers opened up 418 cases to enter in our BEAST evidence system ranging from found bicycles, drugs, damage complaints, death complaints, burglaries, and more. We are in the midst of an evidence remodel to keep up with accreditation standards, as well as safety precautions with certain drugs in the evidence area. We had two evidence audits in 2018. One when the new Chief was announced, and again when a new ISU Lieutenant was announced. Results equaled 100% compliance.



Neenah Police Department evidence processing is overseen by Officer Amanda Moe.



POLICE SCHOOL LIAISON OFFICERS



There were 190 school days in 2018. High School PSL Officer Strebel and Middle School PSL Officer Ross took part in the following:

- Over 400 calls for service in 2018 resulting in a report or citation
- Choices presentations at Tullar, Wilson, Hoover, and Roosevelt Elementary Schools to over 250 children
- In-class presentations reaching over 650 students at Shattuck Middle School and Neenah High School
- Law Enforcement presence at 5 home football games, 11 home basketball games, High School Homecoming Parade and dance, Middle School dances, and Prom activities
- Revised the 2018 PSLO memorandum of understanding between NJSD and NPD
- Assisted in creating the City of Neenah Vaping and Sexting Ordinances
- Assisted with school lock down procedures, including facilitating a mock response to Neenah High School by PSLO's and on-duty officers, during which officers were able to quickly locate the roll player identified as the threat

LAKE WINNEBAGO AREA MEG UNIT

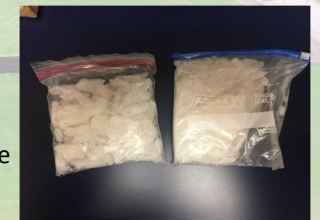
In January 2018, a search warrant was executed at a residence in Little Chute. Investigators located approx. 12,284.5 grams of high grade marijuana, approx. 1.2 grams of crystal meth, approx. 116.3 grams of psilocybin mushrooms, handgun, drug paraphernalia, and \$17,160 in US currency.



In June 2018, Inv. Gorden deployed K-9 Cedric for a parcel sniff of a parcel coming from the west coast to Appleton. K-9 Cedric alerted/indicated on the parcel and a federal search warrant was applied for and granted. The parcel was found to contain approximately 14 pounds of high grade marijuana.



In October 2018, Inv. Gorden deployed K-9 Cedric for a parcel sniff. Info received that money was being wired from a Neenah resident to California. K-9 Cedric alerted/indicated on a suspect parcel. A federal search warrant was granted and the parcel was found to contain approximately 464.7 grams of crystal methamphetamine. USAG Office took the case and the defendant to an offer of 10 years in prison.



Lake Winnebago Area MEG investigators helping a citizen whose motorized wheel chair was stuck in the snow and ice.



HONOR GUARD

The Neenah Police Department's Honor Guard consists of eight members representing the Police Department in various events around the state. Two officers died in the line of duty in Wisconsin during 2018, and we attended their funerals. We also represented the department posting colors at a Milwaukee Brewer game and Wisconsin Timber Rattler game. Colors were presented at the 2018 Torch Run, Veteran's Day and a Neenah High School wrestling match. Other events we attended were the State Law Enforcement Memorial and we marched in the city's Memorial Day Parade and City of Neenah's Light Parade.

Shown are photos from a Timber Rattler game, Memorial Day, and a Brewer Game. 2018 Honor Guard members are: PSL Officer Strebel, Assistant Chief Sievert, Lt. Pedersen, Officer Rodencal, Officer Mohr, Officer Moe, Officer Collins, and Officer Reimer,



K-9 PROGRAM

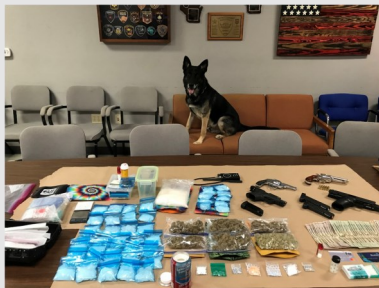


Our K-9 teams work the road just like any other officer. They respond to calls for service, investigate crimes, make traffic stops, back up other officers, and even do vehicle lock outs. In addition, K-9 teams are called by other officers to perform a 'K-9 Sniff,' where the K-9 will sniff the exterior of a vehicle for the odor of narcotics.

Our K-9 teams can also be called out to assist other agencies. We have responded to neighboring cities and counties to assist in K-9 sniffs, article searches, and tracking of suspects and lost persons.



Inv. Gorden deployed K-9 Cedric for an exterior sniff of a vehicle believed to be trafficking crystal meth from the Twin Cities to the Fox Valley Area. K-9 Cedric alerted/indicated during the exterior sniff which resulted in the vehicle being searched. Located inside of the vehicle was approximately 1,695.5 grams of crystal meth, approx. 171.2 grams of marijuana, approx. 6.2 grams of cocaine, 5 dosage units of LSD, 1 tablet of MDMA, drug paraphernalia items, and four handguns.



Inv. Gorden deployed K-9 Cedric for an interior sniff of a vehicle on a traffic stop. K-9 Cedric alerted/indicated on a strobe light which was amongst several junk items inside of the vehicle. Hidden within the strobe was crystal methamphetamine. Had it not been for the K-9, it would have been nearly impossible for investigators to locate the crystal meth.



In late 2018, we added another K-9 Team; Officer Zach Mulroy and K-9 Bobby. K-9 Bobby is a 2-year-old German Shepherd/Belgian Malinois mix. Officer Mulroy and K-9 Bobby went through their training at Jessiffany Canine Services in Iron Ridge, WI.



NEENAH SWAT

In 2018, the Neenah SWAT Team added three new members: Officer K. Berry, Officer S. Santiago, and Officer B. Deich. SWAT Officers go through a rigorous try-out process including physical endurance challenges and interviews.

Team members average 144 hours of additional training per year specializing in their SWAT duties. This years training included a Team Building Challenge at the Door County Leadership Center and the International SWAT Roundup Training and Competition where our team placed in the Top 5 for a Hostage Rescue Challenge — the best finish ever in this event.

The team or team members responded or were active for five incidents in 2018. These incidents involved high risk drug search warrants, barricaded subjects, violent threats, and weapons calls. Additionally, SWAT Team members conducted Active Threats Training and Self Defense Training for local businesses throughout the year and volunteered their time at other events in the City of Neenah.



NEGOTIATORS

Crisis Negotiation has been described as one of law enforcement's most effective tools. The goal of any Crisis Negotiation Team is to de-escalate volatile situations and bring a peaceful resolution, by changing the behavior of the person in crisis. When people are in crisis, they are often acting on emotions and not thinking rationally. The Neenah Police Department follows the FBI's Crisis Negotiation model and has a six person Crisis Negotiation Team that trains regularly in techniques used nation wide. In this day and age in law enforcement, where there is an emphasis on resolving incidents with the least amount of force possible, highly skilled negotiators are more important than ever before. The skills used by the Crisis Negotiation Team also come in handy on the calls officers face on a daily basis. In 2018, the Crisis Negotiation Team was called into action three times and helped bring a peaceful resolution in all three events.

Crisis Negotiators: Team Leader Lieutenant K. Voelker, Officer J. Trochinski, Officer J. Peterson, Officer N. Franzke, Officer B. Barnard, and Records Coordinator L. Moede.



Bicycle Officers Driscoll and Santiago taught a 1.5 hour class on bicycle safety, bicycle laws, and on-road riding during the Summer Enrichment program put on at Horace Mann Middle School. This included a bicycle rodeo for the class teaching them bicycle handling skills. Over the next several weeks the Neenah Bicycle Patrol assisted with six 3-hour group rides visiting points of interest within our community.



Bicycle safety checks. The Neenah Bicycle Patrol, along with off-duty officers and a bicycle mechanic, set up shop at various locations throughout the city conducting free bicycle safety checks and making minor bicycle repairs. This included free bicycle licensing and free helmets to kids in need.



FAMILY Fun Night

BICYCLE PATROL



DRONE

The City of Neenah acquired a DJI Inspire 1 drone in late 2017. The police department has taken on the drone program and has five (Part 107) licensed pilots. We have taken many videos and photographs for city departments such as Park and Rec and Community Development. We also assisted Wisconsin Dept. of Criminal Investigations with documenting a scene in 2018. The Police Department acquired a DJI Mavic Pro drone in 2018. This drone can be used outdoors but is also small enough to be used indoors to clear buildings. In the future we plan to add a thermal camera to aid the fire department and for search and rescue operations. Pictured is the drone in action, officers in training, and an aerial view shot taken with the drone camera.



RECORDS / ADMINISTRATIVE SUPPORT

2018 could be characterized as a year of change for the records department. We experienced staffing changes, including two retirements, two promotions, and hired three new employees. The end of the year brought the implementation of the new records management software. This software is compliant with the new Uniform Crime Reporting format, which will be mandatory statewide in 2021. It also allows us to store more documents digitally within the system itself. Our Support Services Supervisor is Brandia Kutchek.



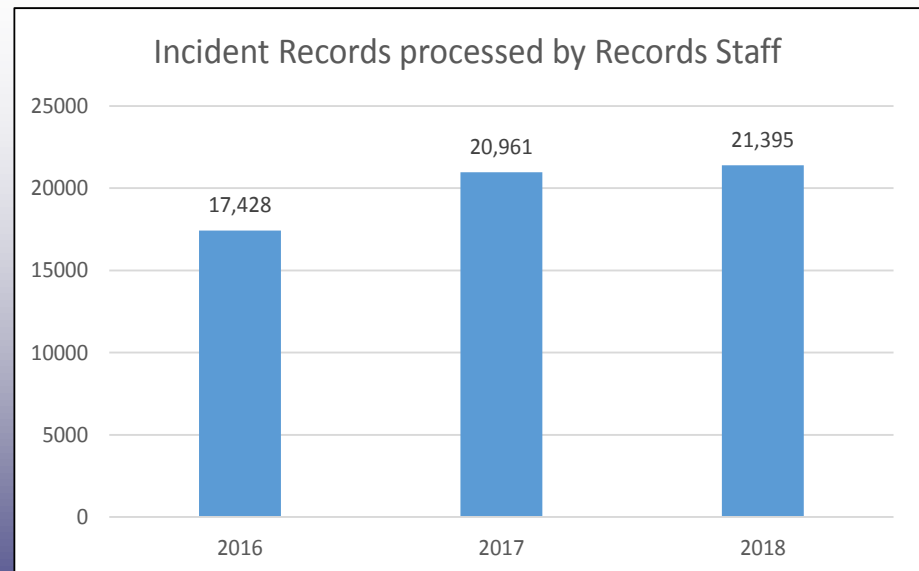
Our CommTechs (Karie Schurer, Theresa Reckner, Brittany Streeter, Laurie Krueger, Bonita Derkes, and Kari LePine) were available to support the community and our officers 24/7. They answer the non-emergency lines, transcribe reports into our Records Management System. They are the liaison for officers on calls to the department.

Our Records Staff (Lisa Moede, Kim Smith, Amanda Freeman, and Shannon Van Lankvelt) process and follow the police reports through each phase to completion, reviewing them for accuracy, getting the proper paperwork ready for court and referrals to the District Attorney's Office, documenting dispositions, processing records requests, and maintaining files. In 2018, the number of reports rose to 21,395.

Command Staff is supported by Administrative Secretary Brenda Mathison and Administrative Assistant Sarah Sina. Their main roles are budgeting/accounting, payroll, special event planning and support, employee recruitment/orientation, and in-house printing.



In May of 2018, Lisa Moede and Marion Roovers received the Exemplary Performance Award from the City of Neenah Mayor and Common Council for taking on extra duties while short staffed during 2017.



COMMUNITY SERVICE AIDES



The Neenah Police Department staffs up to ten college students pursuing their law enforcement degree to work as Community Service Aides and Parking Services. The CSA truck is their version of a "squad" and contains many tools the CSA's use on a daily basis. These include vehicle lockout tools, a dog cage and cat carrier, safety gloves, broom, shovel, bike carrier, and just about anything else they may need to perform their job.

Pictured are: CSA Todd, CSA Lehman, CSA Hamlin, and CSA Vassios.



School Crossing Guard Program

We have 15 full time Crossing Guards and four alternates, for when one of the 15 are absent. This is a great program and helps the kids safely cross the roads in our city!

Our 2018 Crossing Guards are:

Row 1: Ann Kraus, Peggy Brighum, Stacey Plath, Vicki Hanson, Toni Bova, Officer Zuehls, Cindy Charney, Merlin Putz, Judy LaCount, Karen Hebbe, Mary Flood, and Joanne Bauer

Row 2: Teresa Martin, Shaina Fish, George Grothpietz, Thomas Buss, Mike Peters, and Shelby Sokoloski.

TRAINING



Officer training and re-certification at the Neenah Police Department is the responsibility of Professional Standards Lieutenant Jon Kuffel. Neenah police officers averaged 133 hours of training per officer for the year. The State standard is 24 hours. All officers completed annual Handgun, Rifle, Taser, 40 mm Less Lethal, and CPR/AED recertification. Officers attended a Defensive and Arrest Tactics update in January, 2018.



Three times in 2018, officers received Scenario or Reality Based training. This is the most effective and realistic way to train officers for situations they may encounter.

Many of our own Neenah Police officers are certified instructors: Kevin Wilkinson, Aaron Olson, Edgar Gonzalez, Shaun O'Bre, Tom VanSambeek, Jon Kuffel, Jason Goetz, Chad Gruenstern, Amy Wagner, Wes Bone, Craig Hoffer, Rob Ross, and Jessica Trochinski.



Neenah Police conducts Active Shooter Training (Citizen response to active shooter protocols: AVOID-DENY-DEFEND) to community organizations, local businesses, private groups, and churches.

The Neenah Police Department makes the safety and the health of their employees a top priority. Officers consistently train with each other to sharpen each other's skills and stay in shape. They focus on proper use of force techniques and decision making under pressure to bring officers and citizens home safe.

Lt. Kuffel's goal, *"Everyone goes home safe."*

The Neenah Police Department Leadership Study Group is a program where a group of Neenah Police members volunteered their time to come together once a month to listen to a leadership speaker or study leadership books and movies. This group volunteered 280 hours of their time to study the art of leadership.



"A leader who stops learning stops leading."

Wilfredo de Jesus



After more than 25 years of design changes, we've found a look that exemplifies our commitment and patriotism to our city and country. Since their introduction in 2012, the Utility body style has proven to be the best in ergonomics and versatility. The tall stance of the Utility offers better visibility for the officer, and easier recognition for citizens.

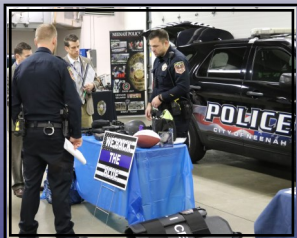
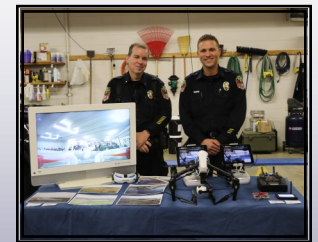


ACCREDITATION

In 2017, Neenah Police Department made the decision to pursue accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG). Accreditation is a process whereby an agency is evaluated on the existence of and its compliance with prescribed professional standards. This process involves thorough policy review, modification, and creation to ensure policies meet WILEAG standards. It also included changes to practices and procedures at the operational and administrative level within the department. While the Department had a good foundation to work from, it takes a great deal of work and dedication from any department undertaking this endeavor. The process was completed in under two years and the Department was able to schedule and complete the on-site assessment by representatives of WILEAG by the end of 2018.



After completion of the assessment, the Governing Board of WILEAG announced that the Neenah Police Department had achieved the status of being an accredited law enforcement agency. The Neenah Police Department was found to be in compliance of all 210 applicable standards and there were no standards found not in compliance. There are over 500 municipal police departments in the State of Wisconsin, and only 36 are accredited. Chief Aaron Olson is very proud of all 52 full time members of the Neenah Police Department along with the part time staff. Chief Olson would like to recognize the Neenah Police Department's Accreditation Team for their excellent work: Officer Rob Ross Accreditation Manager and Lieutenant Kathy Voelker- Assistant Accreditation Manager. The findings of the independent review and achievement of accredited status provides a well deserved sense of professionalism and pride for the Neenah Police Department personnel and the community we serve. In addition, the community gains a sense of security in the knowledge that their police department is well managed and utilizes the best police practices in the State of Wisconsin.



PERSONNEL

Promotions:

6/04/18	Aaron L. Olson	Police Chief
8/06/18	Christopher K. Sievert	Assistant Police Chief
9/13/18	Patrick P. Pedersen	Lieutenant ISU

Hires:

1/29/18	Amanda Freeman	Records/Court Clerk
2/22/18	Adrian Todd	Community Service Aide
4/23/18	Shannon Van Lankvelt	Records Clerk
5/24/18	Jonah Nogar	Community Service Aide
6/04/18	Ashley Burrows	Patrol Officer
6/25/18	Abby Hamlin	Community Service Aide
9/01/18	K-9 Bobby	K-9
9/28/18	Kari Le Pine	Complaint Clerk
11/26/18	Stephanie L. Gruss	Patrol Officer

Retirements:

2/23/18	Linda K. Benson	Support Services Coordinator—16 years
5/14/18	Nicholas McDonald	Patrol Officer—11 years
6/02/18	Kevin E. Wilkinson	Police Chief—9 years
9/04/18	Marion Roovers	Records Clerk—16 years



POLICE WEEK 2018

Our annual Police Week ceremony gives us the opportunity to pay tribute to fallen officers, acknowledge the special efforts of our own officers and employees, recognize years of service, and join together in unity to recite our Oath of Honor. In 2018, our guest speaker was Army Reserves Combat Engineer Veteran Daniel Rose. The following awards were presented:

Officer of the Year: Community Liaison Officer Stuart Zuehls

Lifesaving Award: Sergeant Chad Gruenstern, Investigator Craig Hoffer, Officer Erik Douglas, Officer Austin Riska, Officer Bill Mohr, Officer Paige Collins, and Officer Brandon Deich.

Exceptional Service Award: Officer Nick McDonald

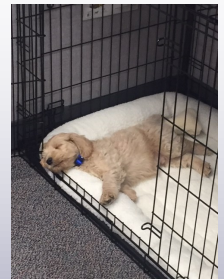
Non Sworn Employee of the Year: Lisa Moede



STATION DOG-BADGES

Golden Doodle Acres donated Badges to the Neenah Police Department employees for a station dog. Badges began by visiting the department a few hours a week with his transition handler, Brenda Mathison. In 2018, Badges was assigned to Handler CommTech Laurie Krueger. Badges spends his working days patrolling the halls of the Neenah Police Department bringing a joyful peace and calmness to whomever he comes in contact with. His off time is spent with Laurie and her family in their home.

Officer Trochinski provides respite for Badges in her home. Employees make donations to cover some of the costs for this program; however, the majority of the services are donated by our amazing program sponsors: Bob & Janece Schommer, Golden Doodle Acres, Great Lakes Veterinary Clinic, and Nikayla Schommer-GDA Grooming.



COMMUNITY POLICING



Actively engaging in the community is key for the relationship, transparency and trust from our department to our community. On a regular basis our department attends community events, teaches programs and self defense in the schools, educates the community on different laws within our state along with the rules of the road, gets involved in volunteer projects, and conducts business security surveys.

Officer Stu Zuehls is the Neenah Police Department's Community Liaison Officer.

OUT & ABOUT

Neenah High School Art students, taught by Emma Santiago-wife of Officer Sam Santiago, made an electrical control box wrap depicting the history of the Neenah Police Department. The wrap has artwork, current pictures, and historical photos of the police department. The artwork was revealed on July 19, 2018, at the corner of South Commercial and Cecil Street.



The Neenah Police Department participated in the annual calendar for the Lights of Christmas program. Calendar sales were used to purchase gift cards to give to those in need during the holiday season in all Fox City area communities. Officer Trochinski, Officer Mohr, Officer Zuehls, Chief Olson, and Badges the Station Dog took part in this fun event where they served free lemonade during one of the summer concert in the park events at Shattuck Park in the City of Neenah.



Find us online at our website

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

or on

Facebook, Twitter, and Nextdoor



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