

2019

City of Neenah POLICE DEPARTMENT Annual Report



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.



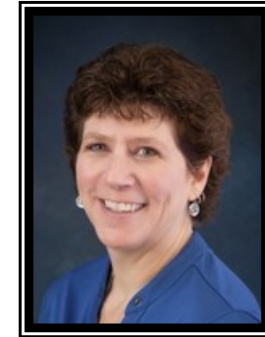
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POLICE COMMISSION

The City of Neenah is one of approximately 150 Wisconsin communities 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 2019 commissioners are Steve Morton (President), Gilbert Mueller (Secretary), Judd Stevenson, Kim Skorkinski, and Laura Kemps.

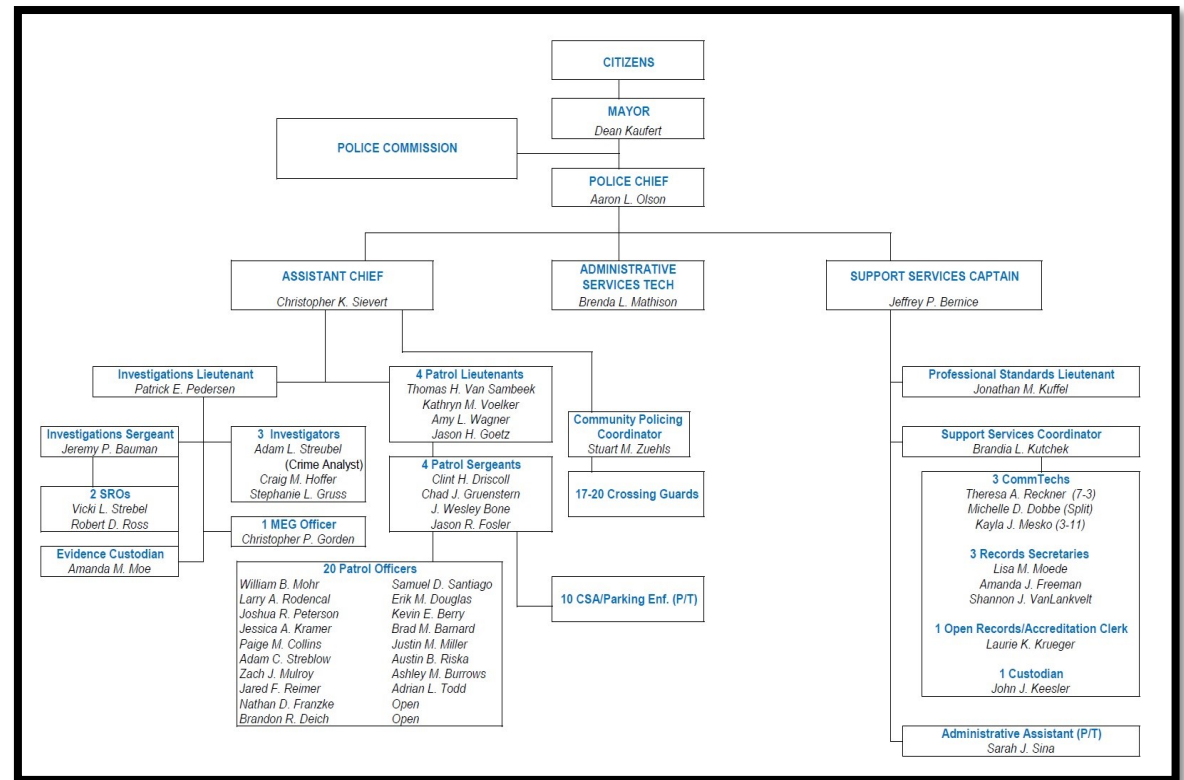


Responsibilities of a Wisconsin Police Commission:

- Hires the Chief of Police
- Conducts new hire interviews and creates a candidate eligibility list for the Chief to fill vacant positions
- Approves all promotions and appointments made by the Chief of Police
- Establishes a hearing when formal charges are filed against the Chief or any sworn police officer and will issue a determination
- Hears disciplinary appeals filed by a police officer for action initiated by the Chief of Police

2019 Neenah Police Commission Activities:

- Held seven public meetings
- Hired one new captain: Jeff Bernice
- Hired one new officer: Adrian Todd
- Approved the Chief's promotion of Sgt. Jason Goetz to Lieutenant
- Promoted Captain Jeff Bernice to Assistant Chief



POLICE CHIEF'S MESSAGE



On behalf of the Neenah Police Department members who serve our great community, it is my privilege to submit the City of Neenah Police Department's 2019 Annual Report.

The Neenah Police Department has a tradition of delivering high quality police services to the City's residents, guests, and businesses. In 2019 and beyond, we are building on that platform with the intent of striving for excellence. We are finding new initiatives and technologies that will enhance our policing efforts, with the goal of making our community safer through proactive, rather than reactive, policing. In pursuit of our goals, we are engaging our community partners in a purposeful manner and thus 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 both their time at work and outside of work. As the Police Chief, I am proud of our members, who have dedicated their lives to be the best law enforcement professionals they can be.

Chief Aaron L. Olson

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

Our Pillars of P.R.I.D.E

1. Priorities: God, Family, Work
2. Relationships: People Matter
3. Innovation: Passion for Improvement
4. Duty: Conduct that Builds Pride and Trust
5. Excellence: Exceeding Expectations



COMMAND STAFF



Assistant Chief Chris Sievert

The Assistant Chief manages the operational functions of the Neenah Police Department. He is responsible for the management of patrol operations, investigative services, and personnel management. He also assists with fiscal management and the command of emergency situations.



Professional Staff Captain Jeff Bernice

The Professional Staff Captain manages the administrative functions of the Neenah Police Department. He is responsible for administrative and fiscal management, personnel management, internal investigation coordination, and department training.

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 of effective and efficient policing, the Department practices proactive strategic planning and 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 1,200 department-wide speeding contacts
 - Conduct one enforcement initiative in each neighborhood
 - Post "law of the month" on social media

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 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 narcotics interdiction
 - Work with other agencies to conduct proactive prostitution/human trafficking investigations

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-along with NPD
 - Increase knowledge about other city departments- Coordinate Citizens Police Academy
 - Participate in citywide 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

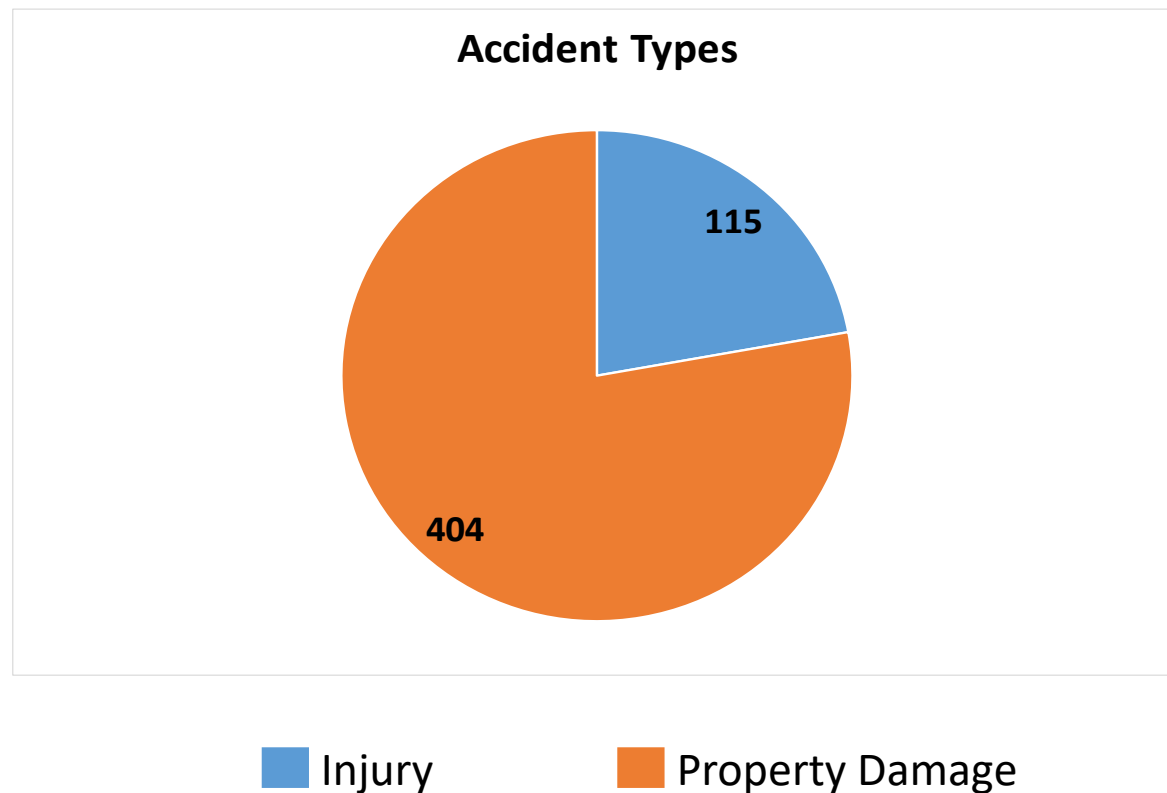
5.2 External

- 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
 - Provide updated exercise room

2019 ACCIDENTS

Accident Type	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Totals
Injury	6	13	4	4	7	8	14	16	14	10	12	7	115
Property Damage	36	49	33	38	24	24	27	27	31	32	48	35	404
Fatality	0	0	0	0	0	0	0	0	0	0	0	0	0

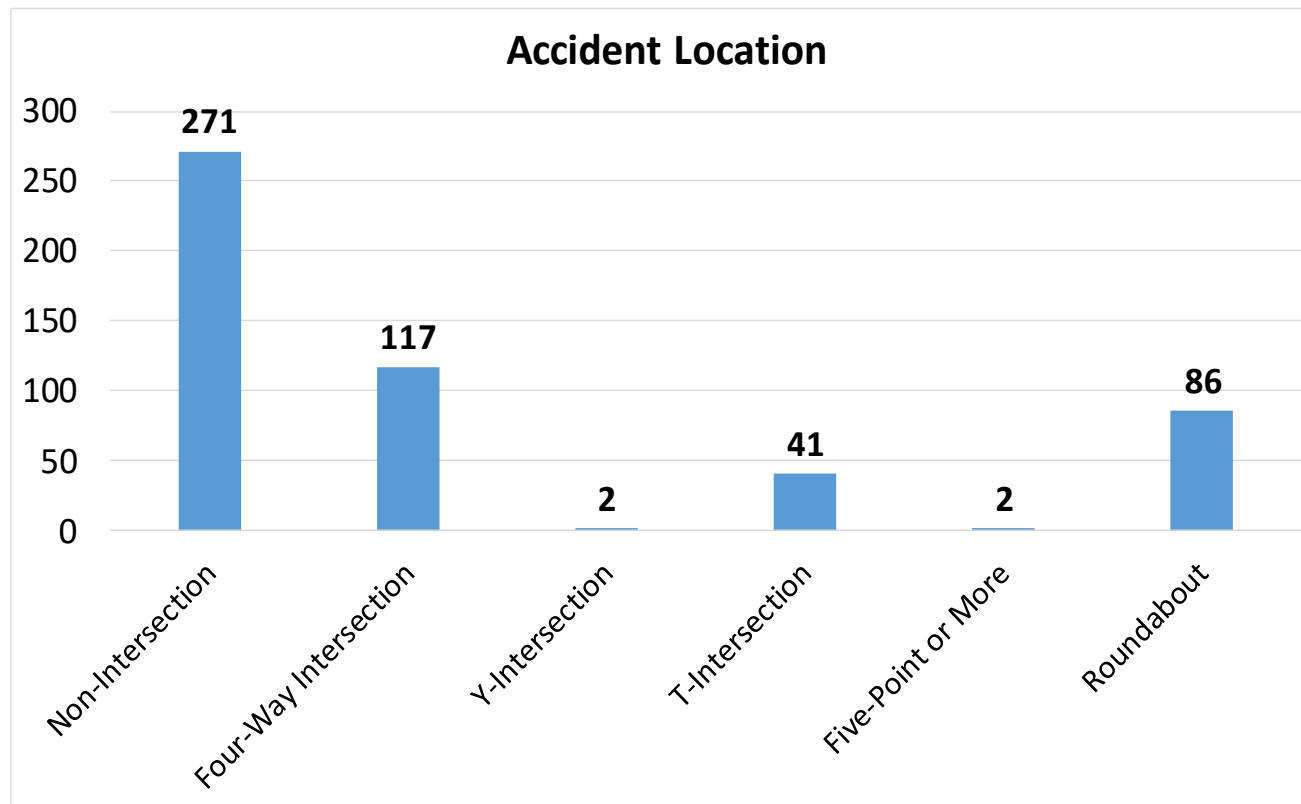
Total Accidents: 519



2019 ACCIDENTS CONTINUED

Accident Location	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Totals
Non-Intersection	21	30	24	18	20	13	22	27	25	27	22	22	271
Intersection	15	29	10	15	6	12	7	8	14	13	21	12	162
Roundabout	6	3	3	9	5	7	12	8	6	2	17	8	86

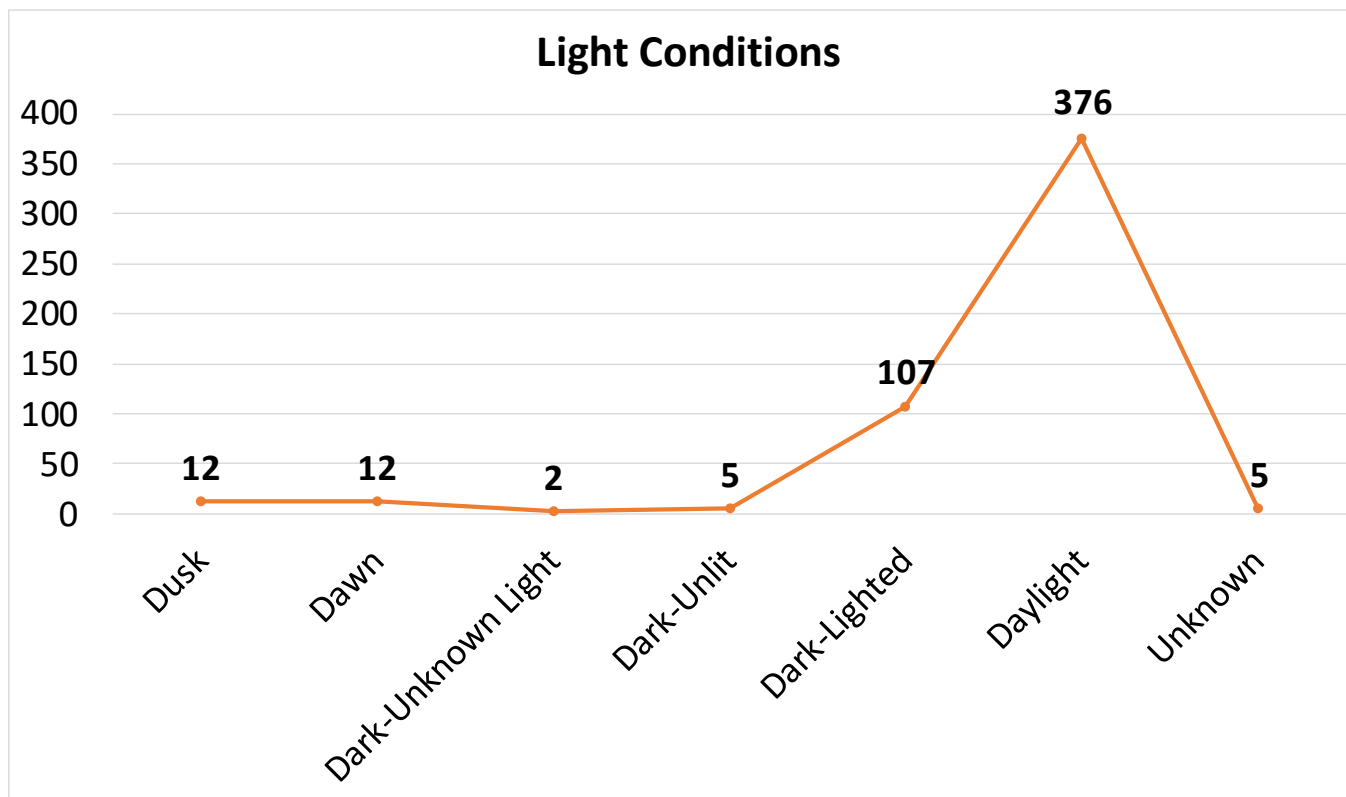
Total Accidents: 519



2019 ACCIDENTS CONTINUED

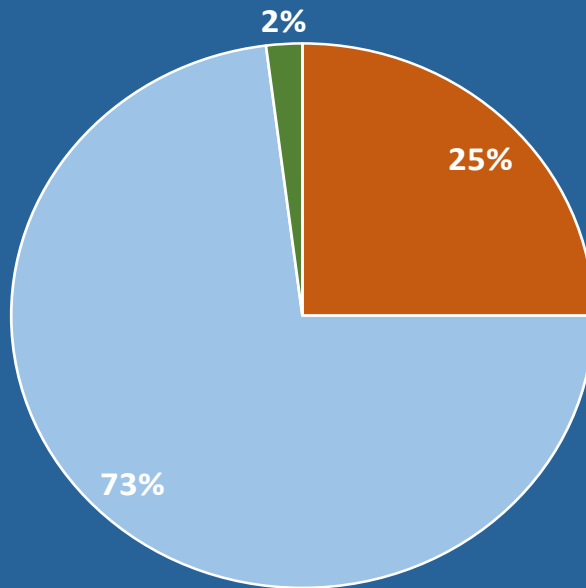
Light Conditions	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Totals
Daylight	26	40	31	36	25	28	33	36	31	29	37	24	376
Darkness	15	15	3	5	6	3	6	6	10	12	19	14	114
Other	1	7	3	1	0	1	2	1	4	1	4	4	29

Total Accidents: 519



PARKING ENFORCEMENT

2019 Citations Issued



■ Officers ■ CSAs ■ Investigators

Officers	1,367
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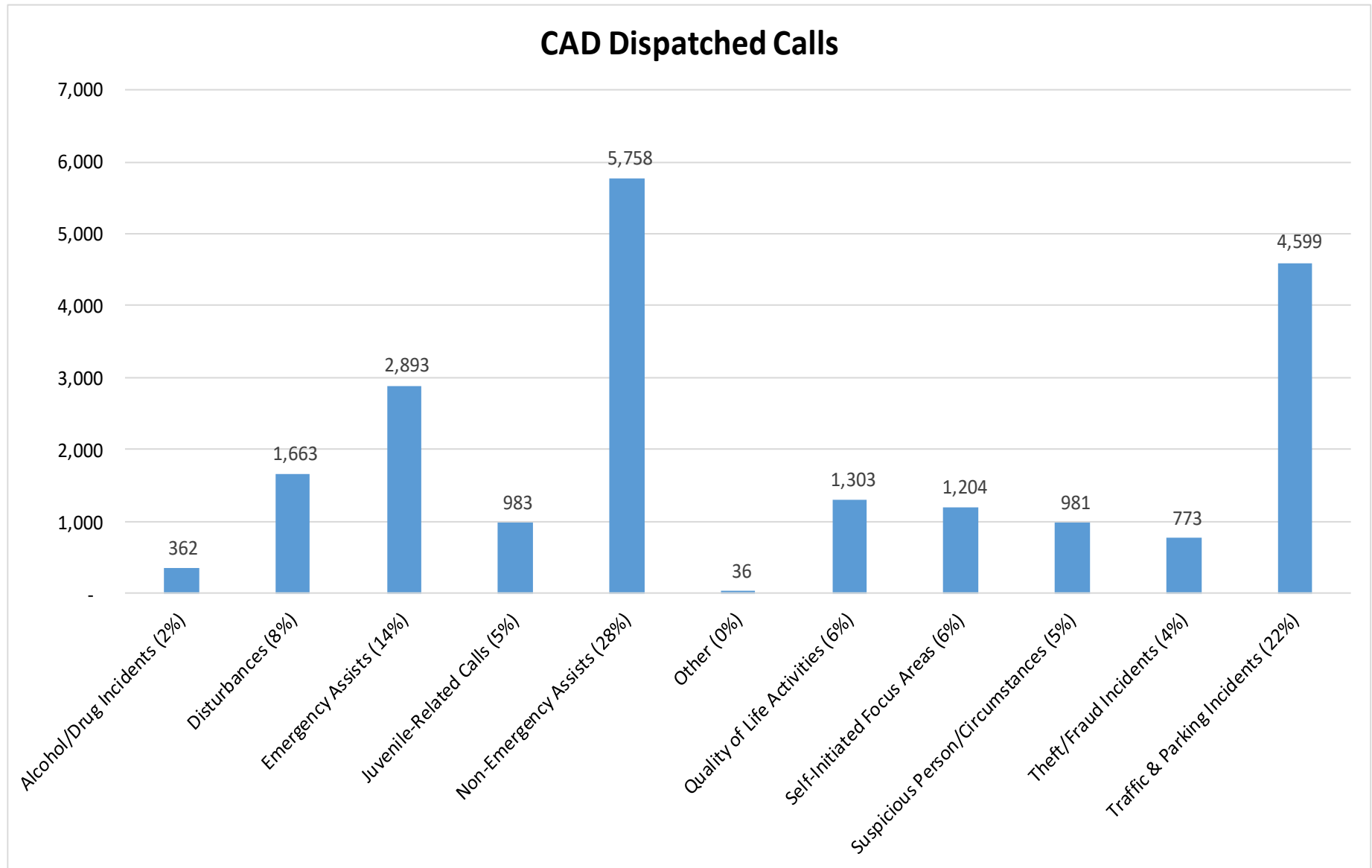
CSAs	4,050
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Investigators	143
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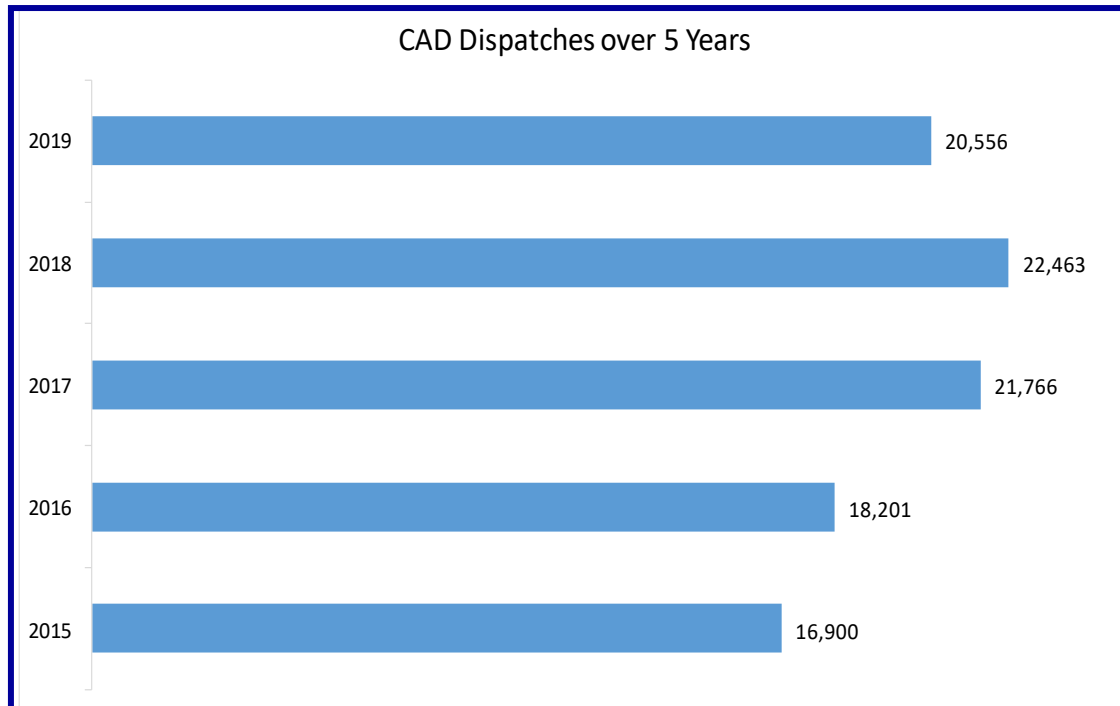
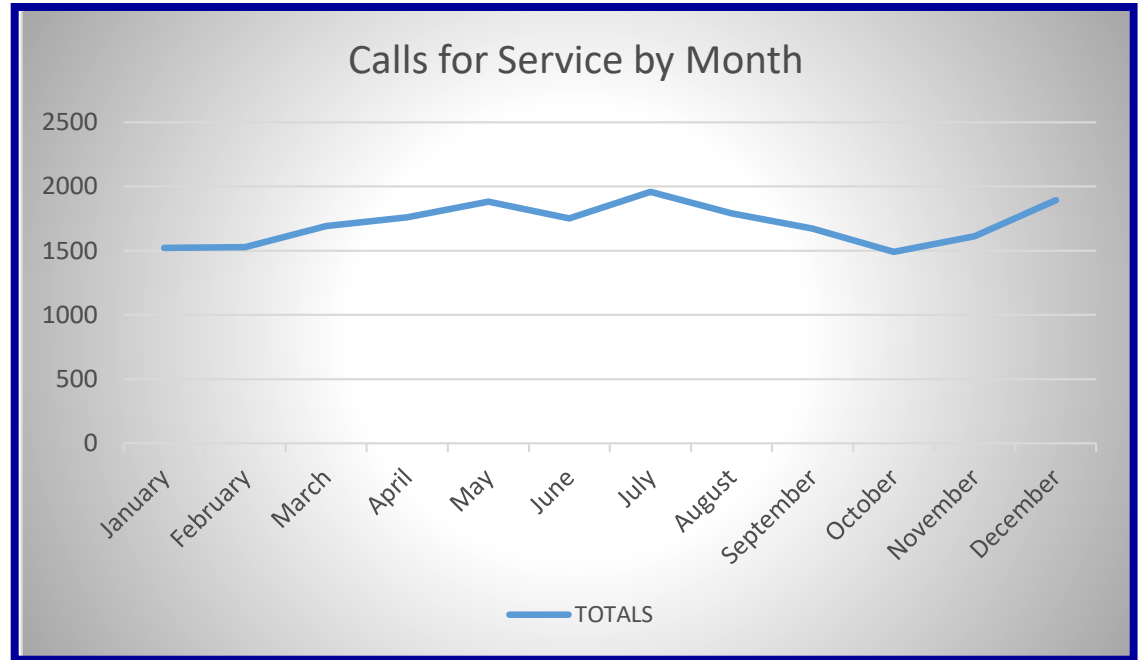
Total	5,560
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* Totals do not include the Admin and Test accounts

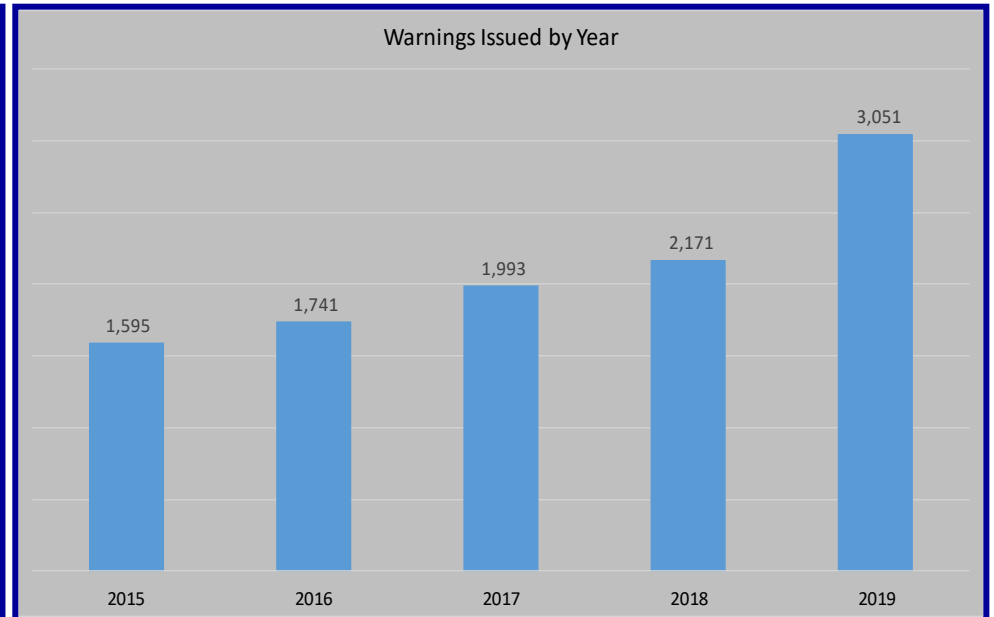
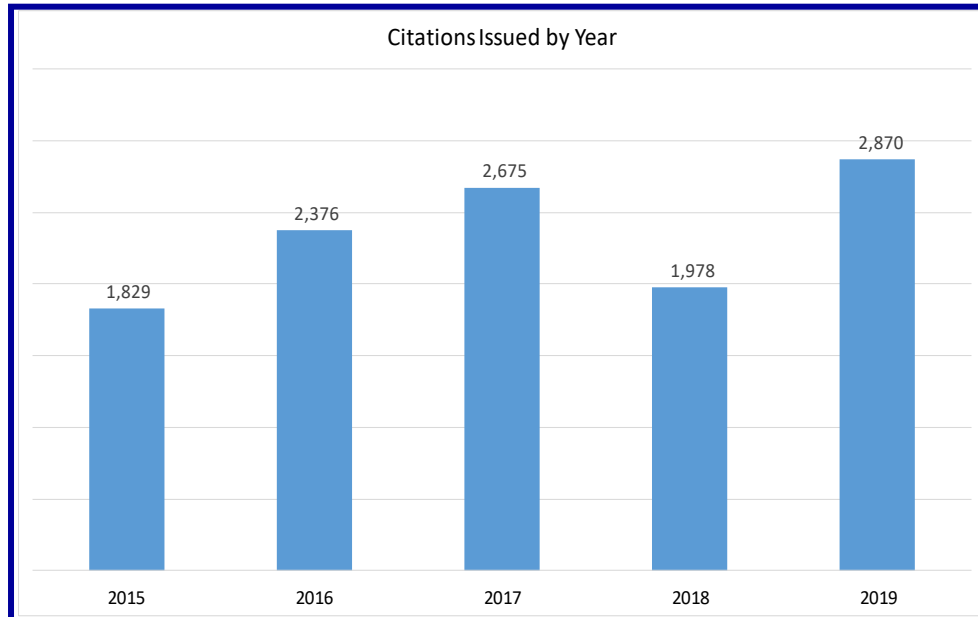
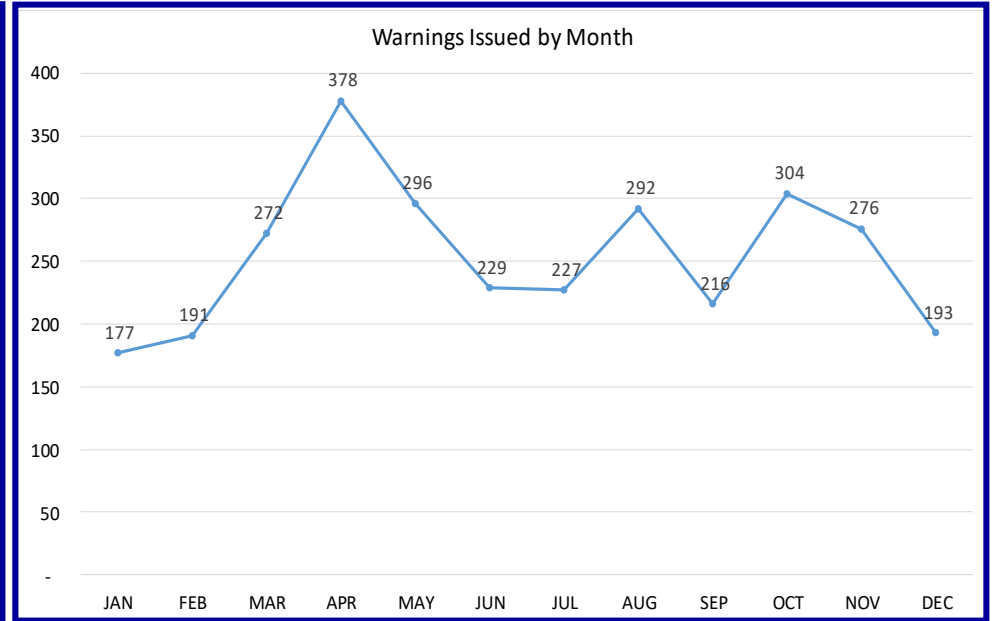
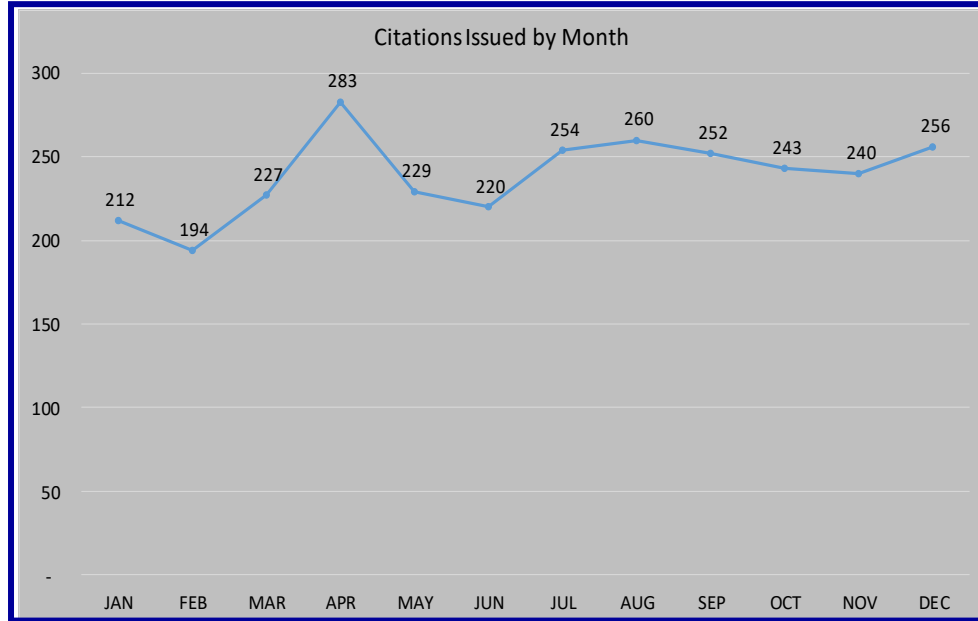
CALLS FOR SERVICE AS DISPATCHED



CALLS FOR SERVICE AS DISPATCHED (CONTINUED)



TRAFFIC STATISTICS



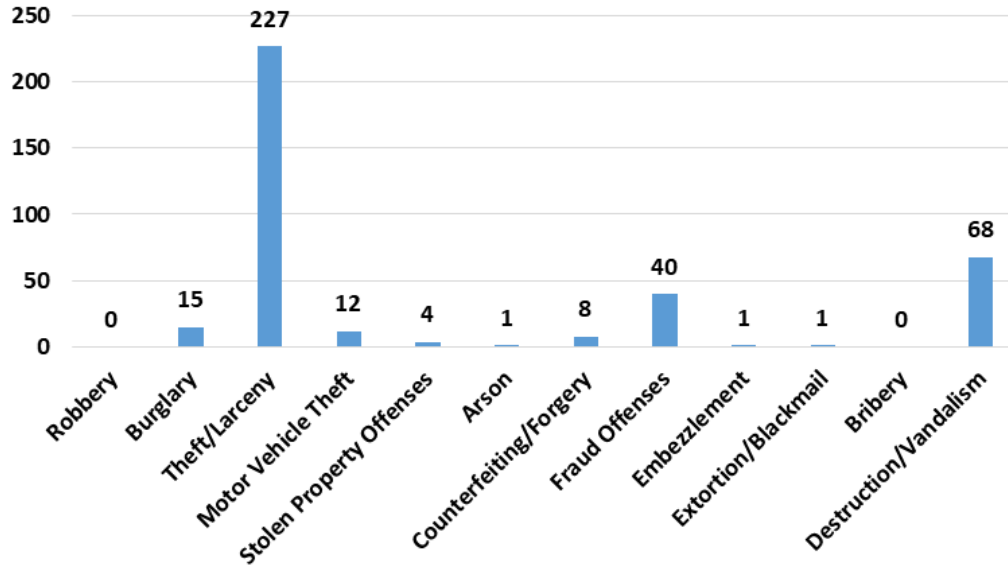
NON-TRAFFIC STATISTICS

Neenah Police Department Non-Traffic Citations Detail - 2019

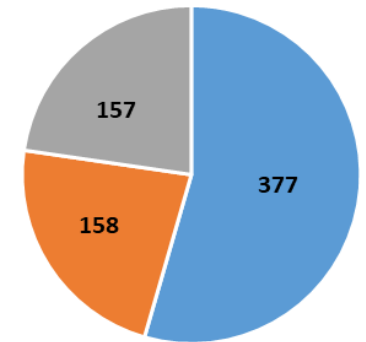
VIOLATION	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	YTD TOTAL
Weapon				1					2	1			4
Underage Drinking	9	2	7	2	1	9	2			3	2	4	41
Theft	6	12	8	9	11	12	11	4	12	13	11	9	118
Resisting		5	4	2		3	3	1		1	11		30
Disorderly	5	3	5	4	3		2	1	7	8	6	1	45
Drugs	4	13	24	16	13	14	8	4	15	12	18	22	163
Trespass						1	2						3
Tobacco			1										1
Damage				1		1	1		1				4
Fireworks							1		1		2		4
Railroad			1	4									5
Waste	2	1					1						4
Citation Totals	26	36	50	39	28	40	31	10	38	38	50	36	422

UNIFORM CRIME REPORT

Crimes Against Property

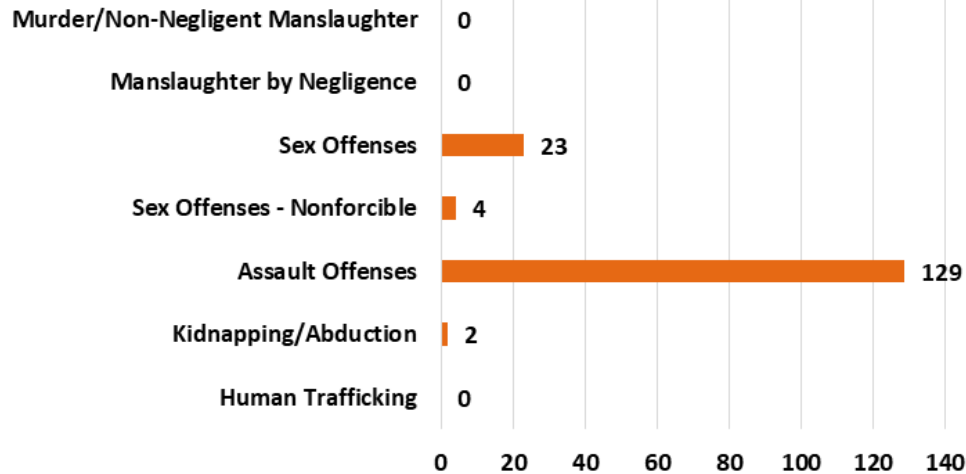


Total Crimes: 692

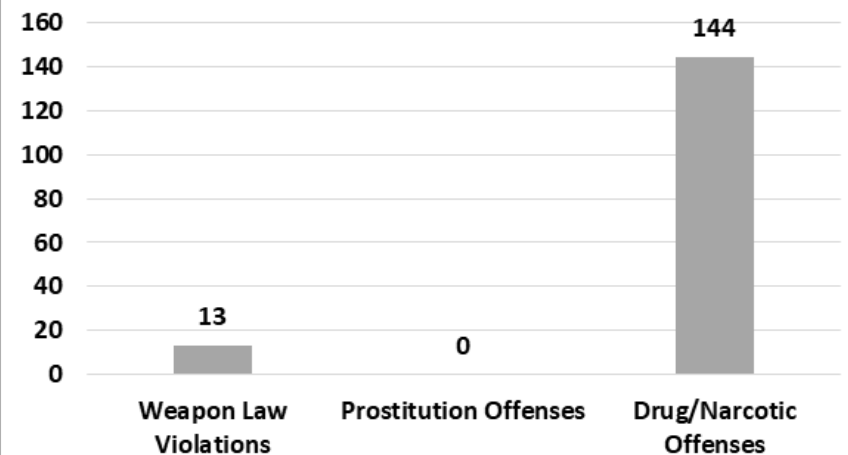


- Crimes Against Property (54%)
- Crimes Against Persons (23%)
- Crimes Against Society (23%)

Crimes Against Persons



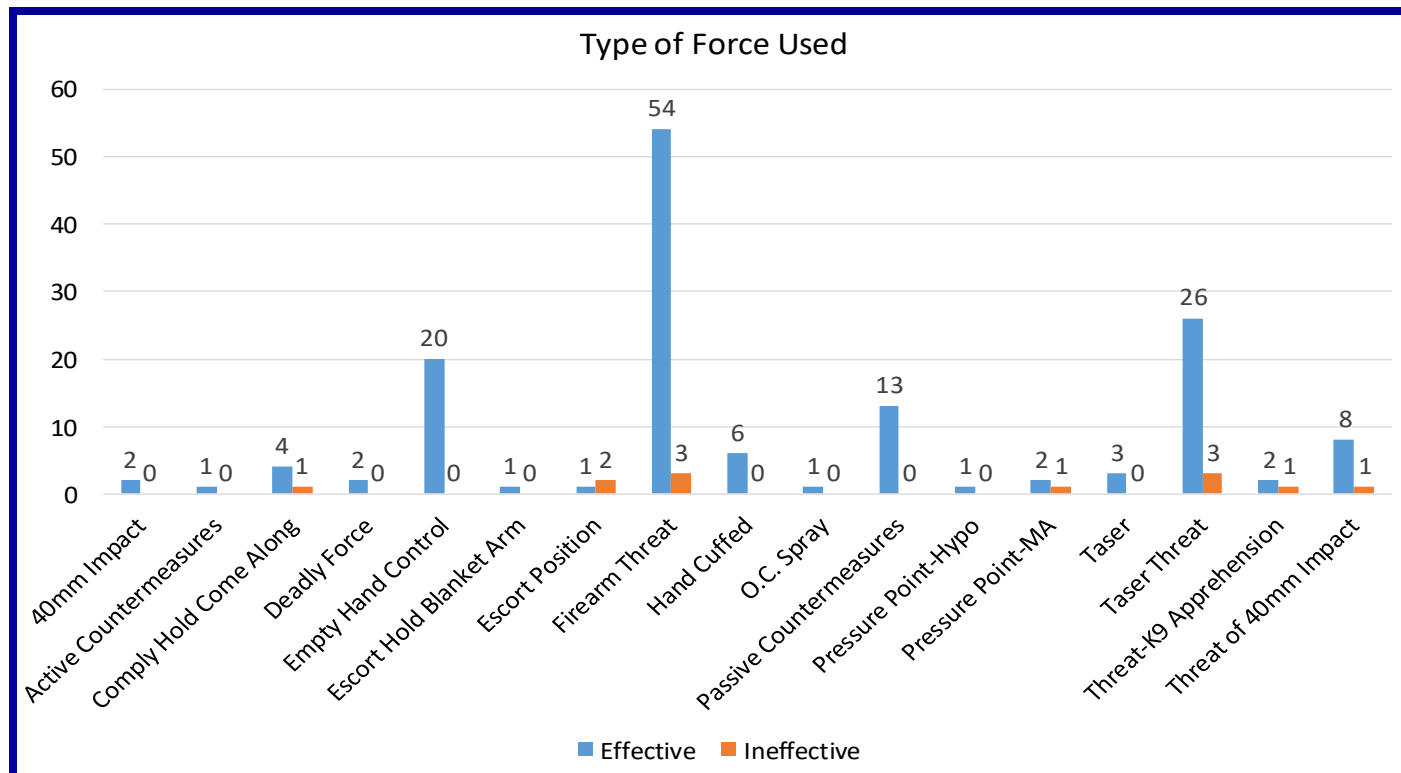
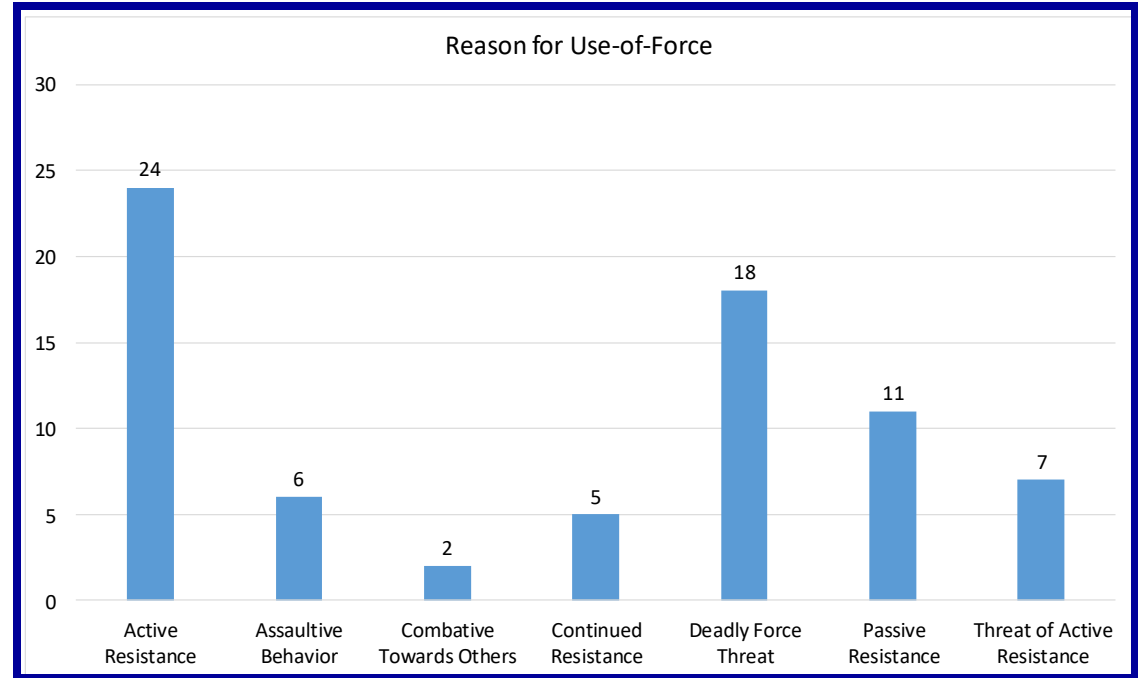
Crimes Against Society



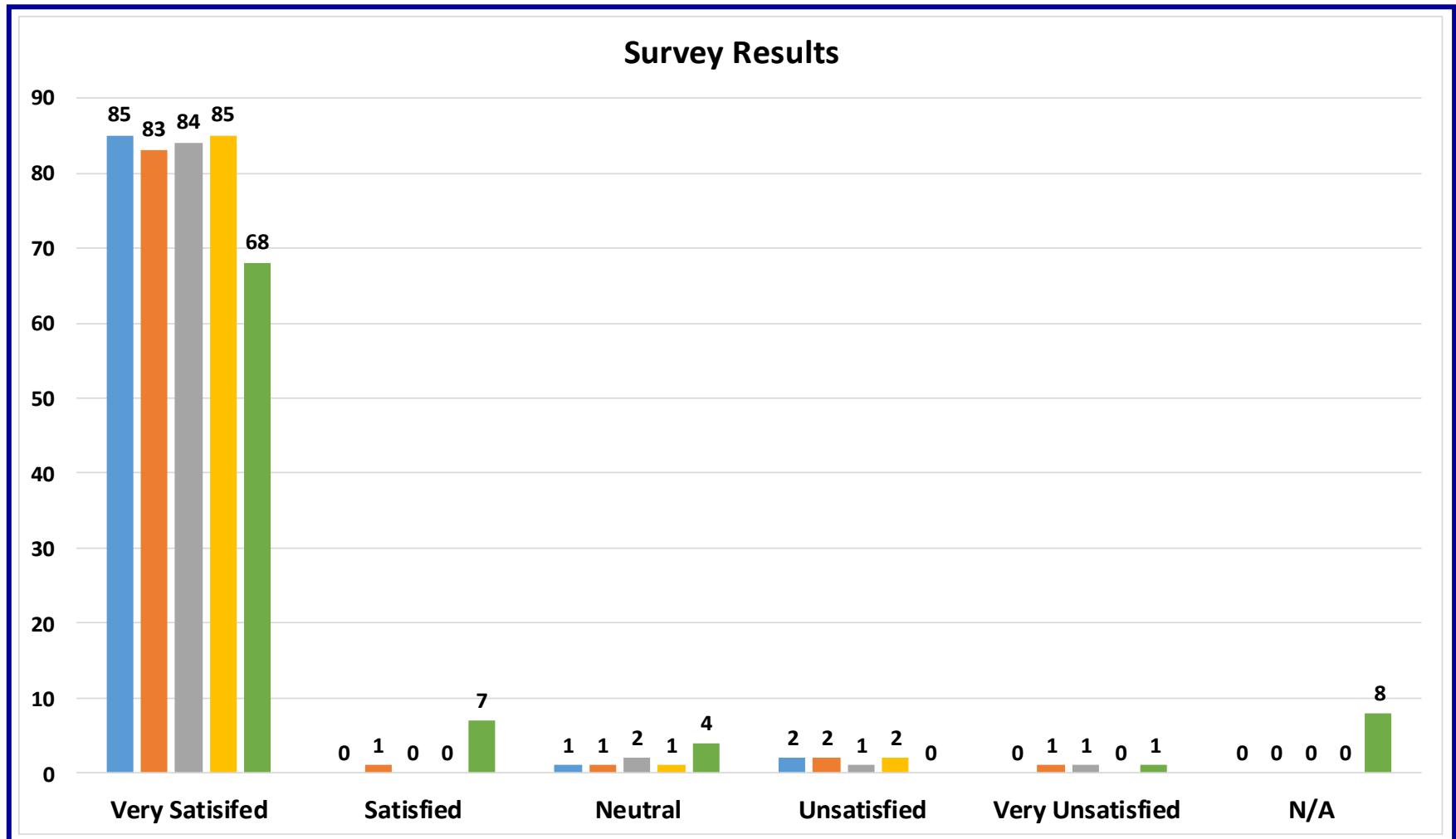
USE OF FORCE

In 2019, the Neenah Police Department responded to 20,739 calls, resulting in 72 Use of Force incidents. This means Neenah Police officers used force 0.35% of the time.

Each of the 72 Use of Force incidents had multiple uses of force within it, resulting in a total of 159 uses of force for the year. Of those 159 uses, 147 were effective and 12 were ineffective.



Citizen Satisfaction Survey Results



- Were you treated with dignity and respect?
- How satisfied are you with the performance of the Neenah Police Department?
- How satisfied are you with the officers?
- Do you feel the officer took the necessary steps to resolve the situation?
- How was our response time?

PATROL



The Patrol Division is the largest, most visible part of the Neenah Police Department and is responsible for providing the primary response to citizens' calls for service. Uniformed officers are the initial responders to a wide range of calls for service. Some of their job duties include, but are not limited to, the following:

- Conduct preliminary criminal & traffic accident investigations
- Assist in processing crime scenes
- Enforce criminal & traffic laws, as well as City of Neenah ordinances
- Assist citizens with medical & behavioral problems (Crisis Intervention and/or referrals to appropriate state or county agencies)
- Engage in a variety of problem solving initiatives & educational activities through neighborhood policing

The Patrol Division encompasses four lieutenants who serve as shift supervisors and manage all police operations during their shifts. There are also four sergeants and 20 officers who provide professional police coverage 24 hours a day, 365 days a year. The men and women of this division handled 20,739 calls for service in 2019, compared to 22,463 calls for service in 2018.



Investigative Services Unit



Photo of evidence located at the scene of a robbery that ended in a homicide. An arrest was made due to excellent work of processing the scene by Investigators which involved locating video and DNA evidence.



Photo of the Investigative Services Crime Scene Unit. The unit is filled with all the equipment investigators would need at any crime scene. Investigative Sergeant Bauman helped design the inside to be user friendly. He also keeps all the equipment charged and in outstanding working condition.

EVIDENCE

There were 1,239 pieces of evidence collected in 2019. Cases included Found Bicycles, Assault/Battery, Drugs, Sexual Assault, Child Abuse, and Homicide.

Evidence staff continues to service the drug drop box in the department's lobby. This assists our community with disposing of and recycling prescription medications.



Amanda Moe hung up her duty belt as an officer to be Neenah Police Department's first full-time Evidence Custodian.



The evidence room remodel was completed and now has a new secure evidence garage with a processing area. New evidence storage areas provide more storage and help to maintain department and safety accreditation standards. A full audit will take place now that the remodel is complete and will include the new Assistant Chief and the ISU Sergeant.

Lake Winnebago Area MEG Unit



Investigator Gorden was conducting controlled buys of marijuana and MDMA (Ecstasy), which led to an arrest. During the arrest, a large amount of raw marijuana, more than 150 THC cartridges, and \$4,000 cash were recovered.



In April 2019, a traffic stop was conducted on a vehicle returning from Milwaukee. Investigator Gorden and K9 Cedric conducted a sniff of the vehicle and Cedric alerted. A search of the vehicle turned up a half-pound of methamphetamine.

In September 2019, another traffic stop was conducted on a vehicle coming from the Twin Cities. Investigator Gorden and K9 Cedric conducted a sniff of the vehicle, Cedric alerted, and a search of the vehicle turned up one ounce of methamphetamine, a felon in possession of a firearm, and \$6,000 dollars in cash that was seized.



K9 Cedric, who was the Neenah Police Department's first K9 unit, has been involved with many arrests and recoveries of large amounts of illegal drugs. He is set to retire in March 2020.

School Resource Officers

In 2019, the Neenah Joint School District and the Neenah Police Department agreed to change the title of "Police School Liaison Officer" to "School Resource Officer" to reflect current state and national trends in schools with police forces to emphasize the collaborative working relationship between the Police Department and the School District.



**SRO Vicki Strebel received the 2019
Female Officer of the Year Award from the
Wisconsin Association of Women Police**

- Assisted with Choices presentations to fifth graders at Tullar, Wilson, Hoover & Roosevelt Elementary Schools
- Attended home sporting events, homecoming parade & dance, prom, career & diversity days, middle school dances & other school activities as requested by NJSD
- Participated in district-wide Emergency Operation Planning Committee & attended several mental health risk assessment trainings
- Testified in Truancy Court & Winnebago County Circuit Court

190
school days

800

Number of students
SRO Ross gave in-class
presentations to at
Shattuck Middle School

200

Number of students SRO
Strebel gave in-class
presentations to at Neenah
High School

Worked with NJSD on:

- School lockdown drills
- Active threat training
- Building security

Presentation Topics:

- Fourth Amendment & Bill of Rights
- Human growth & development
- Sexual assault laws
- Search & seizure laws
- Dangers with social media, drugs & other substances

467 total recorded calls for
service for the NJSD





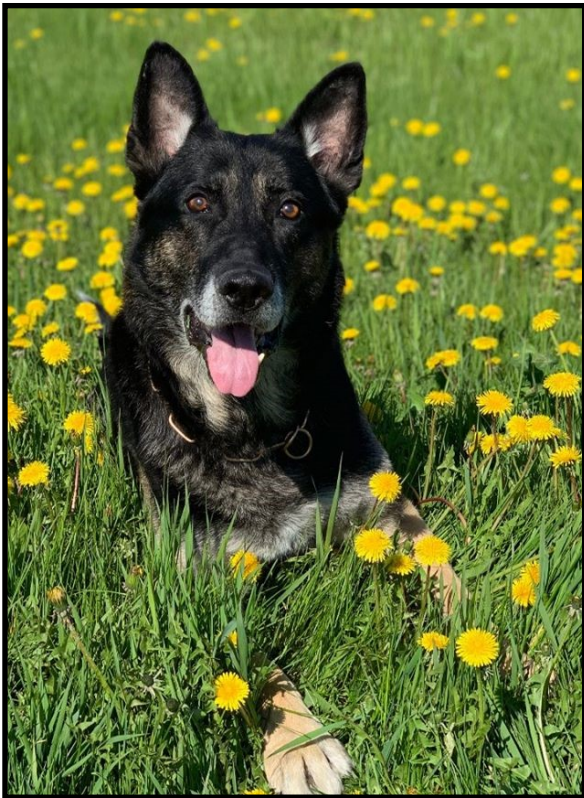
HONOR GUARD



Eight sworn officers proudly serve the Neenah Police Department by attending funerals, official ceremonies, parades, and other events throughout the Fox Valley and state of Wisconsin to honor and pay tribute to the fallen. The Honor Guard participated in the following events in 2019:

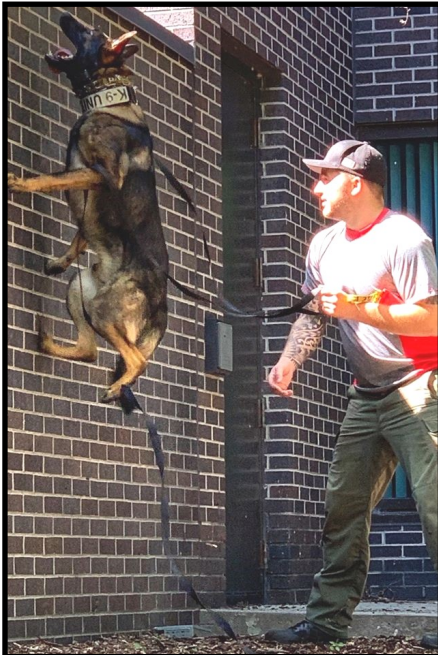
- Attended the funerals of two officers and one firefighter who died in the line of duty
- Attended the Fox Valley Candlelight Vigil in Appleton
- Attended the Wisconsin Law Enforcement Memorial in Madison
- Presented the Colors at a Milwaukee Brewers game, a Wisconsin Timber Rattlers game & a Neenah High School baseball game
- Marched in the Memorial Day parade and Fourth of July Parade of Lights in Neenah



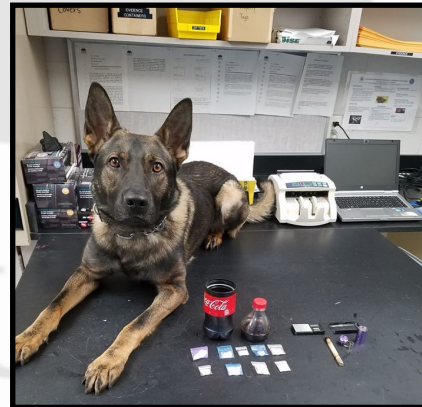


K9 PROGRAM

The Neenah Police Department had two K9 Teams in 2019. Investigator Gorden & K9 Cedric have been a team since the middle of 2012. Cedric will be retiring in early 2020 after a long and distinguished career. Our other team is Officer Mulroy and K9 Bobby, who have been a team since August of 2018.



It was a big year for the seizure of Methamphetamines, with K9 Bobby locating 532.9 grams and K9 Cedric locating 1364.3 grams. Combined, that is over 4 pounds of Meth! Overall these teams were deployed 43 times and made 24 arrests.



K9 PROGRAM CONTINUED

K9 Cedric Stats

- 14 narcotics sniffs
- 1363.4 grams of Meth
- 232.4 grams of Cocaine/Crack
- 2.1 grams of Heroin
- .2 grams of Marijuana



Our K9 Program is completely funded by the generous donations of area citizens and businesses. We are continuously fundraising, and in late 2019, we were able to raise enough money to bring on a new team! Officer Santiago was selected to be the new handler and will be attending training in New Mexico in early 2020. You should see this new team hitting the street in late April of 2020.

K9 Bobby Stats

- 23 narcotics sniffs
- 534.1 grams of Meth
- 17.9 grams of Cocaine/Crack
- 19 pieces of drug paraphernalia
- 275 units/doses of Xanax



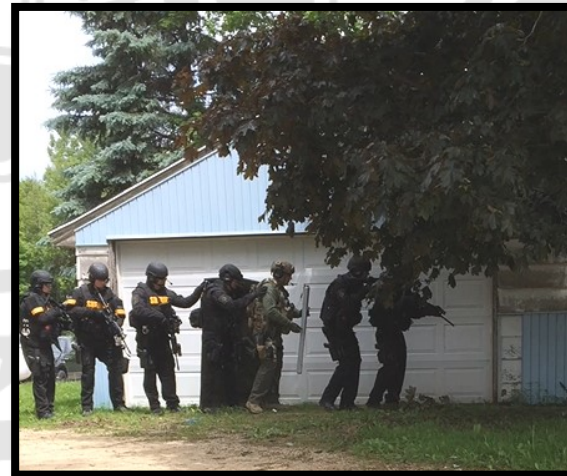
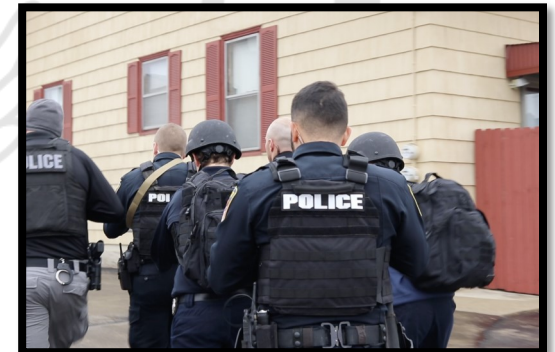
SWAT

In 2019, the Neenah SWAT Team added the first TEMS Medic (Tactical Emergency Medic) to the team and selected Firefighter/Paramedic Mike Novy from Neenah-Menasha Fire Rescue to be the first one. Mike has been with NMFR for over six years and Oshkosh Fire Department for the previous four years. He completed the National Tactical Officer Association TEMS Medic Program in April 2019.

TEMS is the provision of preventative urgent and emergent medical care during high risk, extended duration and mission-driven law enforcement special operations. Basically, this means having trained medical personnel assigned to the SWAT Team and the Department during critical incidents. If needed, these medics can operate in the “hot zone.” There are many benefits to this program, with one of the biggest being the strengthening of the partnership between NMFR and Neenah Police Department.

SWAT Team members average over 140 hours of additional training per year specializing in their SWAT duties. This year’s training included joint trainings with the Winnebago County SWAT Team, as well as the City and County of Fond du Lac SWAT Teams. These joint trainings are crucial for when multiple teams respond to critical incidents.

The team or team members responded to or were active for three incidents in 2019. These incidents included a high risk search warrant and two separate barricaded subjects. Additionally, SWAT Team members conducted “Active Threats” training and “Self Defense” training for local businesses and the Neenah Joint School District throughout the year, as well as 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. We have a six-person crisis negotiation team that trains quarterly in techniques used nationwide. 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 our crisis negotiation team also come in handy on the calls officers face daily. In 2019, the crisis negotiation team was called into action two times and helped bring a peaceful resolution in both events.

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





Officer S. Santiago and Sgt. C. Driscoll taught a smart cycling class to 7th & 8th graders at Shattuck Middle School. The class consisted of two classroom periods followed by one bike rodeo period. The last two class periods took place on road group rides. The class was a huge success and taught over 340 students on road riding skills. Several other bicycle patrol officers, along with representatives of Safe Routes to School and Fearless Ladies of Cycling (FLOC), assisted with the group rides and rodeo.



On May 16, 2019 the Neenah Police Department bicycle patrol held its 3rd annual Family Fun Night. Approximately 150 kids participated in the Bike Rodeo portion of the event, and hundreds more participated in the other events at Family Fun Night. We also gave out approximately 150 helmets. The 2019 event was a great success and we saw a large increase in people attending Family Fun Night. This event is made possible through countless volunteer hours and donations.



BICYCLE PATROL



Sergeant C. Driscoll completed a five-day International Police Mountain Bike Association (IPMBA) instructor course in Salem, OR from October 7-11, 2019. This certification gives Sgt. C. Driscoll the ability to certify our bicycle patrol officers in the IPMBA Police Cyclist Class. IPMBA Training Courses are internationally recognized and developed by experts in the field of police cycling.

DRONE



The drone team continues to assist other city departments with taking photos and videos for various projects. We also assisted other agencies, including the Wisconsin Department of Criminal Investigations with documenting a scene in 2019. We currently have an Inspire 1 and Mavic Pro from DJI. We would like to add thermal imaging to assist the fire department and search and rescue efforts.

Front Desk & Support Services



The year 2019 ushered in changes to our front desk and records processing areas. Our front desk is now staffed 7:00 AM-11:00 PM daily, similar to other agencies throughout the state. Our lobby remains open 24/7 with procedures in place to keep citizens safe and in contact with our officers or 911.

This change allowed us to fully staff the front desk with three full-time Communications Technicians, also known as Comm Techs. We hired two new Comm Techs in 2019: Michelle Dobbe and Kayla Mesko, as well as promoted Theresa Reckner from part-time to full-time. We have one casual/temporary Comm Tech, Kari LePine, who helps fill in on occasion. Comm Tech Karie Schurer retired in July after serving our community for 38 years.

We also expanded our open records clerk position into a full-time position. This enables us to continue to fulfill public records requests in a timely manner, despite an increase in time-consuming duties of this position. Laurie Krueger, formerly a Comm Tech, was promoted to fill this position.



Our records staff (Lisa Moede, Amanda Freeman, and Shannon Van Lankvelt) continued to adjust the new reporting software to fit our needs. New processes were established and records staff led the way in training other employees to use this program while also completing their normal duties. Records staff proofread each report and citation before submitting them to the appropriate entity, such as the Winnebago County District Attorney's Office, Menasha-Neenah Municipal Court, Wisconsin Department of Transportation, etc.

Command staff was supported by Administrative Services Tech Brenda Mathison and part-time Administrative Assistant Sarah Sina in 2019. Lindsay Elias was hired in late 2019 in anticipation of Brenda's retirement in early 2020. Their main roles are accounting, payroll, budgeting, special event planning, employee recruitment/orientation, and maintaining our stock of forms and office supplies.

Community Service Aides



The Neenah Police Department currently has seven CSAs in 2019 (left to right): Vassios, Jonah Nogar, Abby Hamlin, Devon Lehman, Zachary Van Goethem, Caleb Justman, and Abigail Austin.

CSAs complete approximately 80 hours of on-the-job training, either with an experienced CSA or an officer. During this training, they not only learn how to respond to the required calls for service but are expected to learn the city, use all equipment, use the radio, and complete reports.

They have a self-defense class and—a not-so-favorite part of the training—exposure to OC spray (oleoresin capsicum), commonly known as pepper spray.

In 2019, the police department added the expandable baton to the CSA equipment to help better protect them from aggressive dogs in the event the OC spray doesn't work.

Job duties include taking calls where a sworn officer is not needed:

- Animal complaints (strays, welfare checks, trap requests, etc.)
- Traffic direction at crash scenes
- Information gathering
- Minor theft reports
- Vehicle lockouts
- Parking enforcement

CSAs Continued



CSAs are college students, either at a 4-year school or technical college, usually in the Criminal Justice Field. The position gives these 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 a police officer job. Whether the CSA stays with the Neenah Police Department or gets hired elsewhere, there is no doubt the lessons learned as a CSA have helped them grow and will be something they will always look back on.



The Neenah Police Department has a high success rate with CSAs subsequently getting hired as officers. We currently have at least nine officers who were previously Community Service Officers/Aides. Many of those that have not gone on to a career at the Neenah Police Department have careers at other police departments around the state.

The CSA program is extremely valuable for both the employed CSAs and the police department. Without the CSAs, the response to some calls for service would be delayed or the Neenah Police Department simply would not be able to provide level of service our community has come to expect and deserve.



School Crossing Guard Program



We have 15 full-time Crossing Guards and 6 alternates in case of an absence (a few are not pictured). This is a wonderful program that helps the kids safely cross the roads in our city when going to/from school.



Our 2019-2020 Crossing Guards are (from left to right):

Row 1: Cindy Charney, Peggy Brighum, Judy LaCount, Joanne Bauer

Row 2: Officer Zuehls, Stacey Plath, Toni Bova, Penny Gorges (now retired), Ann Kraus, Vicki Hanson, Nanci Skinner, Karen Hebbe, Assistant Chief Bernice (current)

Row 3: Assistant Chief Sievert (now retired), Shelby Sokoloski, Shaina Fish, George Grothpietz, Thomas Buss, Rick Peterson, Teresa Martin, Todd Stevenson, Sergeant Gruenstern (now Lieutenant)



Training

Officer training and recertification at the Neenah Police Department is the responsibility of Professional Standards Lieutenant Jon Kuffel. Neenah police officers averaged 126 hours of training per officer for the year. The state standard is 24 hours. All officers completed annual Handgun, Rifle, Taser, and 40 mm Less Lethal recertification. Officers also attended a Defensive and Arrest Tactics and Pursuit/Emergency Driving update in January 2019.

Many of our Neenah Police officers are certified instructors: Aaron Olson, Tom Van Sambeek, Jon Kuffel, Jason Goetz, Chad Gruenstern, Amy Wagner, Wes Bone, Craig Hoffer, Rob Ross, and Jared Reimer.

The Neenah Police Department conducts Active Shooter Training (citizen response to active shooter protocols: AVOID-DENY-DEFEND) to community organizations, local businesses, private groups, and churches. In 2019, over 450 people in 27 different businesses or groups received this training.

The safety and health of Neenah Police Department employees is a top priority of our department. 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.



In August 2019, the Neenah Police Department conducted joint Active Shooter Response training with the Neenah-Menasha Fire Rescue Department. This scenario training focused on Rescue Task Force (RTF), which is a concept combining a law enforcement security element and fire department and emergency medical service element to rapidly assess, treat, and extract injured victims at incidents involving an active assailant and mass casualties. The Rescue Task Force concept affords first responders the ability to achieve the ultimate goal: to save lives.



Training Continued



Lieutenant Jason Goetz and Support Services Supervisor Brandia Kutchek attended and graduated from the International Association of Chiefs of Police (IACP) Leadership in Police Organization Program (LPO), which was held at the Oshkosh Police Department.

LPO is the IACP's flagship leadership development training program. LPO is modeled after the training concept of dispersed leadership ("every officer a leader") and delivers modern behavioral science concepts and theories uniquely tailored to the law enforcement environment.

LPO is a three-week training that takes place one week per month over the course of three consecutive months. Week one examines leading individuals; week two examines leading groups; and week three examines leading organizations.

By the end of the course, students should be able to:

- Understand and apply modern behavioral science and leadership theories that affect human motivation, satisfaction, and performance in the achievement of organizational goals
- Learn frameworks to translate knowledge and experience into effective leader actions
- Integrate course content into daily leadership practices
- Inspire a lifelong commitment to the study and practice of effective leadership

Training Continued

Chief Aaron Olson attended the FBI National Academy for 10 week in Quantico, Virginia. The FBI National Academy is a professional course of study for U.S. and international law enforcement managers. The 10-week program—which provides coursework in intelligence theory, terrorism and terrorist mindsets, management science, law, behavioral science, law enforcement communication, and forensic science—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.

In Chief Olson's class, there were 250 police executives from 34 countries. Chief Olson's roommate during this training was from Karachi, Pakistan.



FBI Director Ray and Chief Olson at graduation



FLEET



The Neenah Police Department utilizes nine marked patrol squads for daily road patrol duties. One of these squads is assigned to the K9 unit, is specially equipped for that purpose, and is assigned directly to the K9 Officer. The other eight squads are rotated amongst the other officers for patrol duties.

In addition to these marked vehicles, the department manages a fleet of 18 other vehicles and four trailers. These vehicles serve a wide range of purposes to include parking enforcement, training, investigative services, community service, administration, and tactical operations.

One major innovation for 2019 was the implementation of a hybrid parking enforcement vehicle. This vehicle is environmentally friendly and obtains better gas mileage which provides a cost savings to our stakeholders.



ACCREDITATION

In February 2019, Neenah Police Department was presented with our Certificate of Accreditation at the Wisconsin Chief of Police Association Conference. The accreditation was effective January 18th, 2019 and represented several years of hard work and dedication by the members of the Neenah Police Department.



To be accredited by the Wisconsin Law Enforcement Accreditation Group (WILEAG), the Neenah Police Department had to achieve compliance of all 210 applicable standards. There are over 500 municipal police departments in the State of Wisconsin, and only 42 are accredited. Work continued in 2019 as the department began the process of documentation for the 2019-2021 accreditation cycle.

PERSONNEL



Hires:

1/3/19	Devon J. Lehman	Community Service Aide
3/4/19	Jeffrey P. Bernice	Captain
4/11/19	Michelle L. Dobbe	Communications Technician
5/1/19	Caleb O. Justman	Community Service Aide
5/1/19	Zachary J. Van Goethem	Community Service Aide
7/8/19	Abigail G. Austin	Community Service Aide
8/19/19	Abby L. Hamlin	Community Service Aide
9/17/19	Kayla J. Mesko	Communications Technician
9/23/19	Adrian L. Todd	Patrol Officer
12/2/19	Lindsay K. Elias	Administrative Services Technician

Promotions:

2/4/19	Jeremy P. Bauman	Sergeant - ISU
3/13/19	Jason R. Fosler	Sergeant - Patrol
3/13/19	Jason H. Goetz	Lieutenant - Patrol
6/3/19	Stephanie L. Gruss	Investigator
11/4/19	Laurie K. Krueger	Open Records Clerk/Accreditation Assistant
11/11/19	Jeffrey P. Bernice	Assistant Chief

Retirements:

3/14/19	Shaun D. O'Bre	Patrol Lieutenant – 29 years
6/22/19	Marlyn R. Heiting	Patrol Officer – 29 years
7/5/19	Karie L. Schurer	Communications Technician – 38 years
10/12/19	Christopher K. Sievert	Assistant Chief – 21 years



AWARDS CEREMONY

The Awards Program was held on December 4, 2019 and encompassed 2018 and 2019. The event was held at the Neenah Brigade, with Mr. John Bergstrom as our speaker.

The following tenure awards were given:

1 Year of Service:

Amanda Freeman - 01/29/2018
Shannon Van Lankvelt - 04/23/2018
Ashley Burrows - 06/04/2018
Jason Fosler - 07/31/2017
Stephanie Gruss - 11/26/2018
Adrian Todd - 02-22-2018
Jonah Nogar - 05-24-2018

5 Years of Service:

Robert Ross - 07/07/2014
Paige Collins - 08/05/2013
Laurie Krueger - 09/22/2014

10 Years of Service:

Brandia Kutchek - 02/23/2009

15 Years of Service:

Craig Hoffer - 11/15/2004
Clint Driscoll - 11/17/2003

20 Years of Service:

Vicki Strebel - 01/04/1999
Kathryn Voelker - 01/04/1999
Stuart Zuehls - 04/09/1999
Amy Wagner - 09/20/1999
Tom Van Sambeek - 09/20/1999



Awards Ceremony Continued

Performance Awards

Exceptional Service Medal: Lieutenant Shaun O'Bre, Lieutenant Kathy Voelker, Officer Larry Rodencal, Officer Josh Peterson, Officer Amanda Moe, Officer Jessica Kramer, and Officer Paige Collins



Outstanding Arrest Medal:

Investigative Lieutenant Pat Pedersen, Investigative Sergeant Jeremy Baumaun, Investigator Adam Streubel, Investigator Craig Hoffer, Investigator Chris Gorden, Investigator Stephanie Gruss, Officer Amanda Moe, Officer Adam Streblow, and Officer Austin Riska.



Awards Ceremony Continued



Educational Award: Captain Edgar Gonzalez, Lieutenant Shaun O'Bre, Lieutenant Jason Goetz, Lieutenant Jon Kuffel, Sergeant Jeremy Bauman, Sergeant Jason Fosler, Officer Vicki Strebel, Officer Stu Zuehls, Officer Paige Collins

Medal of Valor: Investigator Christopher Gorden

Certificates of Appreciation: Mr. John Bergstrom and Mr. Alex Vassios

2018 Employee of the Year: Brenda Mathison

2018 Co-officers of the year: Sergeant Clint Driscoll and Officer Rob Ross

2019 Officer of the year: Officer Sam Santiago

2019 Supervisor of the Year: Lieutenant Tom Van Sambeek

Exemplary Performance Award: Community Service Aide Sarah Vassios



STATION DOG BADGES

Badges was donated by Golden Doodle Acres in 2018 and has become a very important part of our blue family. Badges spends his days at the police department providing companionship and stress relief to staff. He has learned staff members' personalities and can provide specific stress relief to each member. For some, he is a snuggle buddy; with others he is ready to play! His off time is spent with his handler, Open Records Clerk Laurie Krueger, and her family.

Badges is training for the Canine Good Citizenship Certification and has only a few more classes to go! He has grown a lot in obedience and is a joy to everyone he meets.

In December of 2019, Badges was asked to assist staff and students at Oshkosh West High School after their critical incident. Badges was so loved and needed, he was asked to come back a second day.

The station dog program continues to be funded by employee donations; however, the majority of the services are donated by our amazing sponsors: Bob & Janece Schommer, Golden Doodle Acres, Great Lakes Veterinary Clinic, and Nikayla Schommer of GDA Grooming.



IronCop

In June of 2019, members of the Neenah Police Department took part in the first annual IronCop Challenge. This was an internal competition that incorporated a combination of fitness and law enforcement skills through a series of tasks and events.

The events included long distance runs, short pursuits, memory challenges, pushing disabled vehicles, target identification, weapon handling, and much more.



2019 Winners

Overall IronCop: Sergeant Jeremy Bauman

Rookie Male IronCop: Officer Jared Reimer

Rookie Female IronCop: Officer Paige Collins

Veteran Male IronCop: Sergeant Jeremy Bauman

The challenge was broken into gender and age categories, and participants obtained points as they accomplished the various events. The overall winner of the 2019 Neenah Police Department IronCop was awarded to Sergeant Jeremy Bauman of the Investigative Service Unit.





QUARTET

The Neenah Police Department Quartet was revived in 2019 with two new members. Lieutenant Pat Pedersen sings the lead vocals, Lieutenant Kathy Voelker sings tenor, Officer Erik Douglas sings baritone, and Officer Austin Riska sings bass.

The Quartet often accompanies the Honor Guard at special events to sing the National Anthem while the Honor Guard presents the colors. In 2019, they performed at a Milwaukee Brewers game and a Wisconsin Timber Rattlers game.



PEER SUPPORT TEAM

The Winnebago Area Peer Support Team is staffed by colleagues from law enforcement agencies within Winnebago County who volunteer their time to “talk out” problems that law enforcement personnel face throughout their careers. The team members have been trained in basic support methods and are here to help peers cope more effectively with personal and professional stressors in their lives. The program is 100% confidential and has been a great success thus far. The team is committed to maintaining and improving the mental health of all law enforcement officers in Winnebago County.

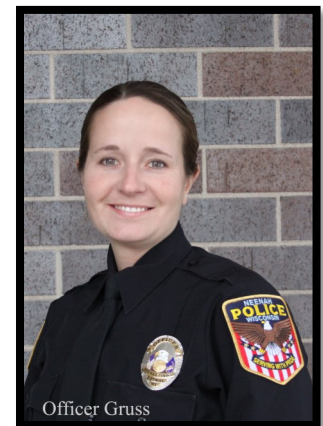
We currently have five team members from the Neenah Police Department: Peer Support Coordinator Lt. Kathy Voelker, Lt. Amy Wagner, Officer Vicki Strebel, Officer Jessica Kramer, and Inv. Stephanie Gruss.



Lieutenant: K. Voelker



Lieutenant A. Wagner



Officer Gruss

COMMUNITY POLICING



Actively engaging in the community is key for the relationship, transparency, and trust between our department and our community. It is headed by Community Policing Coordinator Stuart Zuehls. On a regular basis, our department attends community events, teaches programs and self defense in the schools, educates the community on different laws and rules of the road within our state, gets involved in volunteer projects, and conducts business security surveys.



OUT & ABOUT



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