



City of Neenah Police Department



Annual Report
2020

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

Priorities: God, Family, Work

Relationships: People Matter

Innovation: A Passion for Improvement

Duty: Conduct that Builds Pride and Trust

Excellence: Exceeding Expectations



The City of Neenah is 1 of approximately 150 Wisconsin communities required by state statute to form a police commission.

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.



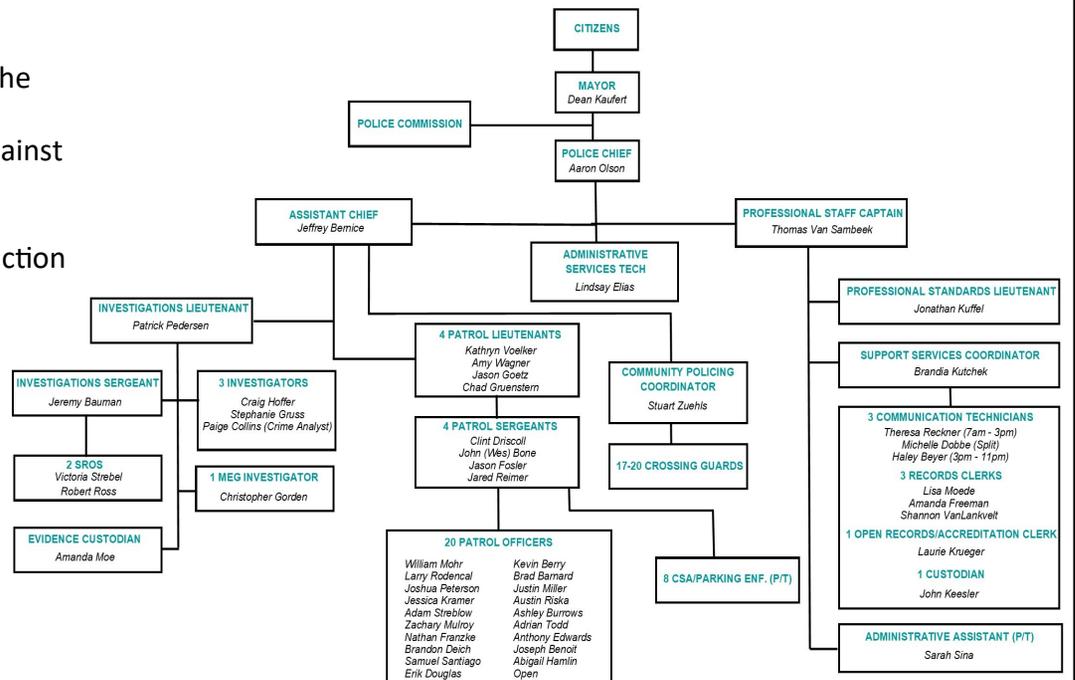
Our 2020 commissioners are Kim Skorkinski (President), Gilbert Mueller (Secretary), Judd Stevenson, Laura Kemps, and Robert Karmann.

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 issues a determination
- Hears disciplinary appeals filed by a police officer for action initiated by the chief of police

2020 Neenah Police Commission Activities:

- Held four public meetings
- Approved Chief Olson's promotion of Sergeant Chad Gruenstern to lieutenant
- Approved Chief Olson's promotion of Officer Jared Reimer to sergeant
- Approved Chief Olson's request to hire three new police officers



Police Chief's Message

For many people, 2020 was a pretty terrible year, and I would have to agree with that to a certain extent. The year brought us a pandemic, riots, destruction, hatred, and numerous justifiable demands for police departments to improve their policies, training, and transparency.

Despite all of that, however, we managed to have quite a good year at the Neenah Police Department. In order to have a great police department, you need only a few key ingredients:

First, you need great people who do great things. Check! We have some of the best people – both sworn officers and non-sworn professional staff – in law enforcement, and our people make a positive difference every day. This is easily measured and proven by our survey program, as well as by letters, emails, and phone calls from citizens telling me how well our officers and staff treat them.

Second, each and every law enforcement professional, both sworn and non-sworn, needs to treat all of our citizens with dignity and respect. Check! As I said above, this is easily measured and proven by our survey program, as well as by letters, emails, and phone calls from citizens.

Third is accreditation. Check! The Neenah Police Department became accredited two years ago. We are 1 of only 42 accredited law enforcement agencies in the state of Wisconsin – there are over 500 law enforcement agencies in the state. With our accreditation, we are able to prove our agency is well managed and we are utilizing the best police practices in the state of Wisconsin.

Lastly, a police department has to have vision. This is something the Neenah Police Department continues to demonstrate. Many activist groups, citizens, and members of the media have been asking for and demanding police policies be changed. The Neenah Police Department, however, was already ahead of the curve, as we are a professional, forward thinking agency. Check!

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Chief of Police Aaron Olson

Police Chief's Message continued

Here are a few of the main areas community leaders and activists want to see changed and where the Neenah Police Department operates within those areas:

1. Require officers to de-escalate situations, when possible, before using force.
 - a. The Neenah Police Department has had a de-escalation policy and de-escalation training for many years.
2. Have a use of force continuum or matrix that defines/limits the types of force and specific weapons that can be used to respond to specific levels of resistance.
 - a. Both the Neenah Police Department and the state of Wisconsin have had this in place for several years.
3. Restrict chokeholds and strangleholds (including carotid restraints) to situations where deadly force is authorized or prohibit them all together.
 - a. The Neenah Police Department has never trained our officers to use chokeholds.
4. Require officers to intervene to stop another officer from using excessive force.
 - a. Not only does the Neenah Police Department require our officers to intervene, we have a policy on this very subject.
5. Comprehensive reporting: Require officers to report both uses of force and threats/attempted uses of force (for example, reporting instances in which an officer intentionally points a firearm at a civilian).
 - a. We changed our use of force reporting process five years ago. When one of our law enforcement professionals uses force, a supervisor conducts a thorough investigation. The assigned supervisor interviews the suspect, witnesses, and the officer(s), reviews all video camera footage, and writes a detailed report on the incident. This detailed investigation is then reviewed by the professional standards lieutenant, the captain of professional staff, and finally by me, Chief Olson.

While many people are calling for police reform, we at the Neenah Police Department have proven we are ahead of the curve. Not only do we have checks and balances in place, we have great people doing great things.

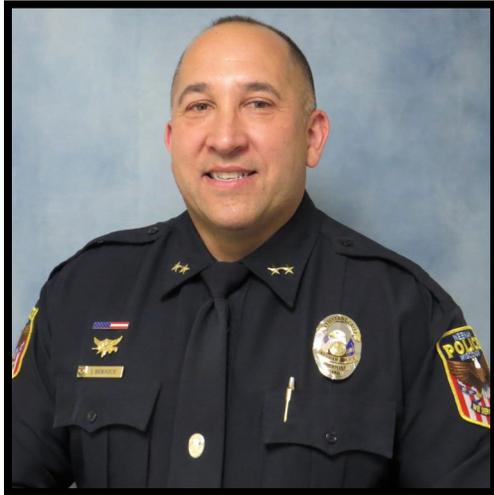
I would like to thank all of our Neenah Police Department officers and Neenah Police Department professional staff for continuing to conduct themselves professionally during this turbulent and unpredictable year.

I would also like to thank the citizens of Neenah for allowing us, your Neenah Police Department, to serve you in so many wonderful ways. We are honored to be part of this community.

Thank you,

Chief Aaron L. Olson

Command Staff



Assistant Chief Jeff Bernice

Jeffrey Bernice serves as the assistant chief for the Neenah Police Department. He oversees patrol operations, investigative services, and personnel management. He is also responsible for fiscal management.

Assistant Chief Bernice started his law enforcement career in 1998 with the City of Fort Myers Police Department in Florida where he served for 21 years. In 2019, he was hired as the support services captain with the Neenah Police Department and was later promoted to the assistant chief position.

In his years of law enforcement service, Jeff has been a member of Patrol, Bike Unit, Community Policing, Honor Guard, Narcotics, SWAT, and Support Services. He has also been a police instructor in various disciplines, involved in several special groups and committees, and is a veteran of the United States Army.



**Professional Staff Captain
Tom Van Sambeek**

The professional staff captain manages the administrative functions of the Neenah Police Department. This position is responsible for administrative management, professional staff management, internal investigation coordination, and department training.

Captain Thomas Van Sambeek started his law enforcement career right here in Neenah as a community service aide while he attended college. Tom was then hired full-time at the City of Manawa Police Department as a patrol officer and worked there for nearly two years. In 1999, he learned of an opening at the Neenah Police Department and was later hired there in September of that year. Tom spent the majority of his time on night shift at Neenah Police Department, working patrol for five years before being promoted to the rank of sergeant and then to lieutenant a year later.

Tom has been a member of the Tactical Team, SWAT Team, Drone Team, and the K-9 Unit. He is a trainer in many different disciplines including firearms, defense and arrest tactics, vehicle contacts, and emergency vehicle operations. He was promoted to the professional staff captain position in February of 2020.

Goals and 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 Neenah Police 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 1200 Department Wide Speeding Contacts
- Conduct three 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
- 2.2.5 Protect citizens from scams

- Utilize 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
- Conduct 2 drug/criminal interdictions operations per year
- Conduct proactive prostitution/human trafficking investigation(s) in conjunction with other agencies
- Educate citizens on active scams through social media and one talk per year

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

3.1 Intra (Department)

- 3.1.1 Operations/Professional Staff

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
- Stabilize channels of communication within the department
- Promote a process improvement mindset
- Encourage five or more Aldermen to participate in one four-hour ride-along with the department
- Increase knowledge about other City Departments
- Coordinate Citizens Police Academy
- Participate in city-wide Emergency Operations Training
- Participate in yearly C.A.R.T. exercises
- 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
- Improve performance evaluations to assess individual excellence
- Send 20% of supervisors to the basic and advanced online FBI-LEEDA supervisor liability leadership courses
- Standardized what extended management course Lieutenants attend when promoted
- Encourage officers to apply for training based on individual skill sets
- Maintain accreditation
- Conduct internal leadership training
- Provide diversity, bias and de-escalation 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

- Promote mental health support programs available to 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

Patrol Division

The Patrol Division is considered the backbone of any law enforcement agency. At the Neenah Police Department, Patrol is comprised of 28 highly motivated police officers. Patrol's primary purpose is responding to citizens' calls for service.

Uniformed officers are the initial responders to a wide range of calls for service. They conduct preliminary criminal and traffic accident investigations, assist in processing crime scenes, and enforce criminal and traffic laws and ordinances enacted by the City of Neenah.



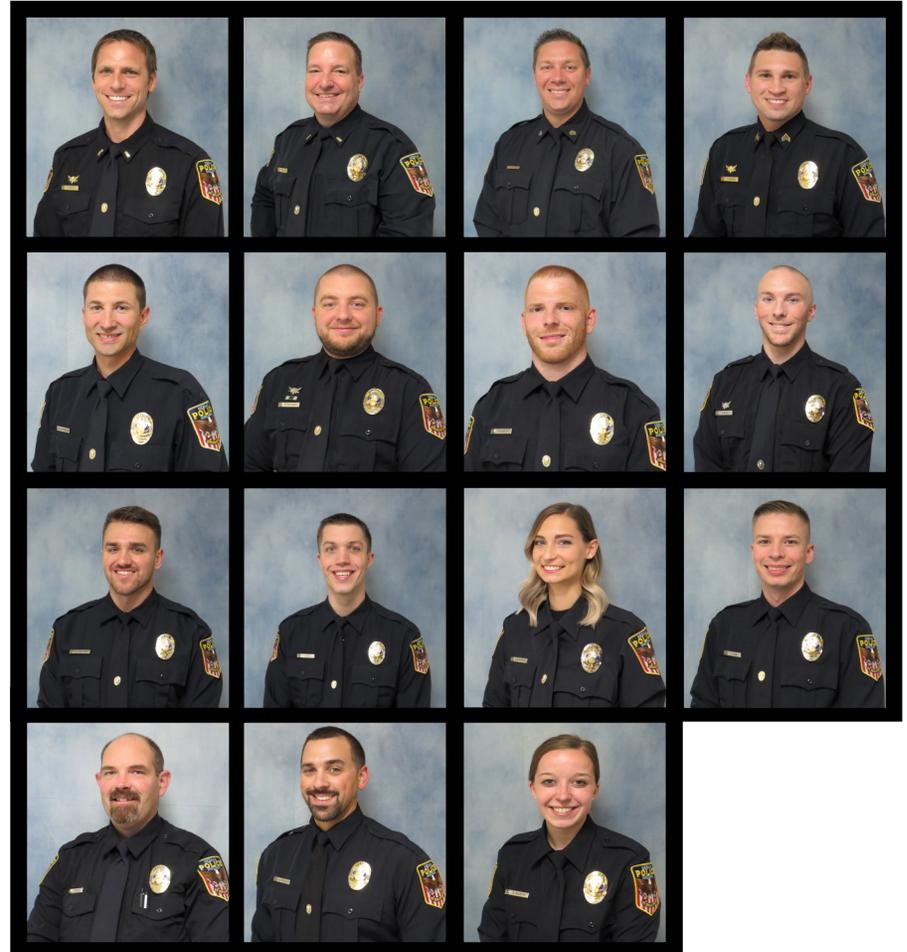
Uniformed officers also assist citizens with medical and social problems through crisis intervention and/or referrals to the appropriate state or county agencies. These officers are engaged in a variety of problem solving initiatives and educational activities based on the Neenah Police Department's commitment to neighborhood policing.

Patrol Division continued

Day Shift



Night Shift



The Patrol Division has four lieutenants who serve as shift supervisors and manage all police operations during their shifts.

In addition to the lieutenants, there are 4 sergeants and 20 officers who provide professional police coverage 24 hours a day, 365 days a year. The Neenah Police Department responded to 20,507 calls for service in 2020.



Community Policing



Community Policing Coordinator
Stuart Zuehls

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
- Conducts business security surveys



ISU



Investigative Services Unit

The current members of ISU are Lieutenant Patrick Pedersen, Sergeant Jeremy Bauman, Investigator Craig Hoffer, Investigator Stephanie Gruss, School Resource Officer Vicki Strebel, School Resource Officer Rob Ross, and Investigator/Crime Analyst Paige Collins (not pictured is MEG Unit Investigator Chris Gorden).

SRO Ross is assigned to cover the elementary and middle schools, and SRO Strebel is assigned to the Neenah High School.

MEG Unit Investigator Gorden is assigned to the Metropolitan Enforcement Group Drug Unit, which is a multi-jurisdictional unit covering all the counties surrounding Lake Winnebago.

ISU continued

The Neenah Police Department Investigation Services Unit investigates all types of incidents affecting the citizens of Neenah.

Investigators have advanced training in interviewing, evidence collection, and crime scene processing.

Using their advanced techniques to collect DNA and fingerprint evidence at the scenes, ISU has recently solved two homicides and a stabbing incident.



School Resource Officers

The year 2020 was challenging for the Neenah Joint School District (NJSD) and the City of Neenah School Resource Officer (SRO) Program. With an abbreviated 2019-2020 school year, SRO Rob Ross and SRO Vicki Strebel responded to over 300 self-initiated calls for service within the schools.

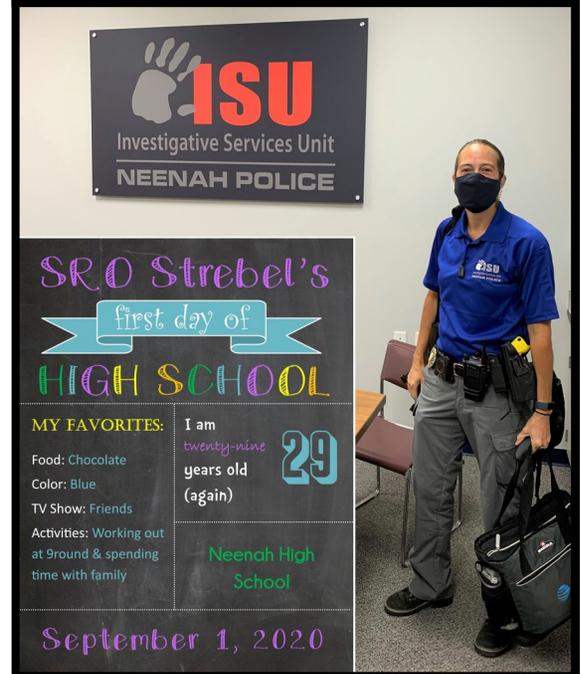
The SROs were able to attend home sporting events and complete their day-to-day duties at the schools until March 2020 when the school district made the decision to go to virtual learning. Once that happened, SRO Ross and SRO Strebel took to the streets of Neenah to work patrol. While working patrol, they were able to assist NJSD in handling a wide range of student concerns.

In an attempt to maintain positive relationships with the student body, SROs completed welfare checks to monitor students and were also a presence at the various lunch drop-off sites.

They worked with Neenah High School staff in setting up a parade for our student athletes, as well as a graduation motorcade for 2020 graduates.

NJSD began the 2020-2021 school year with a variety of different schooling options for Neenah's residents, including in-person, virtual, and distance real-time learning. This brought many new challenges to the school district and school law enforcement.

During this challenging time, the SROs assisted in their normal capacity while also working with counselors and school staff in an effort to maintain contact with at-risk students who were not attending in-person.



Lake Winnebago Area MEG Unit



Investigator Gorden deployed K-9 Rev for a sniff of a vehicle involved in drug trafficking.

After a positive alert from K-9 Rev, investigators searched the vehicle and located approximately one pound of marijuana and five ounces of powder cocaine.



K-9 Rev joined the LWAM Unit in June of 2020. He was purchased from K-9 Services in New Mexico, which was made possible by a grant.

Rev is a two-year-old black Labrador who is a single purpose narcotics detection canine.

Investigator Gorden of the Neenah Police Department is assigned as Rev's handler.



In September 2020, a known drug trafficker was on the way back to the Fox Valley area from Milwaukee. Two suspects were taken into custody, and K-9 Rev was deployed to sniff the vehicle they were driving.

After a positive indication from K-9 Rev, the vehicle was searched and approximately 425.7 grams of crystal methamphetamine were located.

Axel grease had been used as a masking odor on the packaging materials.

LWAM continued



During an investigation, over 1,600 pounds of raw, edible marijuana were seized.



10 pounds of crystal meth were seized during a parcel sniff.



During an investigation into a large drug trafficking organization, 11 kilos of cocaine and a substantial amount of US currency were seized.

Evidence

Evidence Custodian Amanda Moe has been in her position for over a year, having previously spent 18 years at Neenah Police Department as a patrol officer. She recently became a certified property and evidence specialist through the International Association for Property and Evidence (IAPE).

The evidence custodian's responsibilities include, but are not limited to:

- Collecting evidence at crime scenes
- Preserving/maintaining evidence
- Preserving chain of custody of evidence
- Sending items to the Wisconsin State Crime Lab for testing
- Taking firearms and ammunition to the crime lab for destruction
- Disposing or returning items of evidence according to state statutes
- Training new officers in the procedures and equipment of the evidence room and crime scene processing
- Coordinating the bike auction with YouthGo for the found bicycles we recover every year (proceeds from the auction go to YouthGo for their operating needs to help local youths in the community)



Evidence Custodian Amanda Moe

Amanda also assists with uploading media to and fulfilling media requests from the District Attorney's office, as well as other law enforcement agencies. To date, our agency has received over 400 requests for media.

The evidence custodian is also responsible for coordinating the destruction of illegal drugs and maintaining the drug drop box. This year, we collected 702 pounds of medication for destruction.

There were 1,057 pieces of evidence collected in 2020. Some of those pieces of evidence were for major cases, including a June homicide and a stabbing incident - both of which resulted in DNA evidence for arrests - an armed robbery, a fatal accident, and a suspicious shooting.

Professional Staff

Records Clerks

The Neenah Police Department employs four full-time records clerks: Records Coordinator/RMS Administrator Lisa Moede, Records Clerk/Court Coordinator Amanda Freeman, Records Clerk Shannon Van Lankvelt, and Open Records Clerk/Accreditation Assistant Laurie Krueger.

The records clerks proofread incident reports, citations, and accident reports for accuracy, spelling, and grammar. Open Records Clerk/Accreditation Assistant Laurie Krueger also processes open records requests and assists with the accreditation process.

Our records team processed the following in 2020:

- Initial case reports: 2,225
- Supplemental case reports: 1,660
- Officer narratives: 4,997
- Open records requests: Over 1,500, which resulted in over 2,500 responses, as one request can result in multiple reports being released to the requestor

Administrative Services

The administrative team supports the Neenah Police Department by completing an endless list of administrative tasks, including processing payroll, preparing and distributing documents and paperwork, coordinating photos, reconciling invoices and credit card statements, assisting with budget planning, and managing office supplies.

Support Services Supervisor Brandia Kutchek supervises part-time Administrative Assistant Sarah Sina. Full-time Administrative Services Technician Lindsay Elias reports directly to Chief Aaron Olson.



Amanda Freeman, Lisa Moede, Shannon Van Lankvelt, Laurie Krueger, and Station Dog Badges



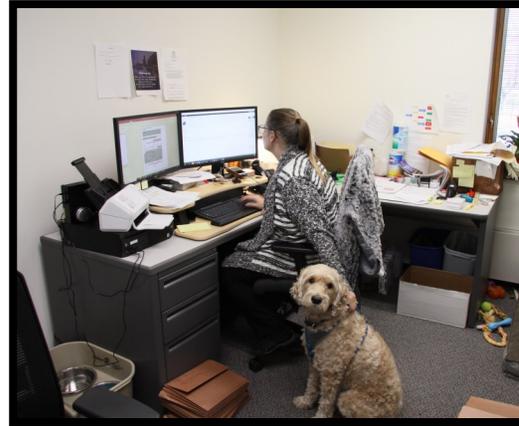
Brandia Kutchek, Lindsay Elias, and Sarah Sina

Professional Staff continued

Open Records Requests

In late 2019, the open records clerk position expanded from part-time to full-time, with increased responsibilities including media redaction and release. The purpose of Wisconsin Public Records Law is, "...that all persons are entitled to the greatest possible information regarding the affairs of government and the official acts of those officers and employees who represent them." *Wis. Stat. § 19.31.*

While policy dictates a response to an open records request within ten (10) days of the request, our staff strives to respond to each request within 48 hours of receipt. As the laws that dictate open records change often, education and training are key to a successful program.



Laurie Krueger and Badges



Front Desk

Neenah Police Department front desk staff is comprised of three full-time communication technicians: Theresa Reckner, Michelle Dobbe and Haley Beyer. We also have two temporary communication technicians who occasionally assist if needed: Kari LePine and Kayla Mesko (not pictured).

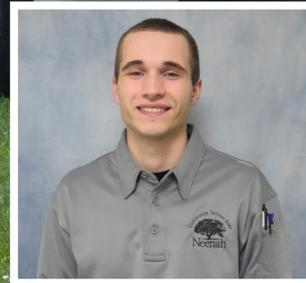
Communication technicians field incoming phone calls, enter calls for service, process warrants, and help citizens and officers in a multitude of ways. Our communication technicians cover the front desk daily from 7:00 AM - 11:00 PM.

In 2020, the front desk received an average of 1,762 incoming phone calls per month, and communication technicians entered 238 warrants.



Theresa Reckner, Michelle Dobbe, and Haley Beyer

Community Service Aides



The Neenah Police Department is fortunate to operate with the assistance of a Community Service Aide (CSA) Program. The CSAs who worked with us in 2020 were Devon Lehman, Caleb Justman, Abby Austin, Zack Van Goethem, Jonah Nogar, Brandon Sweeney, Bryce Sweeney, and Amber Buss. Not pictured are Sarah Vassios (who resigned in June) and Abby Hamlin (who was hired as a Neenah Police Department officer in April).

All CSAs are students who are interested in pursuing a career in law enforcement. We use this program to introduce them to the profession, and many later get hired as officers, either with us or another department. They learn valuable lessons about how they are expected to treat the citizens they serve, and they gain extensive insight into the way a police department works. The CSA Program allows our department to slowly develop, prepare, and get to know possible future police officers.

CSAs continued

CSAs complete at least 80 hours of on-the-job training, either with an experienced CSA or an officer. During this training, they learn how to respond to the required calls for service and are expected to learn the city, use the radio properly, and complete reports. The base knowledge they build in this position gives them a significant head start for when they become patrol officers, making their patrol training more efficient and effective.



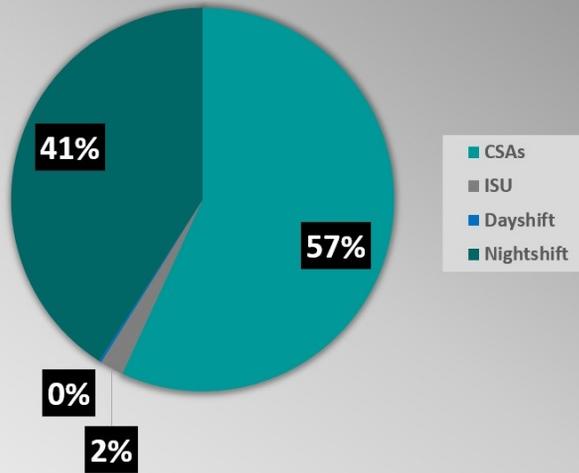
Job duties include taking calls where a sworn officer is not needed:

- Animal complaints (strays, welfare checks, trap requests, etc.)
- Traffic direction
- Crash scene assistance
- Information gathering
- Minor theft reports
- Vehicle lock-outs
- Parking enforcement

The CSAs handle a wide variety of low-risk calls, creating a safe environment for them to develop their community relations and problem solving skills. The program is extremely valuable for both the employed CSAs and the police department. Without CSAs, response to some calls for service would be delayed, or the Neenah Police Department simply would not be able to provide the level of service our community deserves and has come to expect.

Parking Enforcement

2020 Parking Citations Issued



CSAs also handle a large portion of our parking enforcement. The parking squad has readers on top of it that allow CSAs to scan license plates. This enables them to more efficiently monitor parking lots and ramps, downtown parking, and other busy locations. Night shift patrol enforces the 2:00 AM - 5:00 AM overnight parking ordinance, which covers another large portion of the department's parking enforcement.



Locations with 50 or More Citations Issued for 2020

Location	# of Citations
Blue Lot	156
E Wisconsin Ave	72
Gold Lot	275
Green Ramp - Alta Employee Zone	66
Green Ramp - City Zone	164
Hunt Ave	55
Maple St	57
Meadow Ln	67
Neenah High School Lot	99
Primrose Ln	136
S Church St	64
Silver Lot	254
Stanley Ct	55
Tullar Rd	50
W Wisconsin Ave	309

	Q1	Q2	Q3	Q4	Total
CSAs	833	221	515	388	1,957
ISU	52	0	3	0	55
Dayshift	6	0	1	1	8
Nightshift	522	69	425	416	1,432

Annual total: 3,452

*Totals don't include Admin or test accounts

K-9 Unit

There were big changes to the K-9 Unit in 2020, including K-9 Cedric's retirement in March after nearly eight distinguished years of service! Throughout his career, K-9 Cedric received Outstanding Arrest awards from the Neenah Police Department, as well as a Meritorious Canine Narcotics Find award from the Wisconsin Law Enforcement Canine Handler Association.

During his eight-year career with the K-9 Unit, Cedric was credited with the following:

Total Arrests	210
Methamphetamine	5,372.89 grams (nearly 12 lbs)
Marijuana	29,120 grams (64 lbs)
Cocaine/Crack	373 grams
LSD	27 dosage units
MDMA	28 grams
Heroin	100 grams
Drug Money	More than \$80,000



K-9 Cedric had also conducted numerous presentations, article searches, and tracks. He was the Neenah Police Department's first K-9 and set the bar very high for our other K-9s, Bobby and Cam. He will be greatly missed on the streets and here at the police station.

K-9 Unit continued

As for our current K-9s, K-9 Bobby continues to work with his partner, Officer Mulroy, on night shift. K-9 Bobby is also used on the SWAT Team, and he and Officer Mulroy attended S.K.I.D.D.S. training (SWAT and K-9s Interacting During Deployment School). They are the first K-9 team to be integrated into the SWAT Team.

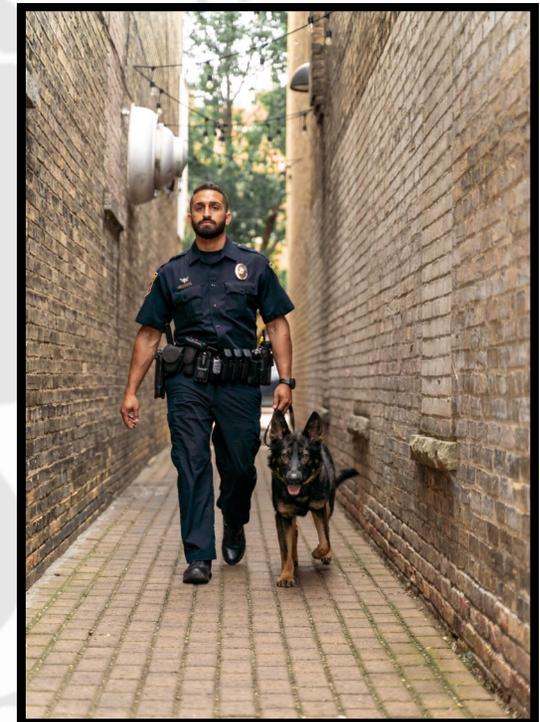
Our newest members of the K-9 Unit are K-9 Cam and Officer Santiago. Officer Santiago and K-9 Cam were trained by K-9 Services of New Mexico. They spent six weeks getting to know each other and honing their skills in narcotics detection, article searches, tracking, and apprehension. Officer Santiago and K-9 Cam hit the streets of Neenah in April of 2020 and work primarily on day shift.

Active K-9 Deployments 2020

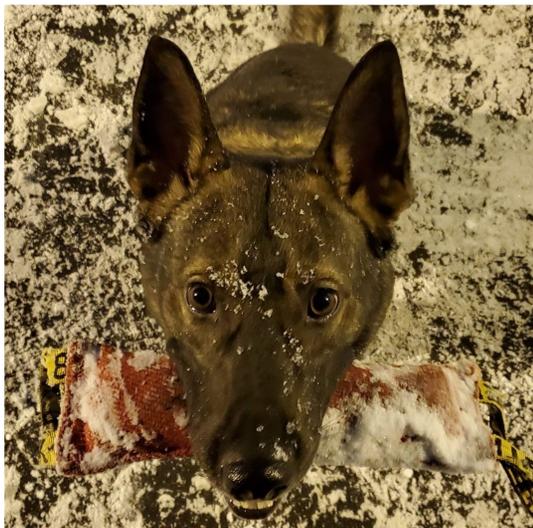


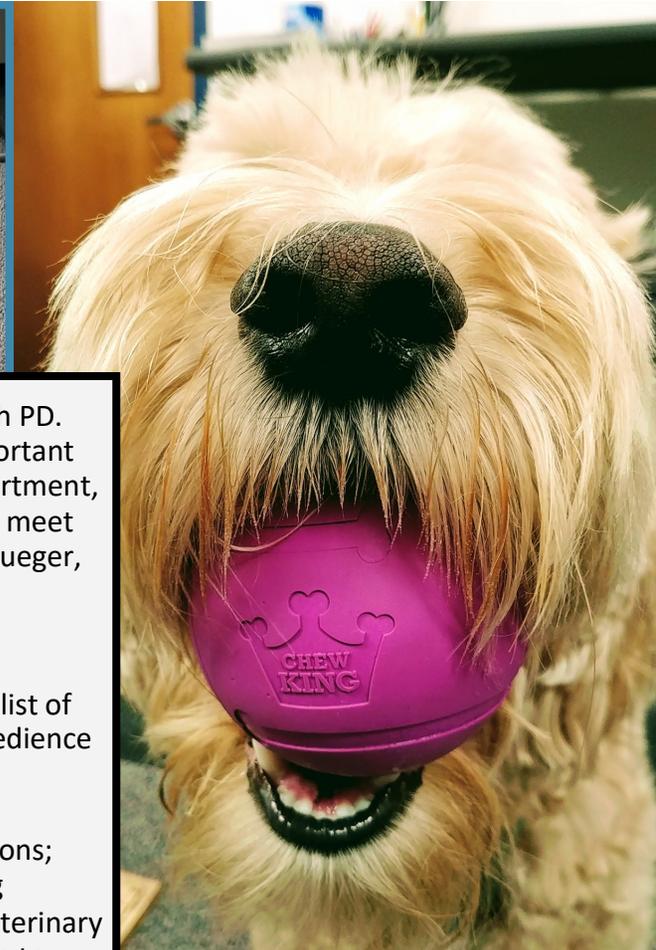
Officer Mulroy and K-9 Bobby

Detection Deployments	67
Patrol Deployments	13
Methamphetamine	10.6 grams
Marijuana	36.7 grams
Hash	14.5 grams
Heroin	2 grams
Ecstasy	1.2 grams
Drug Money	\$2,000.00
Drug Paraphernalia	36 items
Trackings	6 (including 1 arrest of a pursuit suspect and 1 arrest of a burglary suspect)
Human Searches	3
Building Searches	4
Non-Searches	2
Training Events	83 (totaling 394.4 training hours for the year)



Officer Santiago and K-9 Cam





The year 2020 marks the third year Badges has been with us at Neenah PD. Badges was donated by Golden Doodle Acres in 2018 and is a very important part of our blue family. He continues to spend his days at the police department, providing companionship and stress relief to staff and smiles to all who meet him. His off time is spent with his handler, Open Records Clerk Laurie Krueger, and her family.

Badges continues his training for the Canine Good Citizenship Certification and has added "Rally Obedience" and "Nose Work" to his list of classes. This summer, he took 5th place out 35 participants in his first obedience competition, which was held virtually.

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. This year, in addition to employee contributions, the Station Dog Program received citizen donations from Gerald and Patricia Rickman (on behalf of the Neenah Community Garden), the Bridgewood Men's League, and the Neenah Police Department Benevolent Association.



Station Dog Badges



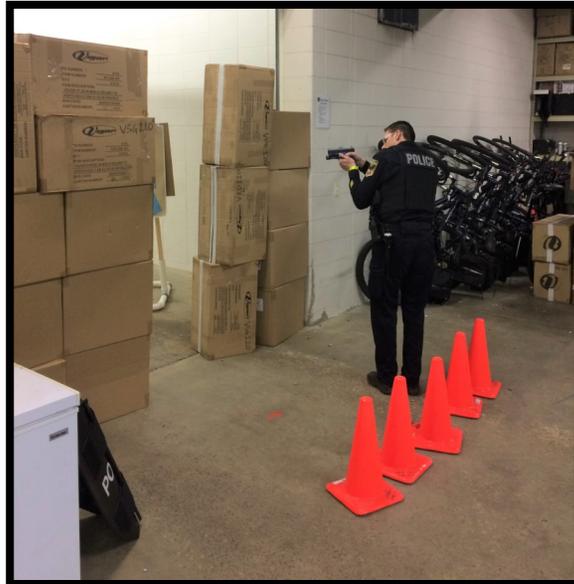
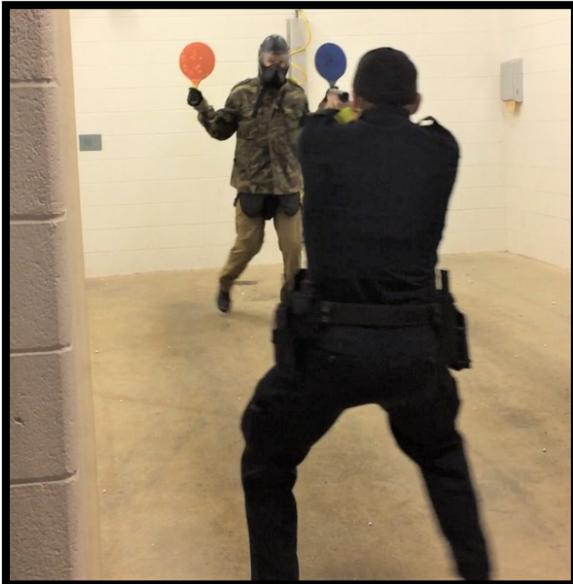
Fleet

Training

Officer training and re-certification at the Neenah Police Department is the responsibility of Professional Standards Lieutenant Jon Kuffel. The state of Wisconsin standard is set at 24 hours of training per year. Neenah Police Department officers averaged 68.20 hours of training for the year 2020. This average did not include an officer who spent 720 hours at the academy at Fox Valley Technical College or an officer who attended a 3-month police K-9 school.

All officers completed annual handgun, rifle, Taser, and 40 mm less lethal recertification. Officers attended an in-person Defensive and Arrest Tactics and Tactical Response update in January of 2020. Officers were also recertified in CPR and AED procedures with the assistance of the Neenah-Menasha Fire Rescue Department. All sworn staff at the Neenah Police Department completed 2.5 hours of implicit bias training and 1.5 hours of duty to intercede training.

Many of our own Neenah officers and personnel are certified instructors: Chief Aaron Olson, Captain Tom Van Sambeek, Lieutenant Jon Kuffel, Lieutenant Jason Goetz, Lieutenant Chad Gruenstern, Lieutenant Amy Wagner, Sergeant Wes Bone, Investigator Craig Hoffer, School Resource Officer Rob Ross, Officer Jessica Kramer, and Sergeant Jared Reimer



Training Continued

The COVID-19 global pandemic presented a major challenge to police training in 2020. Some of the area training locations were shut down, and many of the in-person training opportunities were cancelled. As with many other forms of education and business, police training had to adapt to the virtual or remote world.

In 2020, numerous in-person training opportunities went online or virtual. There was an increase of webinar and recorded trainings offered by local technical colleges and national police training companies. Three of our officers attend a three-day virtual Field Training Officer school.



Several law enforcement conferences went virtual as well, including the National Tactical Officers Association, National Crisis Negotiators Conference, Badger TraCs Conference, and the Advanced Law Enforcement Rapid Response Conference.

IronCop

In September of 2020, members of the Neenah Police Department took part in the second annual Department 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 endurance tasks, short pursuits, memory challenges, pushing disabled vehicles, weapons handling, and much more.

The challenge was broken into gender and age categories, and participants obtained points as they accomplished the various events. For the second year in a row, the overall winner of the 2020 Neenah Police Department IronCop was awarded to Sergeant Jeremy Bauman of the Investigative Service Unit.



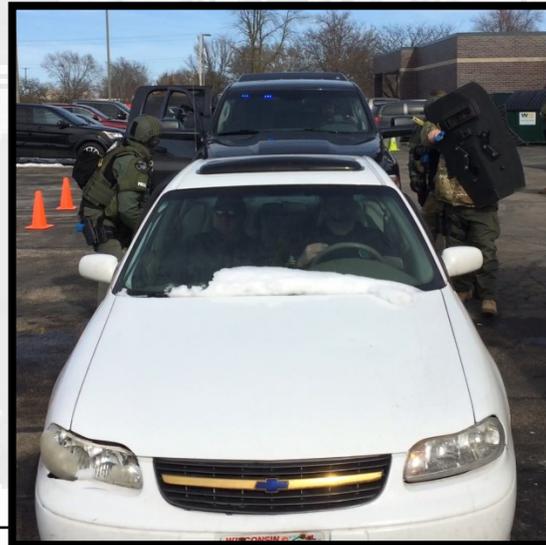
SWAT

Due to the COVID-19 global pandemic, the year 2020 posed many challenges for the Neenah SWAT Team. SWAT was unable to train as much as usual due to concerns of infecting each other and limiting staffing for regular police shifts. Many training locations and classes were also cancelled or unavailable.

SWAT Team members averaged over 88 hours of additional training per year specializing in their SWAT duties. This year's trainings included joint trainings with the Winnebago County SWAT Team and the City of Oshkosh Police Department SWAT Team. These joint trainings are crucial for when multiple teams respond to critical incidents.

This year, members of the SWAT Team were able to fundraise enough money to purchase a Bounce Imaging® camera ball. Officers can deploy the camera ball into a structure and get a 360-degree view without making entry. The camera ball also has two-way audio so officers or crisis negotiators can talk with a barricaded subject who may not have a phone. These capabilities can reduce putting officers into situations where they may have to use force against a subject.

The team and/or team members responded to or were active for three incidents in 2020, which included a high risk K-9 search for a homicide subject; a barricaded subject; and as an additional reaction team for a special event. Additionally, before the pandemic, SWAT Team members conducted active threats training and self-defense training for local businesses.



Negotiators

Crisis negotiation has been described as one of law enforcement's most effective tools. The goal of any crisis negotiation team is to deescalate 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 an eight-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 our officers face daily.

Crisis Negotiators: Team Leader Lieutenant Kathy Voelker, Officer Jessica Kramer, Officer Josh Peterson, Officer Nathan Franzke, Officer Brad Barnard, Officer Erik Douglas, Officer Ashley Burrows, and Records Coordinator Lisa Moede.



Peer Support Team

We currently have six Peer Support Team members from the Neenah Police Department: Peer Support Coordinator Lieutenant Kathy Voelker, Lieutenant Amy Wagner, School Resource Officer Vicki Strebel, Officer Jessica Kramer, Investigator Stephanie Gruss, and Officer Joe Benoit.



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 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.

In 2020, our peer supporters became members of a statewide organization called Wisconsin Law Enforcement Guardians. This group provides peer support to all Wisconsin law enforcement officers who would otherwise not have that resource available to them.

Drones have many uses in policing, and the Neenah Police Department is continuing to develop their Drone Program. A drone can help us capture crime scenes and accidents, locate missing people, assist the fire department, and build community relations. The use of a drone also improves officer safety and helps us save lives.

The Drone Team consists of Captain Tom Van Sambeek, Officer Nate Franzke, and members of the Neenah-Menasha Fire Department who are joining the team.

The drone was used this year to assist with accident reconstruction, at the Leadership of the Fox Valley training at the Neenah Police Department, and at the Neenah-Menasha Fire Department training on the Oak Street Bridge. The Drone Team trains for SWAT applications, crime scenes, and other calls for service.

Drone



Honor Guard

Numerous events were cancelled this year, and Honor Guard was not able to attend several recurring events in the area. Honor Guard was, however, able to present colors at a Neenah High School wrestling match and represented the department at the Veteran's Day event at Shattuck Park.



Honor Guard is a ceremonial team that consists of seven sworn officers who represent the Neenah Police Department at various events around the area and state.

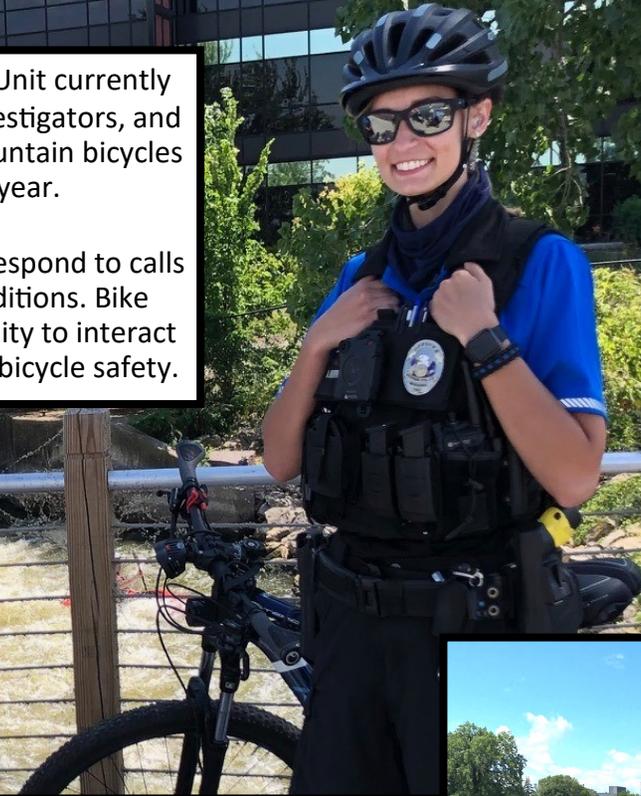
The team proudly serves the department in paying tribute to our fallen law enforcement brothers and sisters at their funerals. Honor Guard also attends official ceremonies, parades, and professional sporting events.

Members of the 2020 Honor Guard: Investigator Paige Collins, Lieutenant Pat Pedersen, Officer Larry Rodencal, Sergeant Jared Reimer, and SRO Vicki Strebel

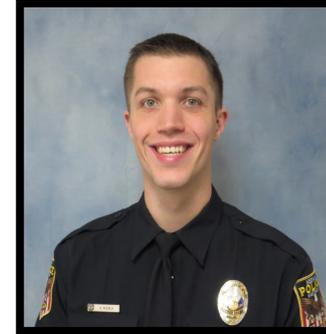
Bike Patrol

The Neenah Police Department's Bicycle Patrol Unit currently has 15 members consisting of patrol officers, investigators, and administrators. We utilize five standard-type mountain bicycles and added two e-bikes to our fleet this year.

The bicycles are set up for officers to be able to respond to calls and even make traffic stops under certain conditions. Bike Patrol officers are able to get out in our community to interact with people in a different format and help teach bicycle safety.



Quartet



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

Quartet often accompanies Honor Guard at special events to sing the national anthem while Honor Guard presents the colors.

Unfortunately, due to the COVID-19 pandemic, Quartet was not able to sing at any special events, but they hope to re-schedule some in 2021.



STOP Crossing Guards STOP

We have 15 full-time crossing guards and 5 alternates in our Crossing Guard Program. This a wonderful program that helps kids safely cross the streets in our community.

Row 1: Captain Tom Van Sambeek, Nanci Skinner, Cindy Charney, Toni Bova, Patricia Jacobson, Vicki Hanson, Joanne Bauer, Assistant Chief Jeff Bernice

Row 2: Stacey Plath, Ann Kraus, Peggy Brigham, Shaina Fish, Mary Flood, Karen Hebbe

Row 3: Rick Peterson, Teresa Martin, Thomas Buss, George Grothpietz, Shelby Sokoloski, Todd Stevenson, Officer Stu Zuehls

Not pictured: Judy LaCount and Cheryl Wysocki



New Hires

01/20/20	Joseph E. Benoit	Patrol Officer
01/20/20	Anthony W. Edwards	Patrol Officer
04/06/20	Abby L. Hamlin	Patrol Officer
06/08/20	Adam L. Streubel	Fleet Maintenance Specialist
10/28/20	Brandon M. Sweeney	Community Service Aide
10/28/20	Bryce M. Sweeney	Community Service Aide
11/09/20	Haley L. Beyer	Communication Technician
12/28/20	Amber M. Buss	Community Service Aide



Awards

2020 Officer of the Year

Ashley M. Burrows (pictured right)

Due to COVID-19, Neenah Police Department has not yet been able to have an awards ceremony. The other awards will be appointed at a later date.

Promotions

02/17/20
02/17/20
03/20/20
04/27/20

Chad J. Gruenstern
Thomas H. Van Sambeek
Jared F. Reimer
Paige M. Collins

Lieutenant - Patrol
Professional Staff Captain
Sergeant - Patrol
Investigator/Crime Analyst



Retirements

01/02/20
02/08/20

Brenda L. Mathison
Adam L. Streubel

Administrative Services Tech – 22 years
Investigator – 25 years



Accreditation

Accreditation is a progressive and time-proven way of helping institutions evaluate and improve their overall performance. To be fully accredited by the Wisconsin Law Enforcement Accreditation Group (WILEAG), a police department has to achieve compliance of all 210 applicable standards. There are over 500 municipal police departments in the state of Wisconsin, and only 42 are fully accredited.

The Neenah Police Department completed its inaugural accreditation for a 2016-2018 accreditation cycle. Work in 2020 continues as the department collects documentation and reviews policies for the 2019-2021 accreditation cycle.

On June 16, 2020, President Trump issued Executive Order 13929: Safe Policing for Safe Communities. Part of the executive order instructs that the US Attorney General will allocate Department of Justice discretionary grant funding only to those State and local law enforcement agencies that have sought or are in the process of seeking appropriate credentials from a reputable independent credentialing body certified by the Attorney General. The Attorney General's standards for certification shall require independent credentialing bodies to, at a minimum, confirm that:

The State or local law enforcement agency's use-of-force policies adhere to all applicable Federal, State, and local laws; and

The State or local law enforcement agency's use-of-force policies prohibit the use of chokeholds except in those situations where deadly force is allowed by law.

Through the summer and fall of 2020, WILEAG had completed the process of being approved by the Attorney General's office as the primary independent credentialing body for Wisconsin. The Neenah Police Department has reviewed policies, which were already in compliance with the executive order, and submitted to WILEAG to be certified as compliant with the executive order.

COVID-19 Pandemic

Governor Tony Evers's Safer at Home Order went into effect on March 23rd, 2020. Calls for service began to decline at this time due to people staying in their homes. Traffic stops, accidents, and other types of incidents declined drastically in comparison to other years. On May 13th, 2020, the Wisconsin Supreme Court overturned the extension of the order.

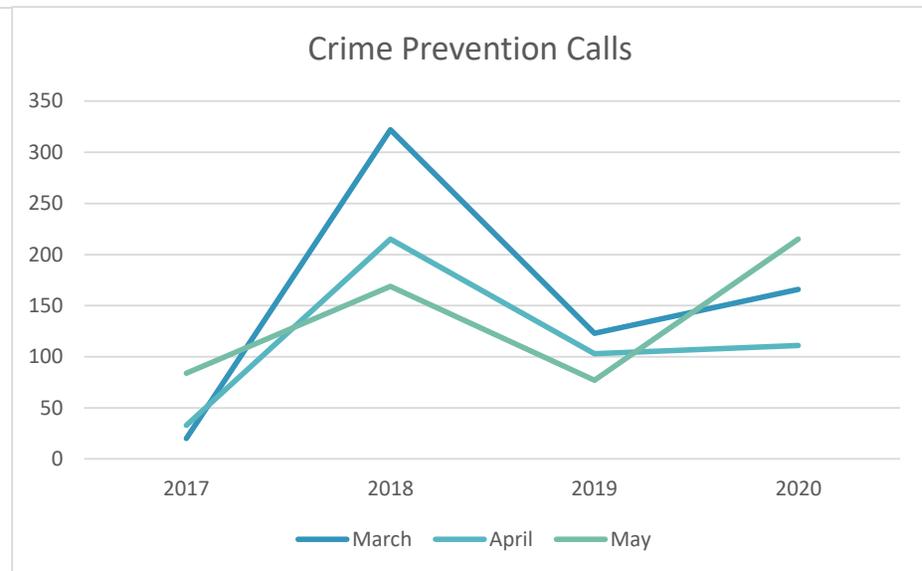
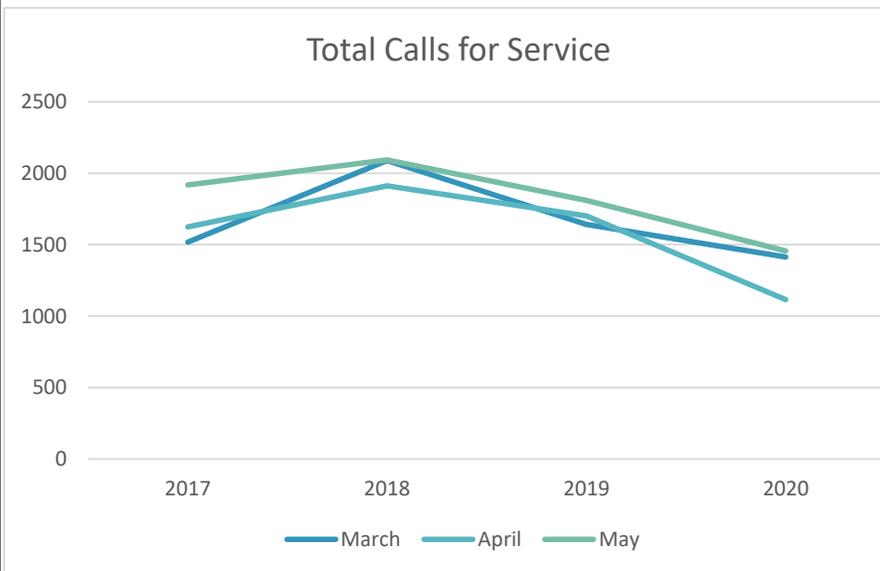
During those three months, officers increased their self-initiated field activity efforts to prevent crime from occurring in the city.

When looking through our annual statistics for 2020, please keep in mind March through May statistics will be drastically lower due to the COVID-19 pandemic.

<u>Calls for Service</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>% Change from 2019</u>
March	1517	2088	1641	1414	↓ -13.8%
April	1625	1911	1701	1116	↓ -34.39%
May	1919	2092	1810	1457	↓ -19.50%

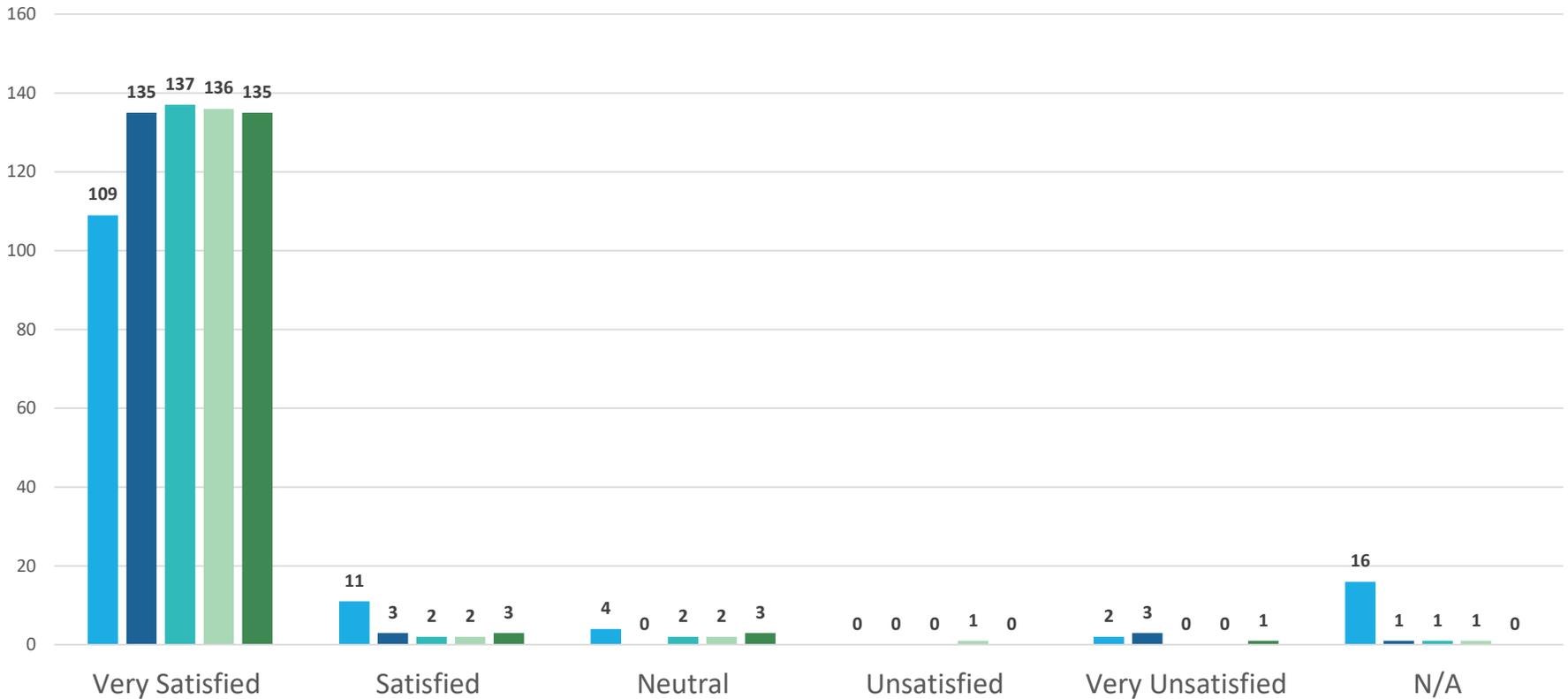
<u>Crime Prevention Calls*</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>% Change from 2019</u>
March	20	322	123	166	↑ 34.96%
April	33	215	103	111	↑ 7.77%
May	84	169	77	215	↑ 179.22%

*Includes traffic safety, crime prevention, community policing, and building security



Citizen Satisfaction Survey Results

2020 Survey Results

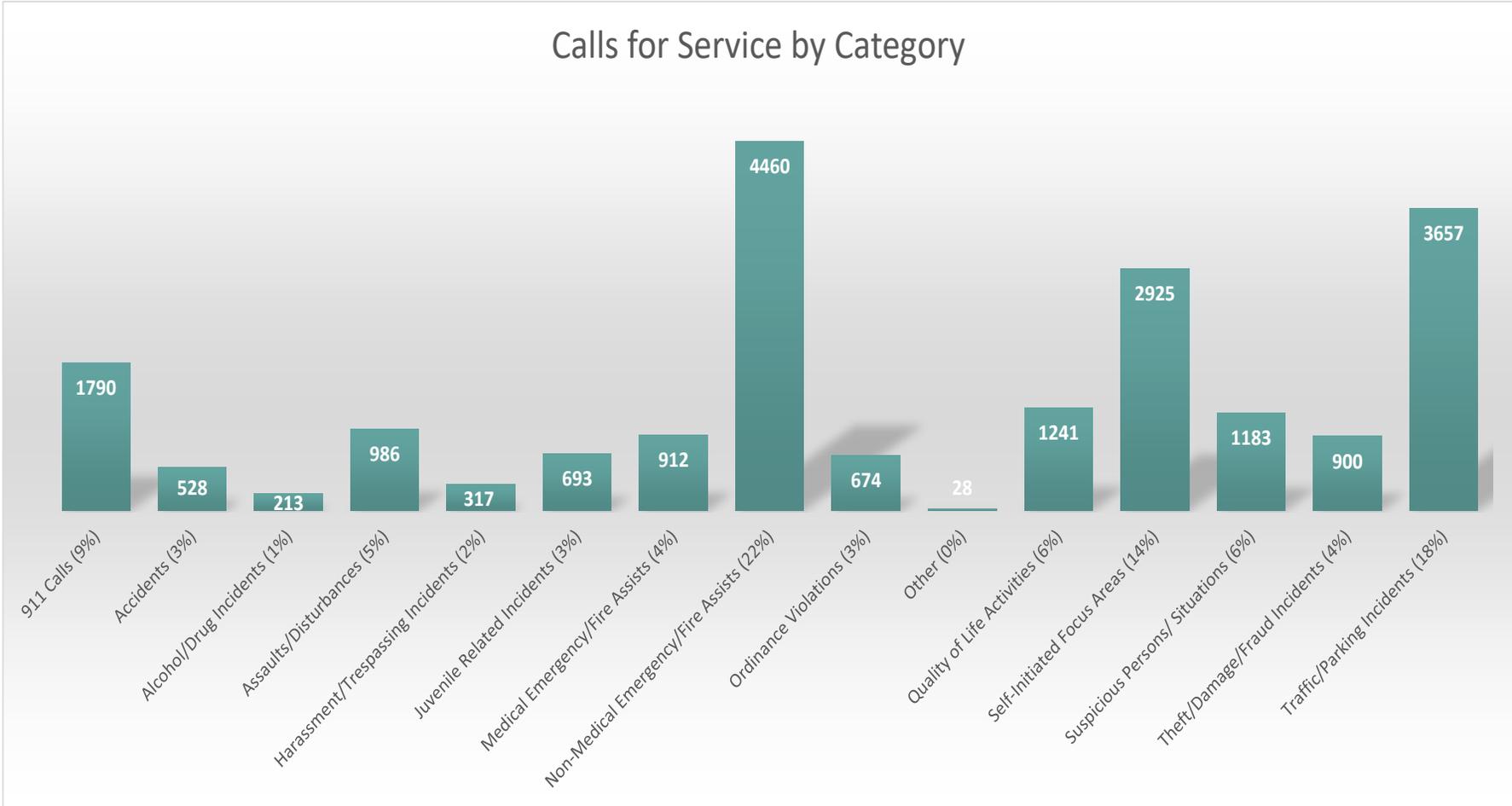


There were 142 completed citizen surveys in 2020. Of those 142 responses, 94.57% of citizens stated they were very satisfied or satisfied with the contact they had with the Neenah Police Department.

- How was our response time?
- Were you treated with dignity and respect?
- Do you feel the officer took the necessary steps to resolve the situation?
- How satisfied are you with the officer(s)?
- How satisfied are you with the overall performance of the NPD?

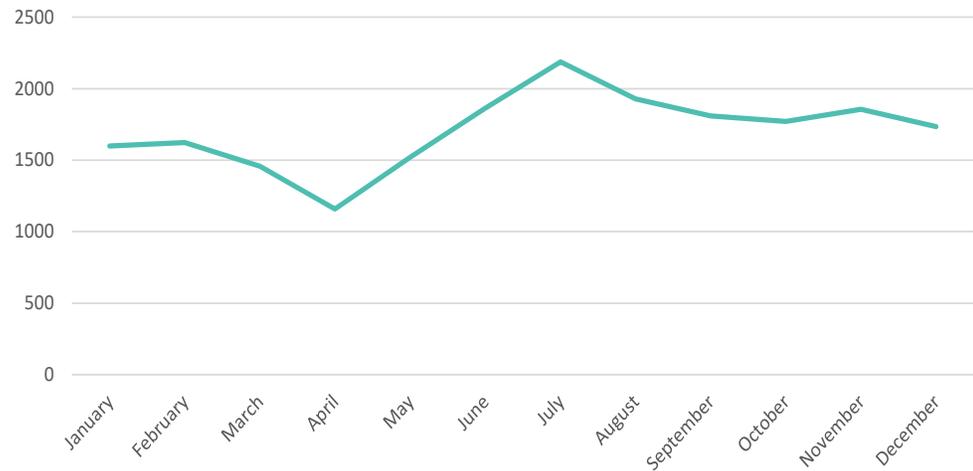
2020 Calls for Service

Calls for Service by Category

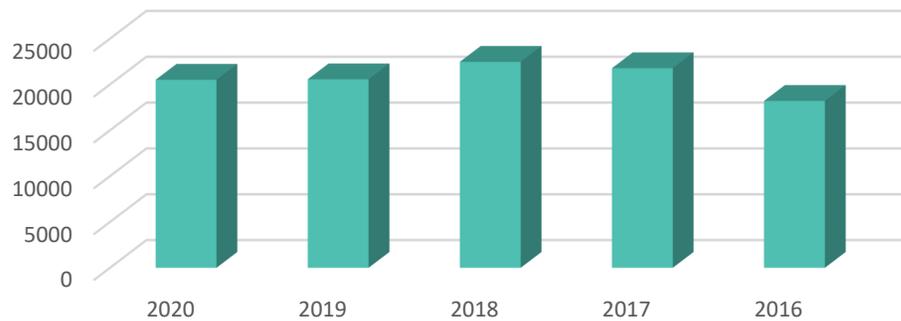


2020 Calls for Service (continued)

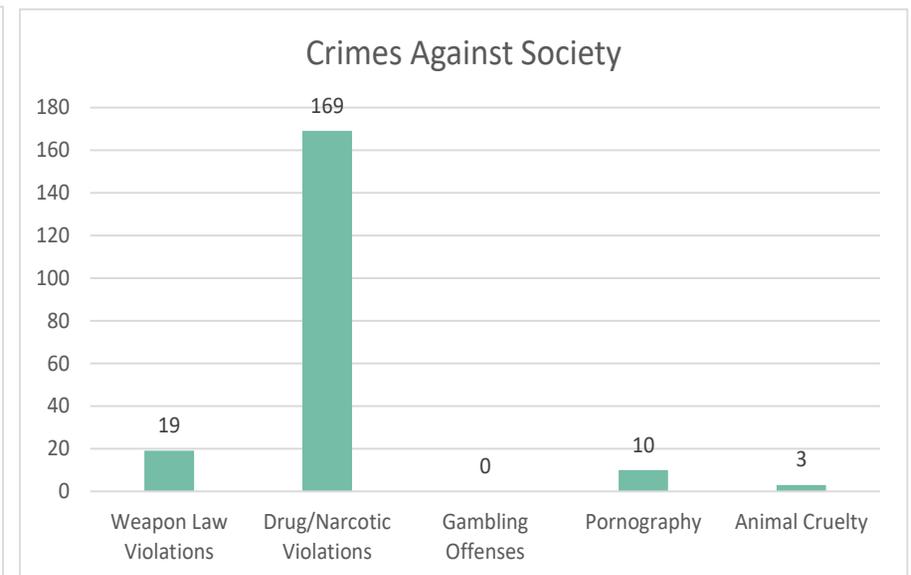
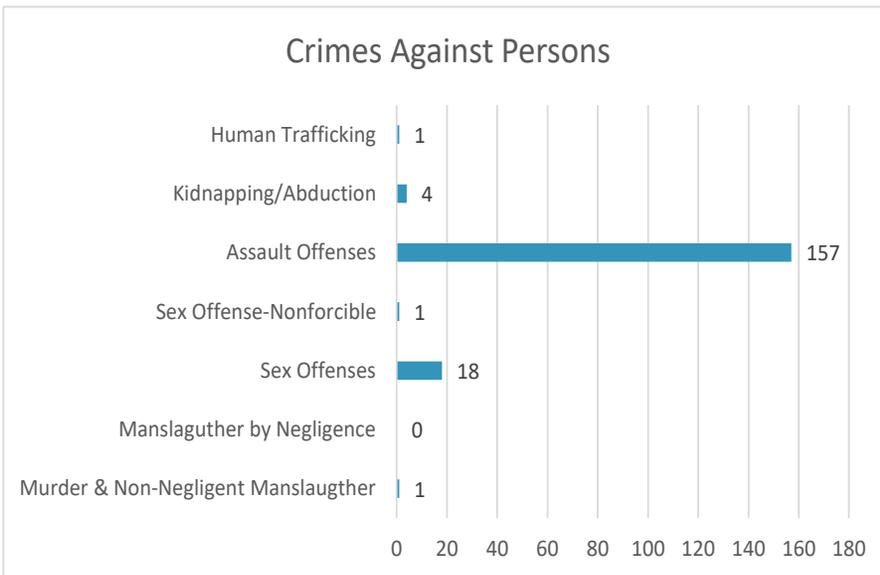
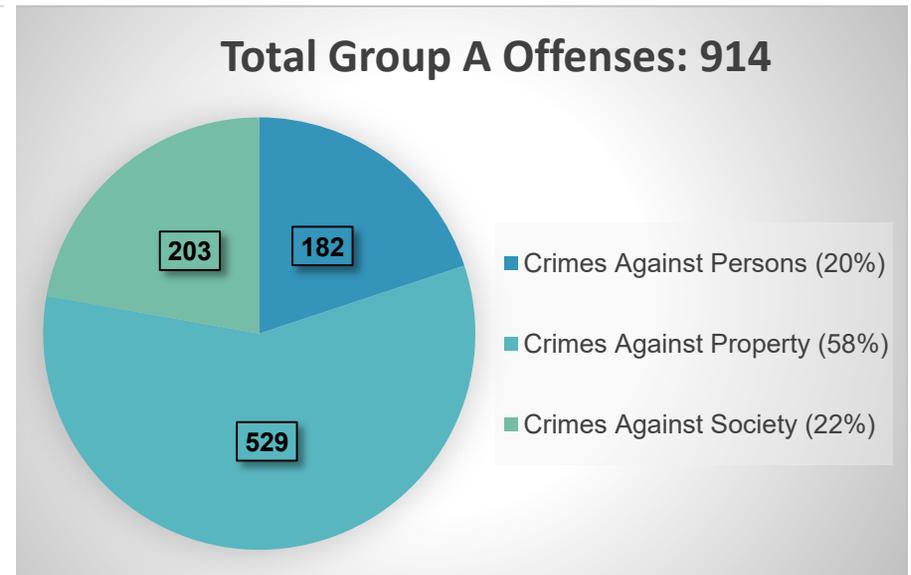
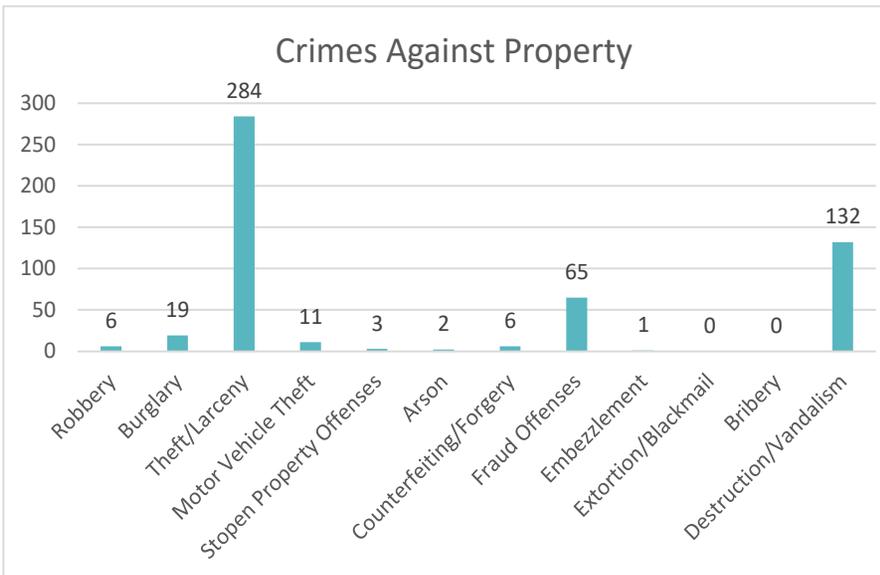
2020 Calls for Service by Month



Calls for Service over 5 years

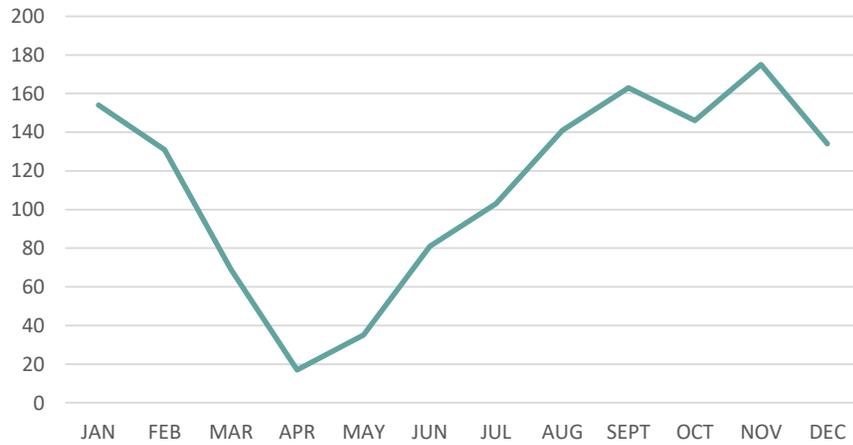


Uniform Crime Report



Traffic Statistics

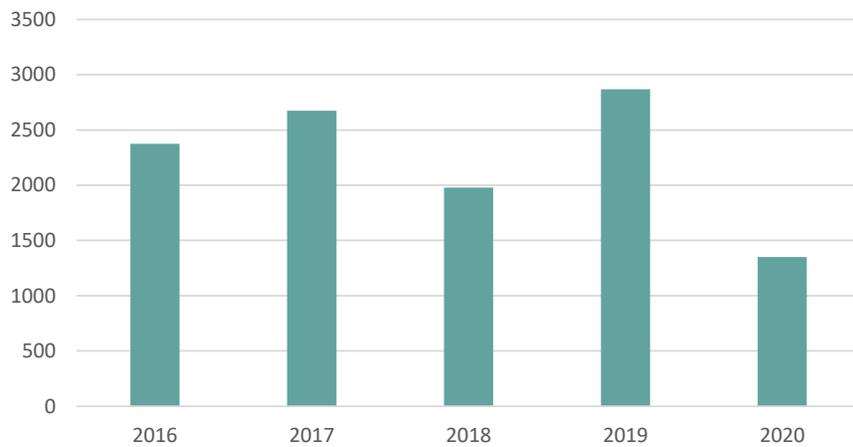
Citations issued by Month



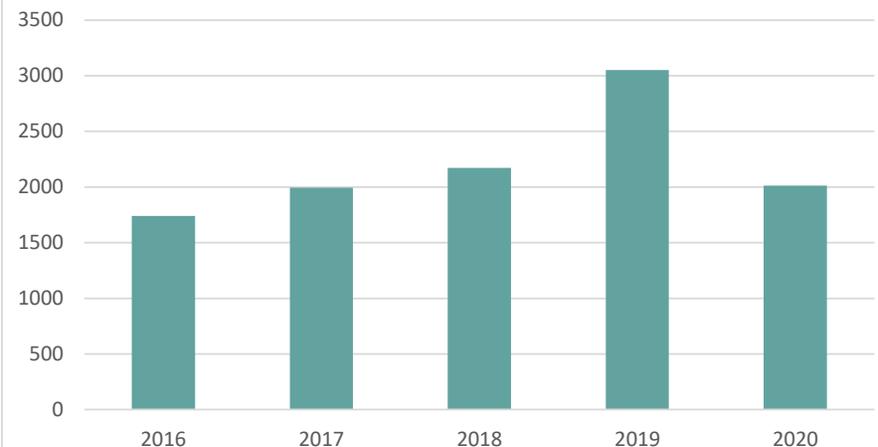
Warnings issued by Month



Citations issued by Year



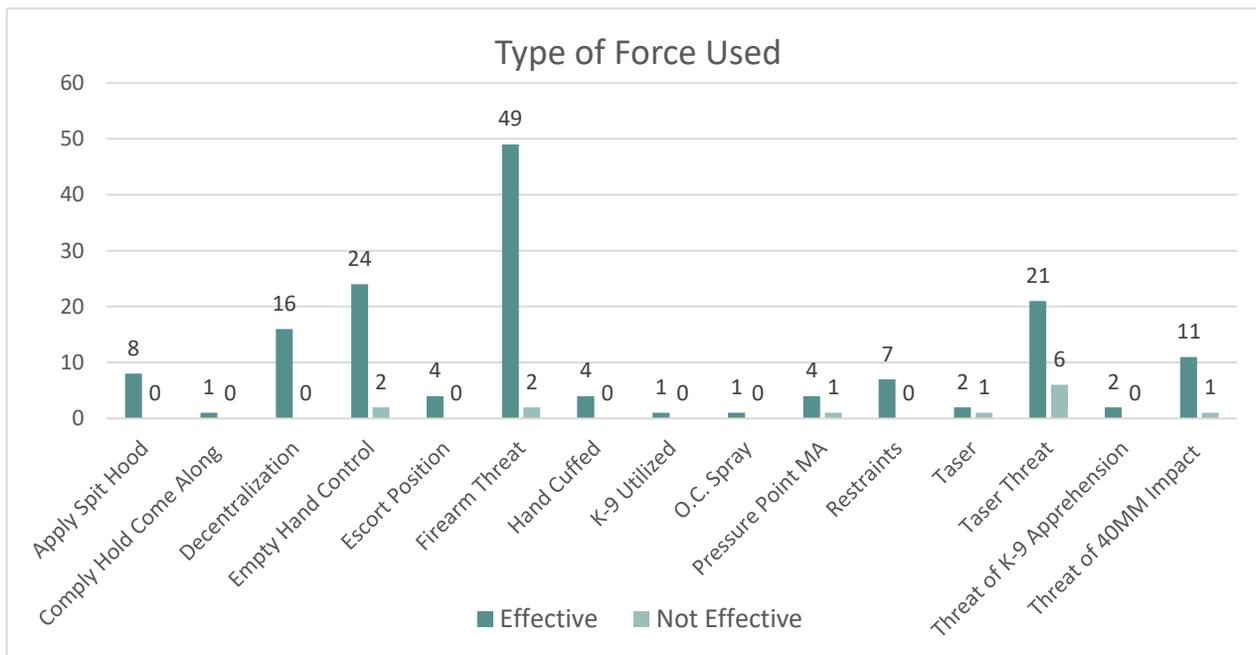
Warnings issued by Year



Use of Force

In 2020, the Neenah Police Department responded to 20,507 calls. Of those 20,507 calls, 63 required use-of-force.

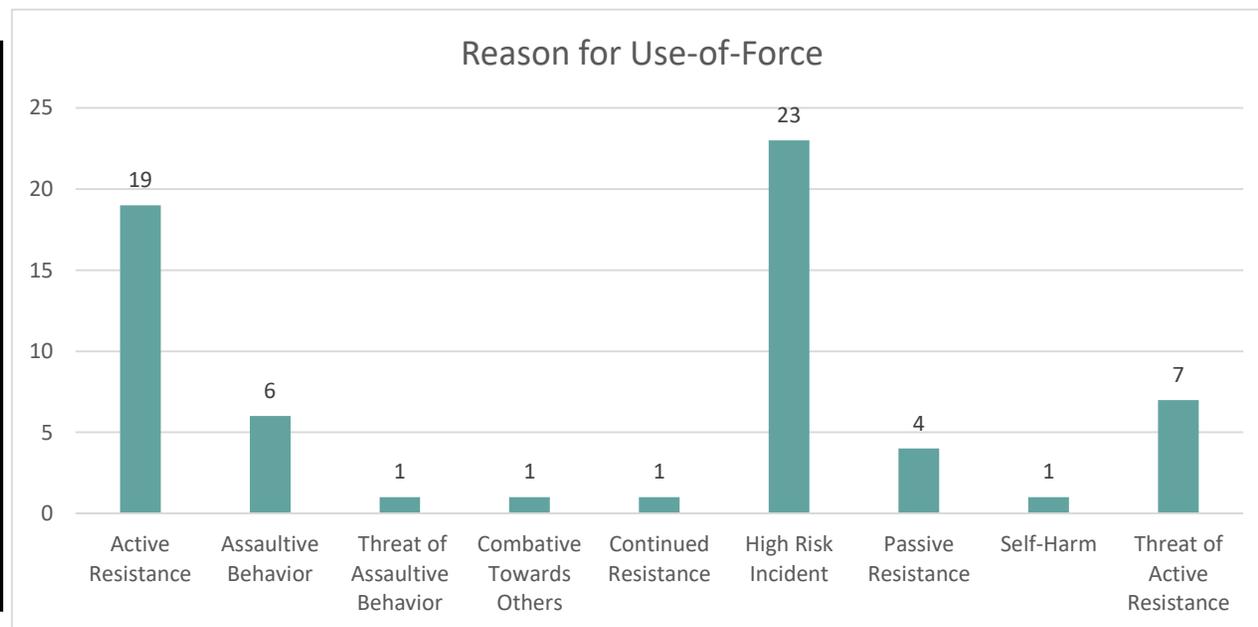
This means Neenah Police officers used force 0.003% of the time.



Of the 63 calls in which use-of-force was required, multiple officers may have been involved, and officers may have used more than one type of force in attempt to gain compliance.

When force was required, 94% of the time no citizens were injured, and 6% of the time there was a reported injury to a citizen.

When force was required, 97% of the time no officer was injured, and 3% of the time there was a reported injury to an officer.

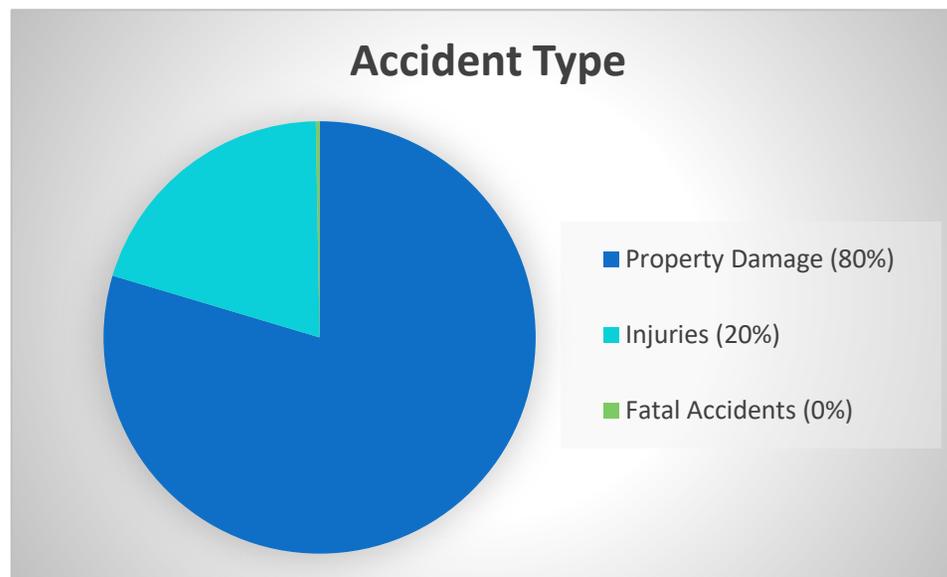


Non-Traffic Citations Issued

Violation	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
Animal	9	0	5	5	1	4	8	6	7	6	1	3	55
Curfew	0	0	0	0	0	0	3	0	0	0	3	0	6
Damage	1	2	0	1	0	1	1	3	0	1	1	0	11
Disorderly/Battery	8	9	1	0	1	1	11	3	2	4	0	3	43
Drugs	4	13	1	4	8	10	10	15	8	16	13	5	107
Noise	0	1	0	2	2	0	0	3	1	0	0	0	9
Other	1	6	0	2	4	7	9	1	3	4	0	0	37
Railroad	0	0	1	0	0	0	0	0	0	0	0	0	1
Resisting	0	1	2	1	2	1	0	0	2	3	0	2	14
Theft	8	11	4	0	11	13	9	10	8	7	12	2	95
Tobacco/Vape	6	2	3	0	0	0	2	0	2	3	2	2	22
Trespass/Harassment	0	0	1	3	5	2	1	7	1	3	1	1	25
Truancy	10	17	4	0	0	0	0	0	0	1	17	1	50
Underage Drinking	1	0	3	1	0	4	4	2	0	2	0	1	18
Waste/Illegal Dumping	5	0	0	0	0	4	6	0	1	0	0	0	16
Weapon	2	2	2	1	4	1	0	0	0	1	0	2	15
Citation Totals	55	64	27	20	38	48	64	50	35	51	50	22	524

2020 Accidents*

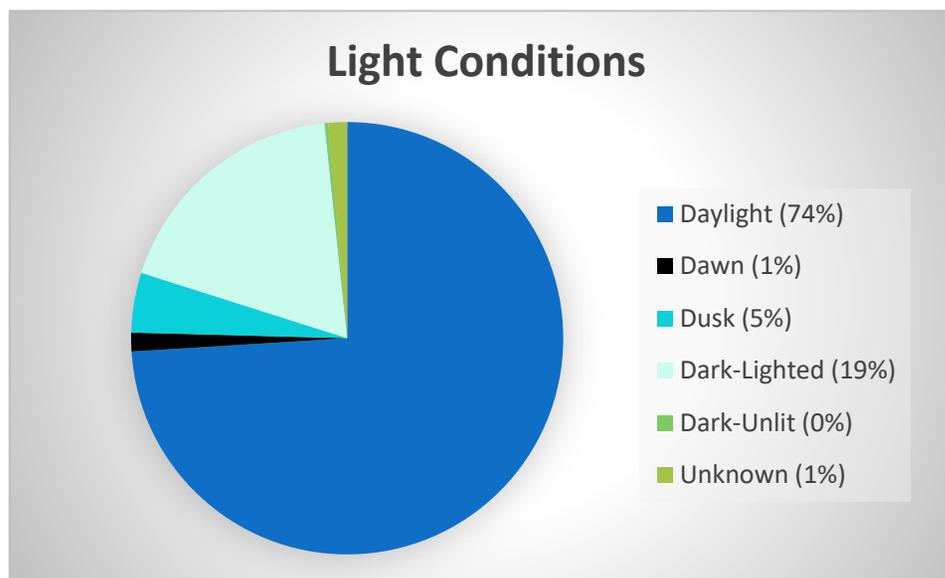
Accident Type	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Accidents with Property Damage	32	40	13	12	19	24	14	30	35	29	21	16	285
Accidents with Injuries	6	4	3	5	5	7	7	10	15	5	2	3	72
Fatal Accidents	0	0	0	0	0	0	0	0	1	0	0	0	1



*Accident data reflects only reportable accidents. Reportable accidents are those that have injuries, \$1,000 worth of damage to either vehicle, or \$250 worth of damage to government property.

2020 Accidents continued

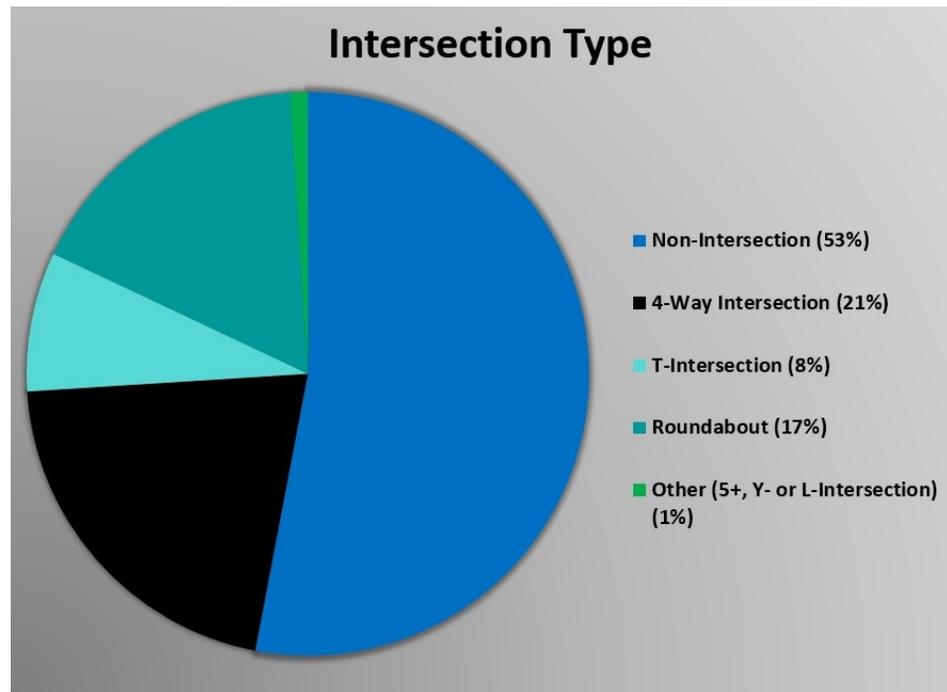
Light conditions	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Daylight	21	33	11	14	20	30	16	33	43	25	11	8	265
Dawn	1	0	0	0	0	0	2	0	0	0	2	0	5
Dusk	4	1	0	0	0	0	0	3	2	1	1	4	16
Dark-Lighted	11	9	5	2	4	1	3	4	4	8	8	7	66
Dark-Unlit	1	0	0	0	0	0	0	0	0	0	0	0	1
Unknown	0	1	0	1	0	0	0	0	2	0	1	0	5



*Accident data only reflects reportable accidents. Reportable accidents are those that have injuries, \$1,000 worth of damage to either vehicle, or \$250 worth of damage to government property.

2020 Accidents continued

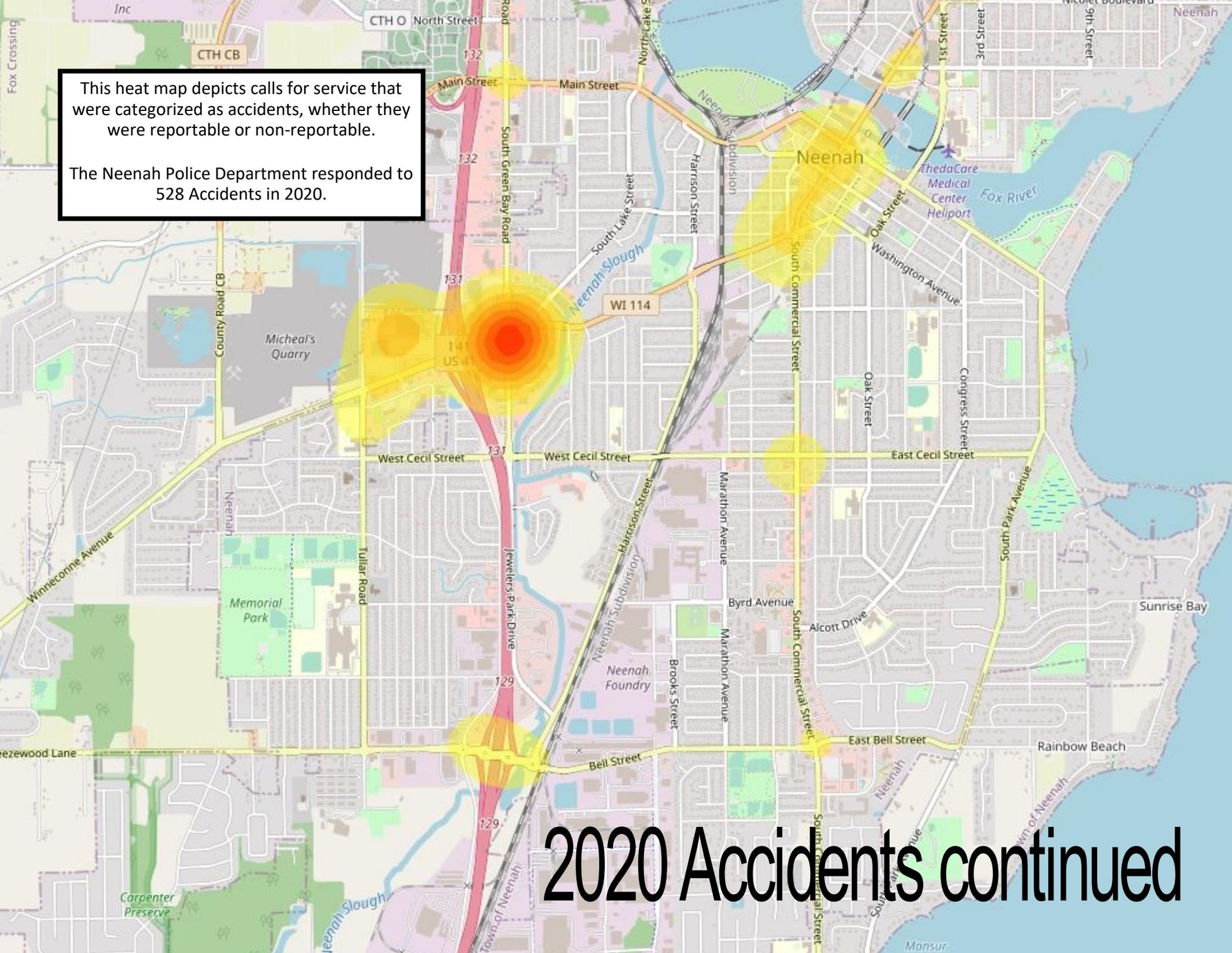
Intersection Type	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Non-Intersection	18	25	9	6	15	15	9	17	28	23	15	8	188
4-Way Intersection	10	11	2	5	3	7	7	9	13	2	2	6	77
T-Intersection	4	2	1	1	2	3	2	5	5	2	1	1	29
Roundabout	5	6	4	5	4	6	3	9	3	7	5	4	61
Other (5+, Y- or L-Intersection)	1	0	0	0	0	0	0	0	2	0	0	0	3



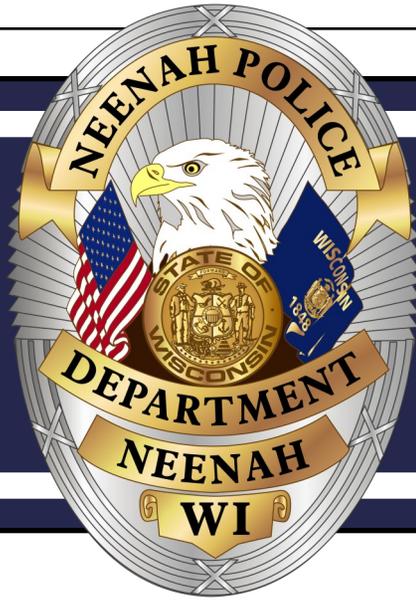
*Accident data reflects only reportable accidents. Reportable accidents are those that have injuries, \$1,000 worth of damage to either vehicle or \$250 worth of damage to government property.

This heat map depicts calls for service that were categorized as accidents, whether they were reportable or non-reportable.

The Neenah Police Department responded to 528 Accidents in 2020.



2020 Accidents continued



NEENAH

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