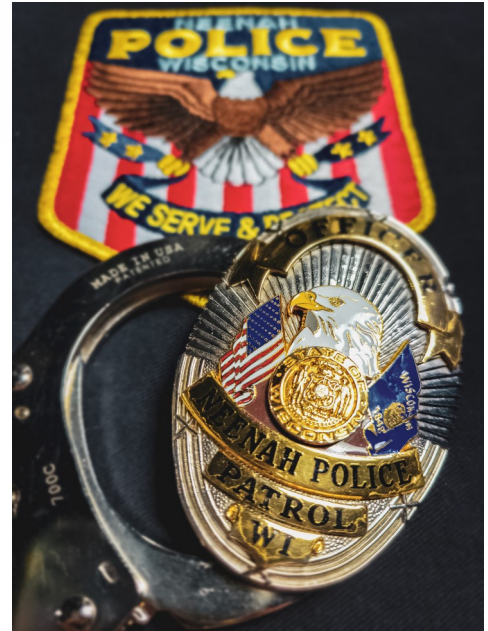




Neenah Police Department



Annual Report 2022



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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, and will remain loyal to my community and the agency I serve.

We are Neenah's Guardians

Meaning behind the Oath of Honor

Honor means our word is given as a guarantee.

Betray is defined as breaking faith with the public trust.

Badge is the symbol of our office.

Integrity is being the same person in both private and public life.

Character means the qualities that distinguish an individual.

Public trust is a charge of duty imposed in faith toward those we serve.

Courage is having the strength to withstand unethical pressure, fear or danger.

Accountability means that we are answerable and responsible to our oath of office.

Community is the jurisdiction and citizens we serve.



Our Pillars of Pride

Priorities: God, Family, Work

Relationships: People Matter

Innovation: A Passion for Improvement

Duty: Conduct that Builds Pride and Trust

Excellence: Exceeding Expectations



We Are:

- ⇒ Warriors against Evil
- ⇒ Defenders of Life
- ⇒ Protectors of Rights
- ⇒ Friends of the People

Our Calling

We are Neenah's Guardians - Standing between peace and peril to keep our community safe.

Goals & Objectives

- 1: Traffic Safety - We promote safe roadways for vehicles, bicycles and pedestrians.
- 2: Crime - Our citizens deserve a community in which they feel safe.
- 3: Partnerships - We are more effective when we work collaboratively.
- 4: Excellence in Performance - We promote excellence as the only acceptable standard of performance.
- 5: Quality of Life - Our actions will be guided by the preservation of the well-being of the department and our community.

Police Commission



Judd Stevenson



Gilbert Mueller



Laura Kamps



Robert Karmann



Sam Erickson

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 5-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 2022 commissioners were Judd Stevenson (President), Gilbert Mueller (Secretary), Laura Kamps, Sam Erickson and Robert Karmann. President Kim Skrolinski retired from the police commission on September 16, 2022.

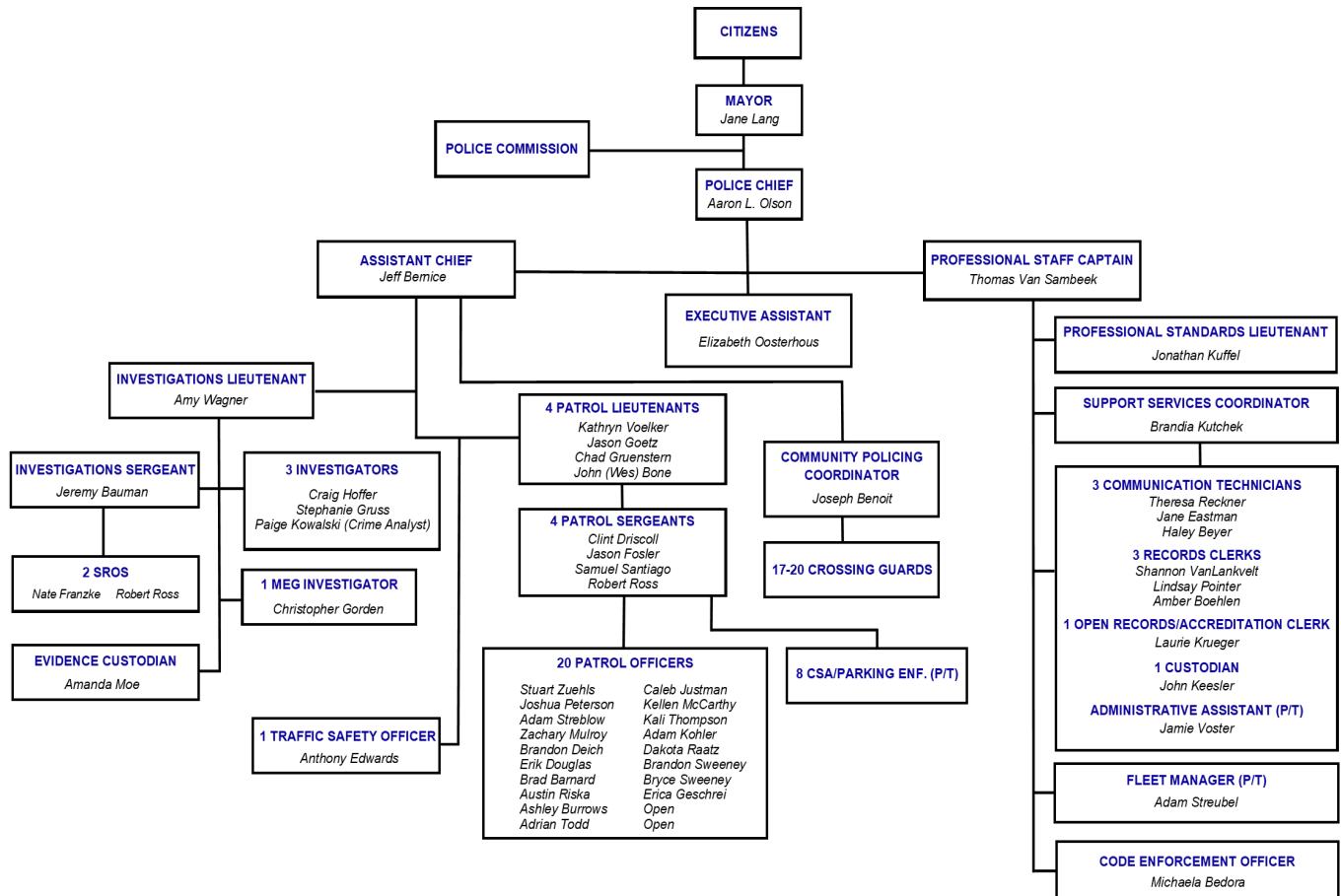
Responsibilities of a Wisconsin Police Commission:

- Hires the Chief of Police
- Conducts new hire interviews and creates a candidate eligibility list for the Chief to fill vacant positions
- Approves promotions and appointments made by the Chief of Police with the rank of Lieutenant and above
- 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

2022 Neenah Police Commission Activities:

- Held six public meetings
- Approved the lateral promotion of Lieutenant Amy Wagner to Investigative Lieutenant and the promotion of Sergeant Wesley (John) Bone to Lieutenant
- Hired five officers: Adam Kohler, Dakota Raatz, Brandon Sweeney, Bryce Sweeney and Erica Geschrei

Chain of Command



Message from Chief Aaron L. Olson

On behalf of the Neenah Police Department employees who serve our community, it is my privilege to submit the City of Neenah Police Department 2022 Annual Report. The Neenah Police Department has a tradition of delivering high quality police services to our City's residents, guests, and businesses. In 2022 and beyond, we are building on that platform with the intent of striving for excellence.

We are always determined to find new initiatives and technologies to 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 humanizing ourselves with the hope of creating strategic community partnerships.

Adding a Code Enforcement Officer was one of the new initiatives we added at the end of 2021. With 2022 being the first full year of this new program, we can confidently say it was a success. Code Enforcement Officer Michaela Bedora did an exceptional job in her first year as our Code Enforcement officer, inspecting 2,059 properties. By utilizing municipal code enforcement statutes, we can address minor violations before they become larger problems, potentially stopping crime before it occurs. We want each neighborhood to look well-manicured and less inviting to a criminal element, which this initiative has greatly assisted in that goal.



We also added a full time Traffic Safety Officer (TSO), who was in this role for approximately six months during 2022. The purpose of this new position is to promote and facilitate the smooth and orderly flow of traffic to reduce traffic congestion, reduce the number and severity of traffic crashes, reduce motor vehicle violations within the City, and promote overall traffic safety for motorists, bicyclists, and pedestrians.

In January of 2022, we became reaccredited through the Wisconsin Law Enforcement Accreditation Group (WILEAG). Our Accreditation team consists of Sergeant Rob Ross, Lieutenant Kathy Voelker and Open Records Clerk Laurie Krueger. The three of them did an outstanding job. To become reaccredited, the Neenah Police Department must comply with 212 standards in order to gain accredited status. By doing so, the Neenah Police Department demonstrates a great commitment to professional excellence to our profession, our great City and to ourselves as law enforcement professionals. Our staff and citizens can be proud that our police department has gained a highly prized recognition of law enforcement excellence.

Our guiding motto at the police department is, "Dignity and Respect." It is our goal to treat each person with dignity and respect on every call and contact we have. In addition to serving our community with dignity and respect, our members demonstrate servant leadership during their time at work as well as their time outside of work. They serve on local boards, coach youth sports programs, train our citizens on many topics and in several capacities, serve as adjunct instructors, and above all, serve the citizens of Neenah. As your Police Chief, I am extremely proud of our employees, who dedicate their lives to be the best law enforcement professionals they can be.

I hope you find this report to be useful and informative. My door is always open (metaphorically) and I'm happy to listen to any questions, comments, or concerns you might have.

- Aaron L. Olson



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, Florida, where he served for 21 years. In March 2019, he was hired as the Support Services Captain with the Neenah Police Department and was promoted to the Assistant Chief Position in November of that year.

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. Jeff 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.



Captain Tom Van Sambeek

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

In 2022, Tom spearheaded the installation of Flock Safety Automated License Plate Readers (ALPR). There are currently six of these cameras setup throughout the city to capture license plate information on vehicles entering the city. In addition to license plates, the system also identifies the make, body style, color and other unique characteristics of a vehicle. The system checks this information against multiple databases to see if the vehicle or license plate is stolen, connected to a missing person case, and the vehicle driving status. It also creates a unique database for vehicles that Neenah Police Department is looking for locally and shares it with area agencies that utilize Flock cameras. If there is a match in the system, officers are notified via text message, email or desktop notification. ALPR then provides the still photo of the vehicle, why the alert occurred and what camera the hit came from. As a result of this system, multiple stolen vehicles, missing persons and vehicles wanted in connection with a crime have been located within the Fox Valley and surrounding areas.

The system stores the reads for a maximum of 30 days. Each time an officer accesses this information the system logs their search. In that log, it shows what the officer was searching and the case they were working on. The system is not used to issue any type of violation, such as speed or registration. These cameras have assisted the police department in a variety of cases and NPD hopes to procure more to cover a greater area of the city.



Patrol Division



The Patrol Division consists of four lieutenants, four sergeants, and 20 officers who provide professional police coverage 24 hours a day, 365 days per year. The lieutenants serve as shift supervisors and manage all police operations during their shifts.

Due to the hard work of these individuals, the Neenah Police Department responded to 25,596 service calls in 2022.



Day Shift



Night Shift



Community Policing Coordinator

Officer Joe Benoit started as the Community Policing Coordinator in 2022. As CPC, Officer Joe manages the Crossing Guard Program, works with patrol officers to solve neighborhood problems, and conducts security assessments for Neenah businesses. An active member of our Bike Patrol, Officer Joe can often be found on a patrol mountain bike at the splash pad or other Neenah parks talking with kids and parents. Officer Joe also kept busy with presentations to all Neenah 5th grade students in their classrooms and countless talks and tours to groups of all ages at the police department. As a result of this participation, many thousands of promotional items were handed out, from Neenah Police Department flying discs and water bottles in the parks, to pencils and stickers in the schools.



In 2022, officers participated in many activities and events that benefited the community. These include our 1st Annual Night Out in Washing Park, a food drive for the St. Vincent de Paul pantry, and helping business large and small increase their emergency preparedness with our active threat/shooter response training.

Finally, our officers had the privilege to assist in the Hurricane Ian relief effort which brought the whole community together. As a result, two full semi-trailers full of water, food, cleaning supplies, hygiene products and numerous generators were provided to the citizens of Fort Meyers in Florida.



Community Policing



Investigative Services Unit

The Neenah Police Department Investigative Services Unit has six investigators, a crime analyst and an investigator assigned to the Lake Winnebago Area Metropolitan Enforcement Group Drug Unit (not pictured below).

In addition, two school resource officers are assigned to ISU and assist with investigations when school is not in session. The evidence custodian also falls under the supervision of the ISU lieutenant.



ISU members pictured below (left to right): SRO Nate Franzke, Investigator/Crime Analyst Paige Kowalski, Sergeant Investigator Jeremy Bauman, Evidence Custodian Amanda Moe, Investigator Stephanie Gruss, Investigator Craig Hoffer, SRO Rob Ross and Investigative Lieutenant Amy Wagner who joined the team in 2022.

Type of cases investigated in 2022:

- Animal Cruelty
- Burglaries
- Catalytic Converter Thefts
- Child abuse
- Drug Overdose Deaths
- Fraud/Forgery
- Internet Crimes Against Children (ICAC)
- Sex Offenses
- Shootings
- Stalking
- Suspicious Deaths (including an infant death)



School Resource Officers

School Resource Officers are a key component to the Neenah Police Department's philosophy of community policing. SRO's continuously build relationships with students and school staff on a daily bases, which has prove to make a positive impact in our community.

In 2022, post pandemic impact continues as all 6,526 Neenah Joint School District (NJSD) students returned back to the classroom, full time, without any online options. The SROs responded to, investigated and provided key decisions to approximately 606 documented calls for service. On a day-to-day basis they helped supervise cafeterias during lunch times, checked buildings for safety considerations, supervised the hallways during passing times, during student dismissal and assisted school official with other daily school events. In addition, they broadened their reach within the community by attending sporting events, special events and helped to facilitate our hometown homecoming parade.

The NPD SRO program experienced a restructuring with staff and facility coordination in 2022. The NJSD is in the process of a new high school in a neighboring community resulting in modified use of the existing high school building in the fall of 2023. The current high school building will become middle school. This will affect some elementary schools to close and the rerouting of students to different school locations. In addition, SRO Ross was promoted to patrol sergeant which created an opening for an SRO. NPD's SRO program staff continues to provide detailed coordination and solutions with these evolving needs. The NPD's SRO program and its SROs are dedicated, committed and focused on a common goal which is to address, influence and make a positive impact on the lives of these students.

SRO Ross and SRO Franzke



Evidence

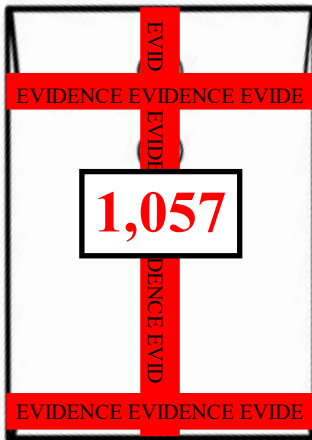


Amanda Moe has been the full-time evidence custodian at the Neenah Police Department for the past three years. She is a Certified Property and Evidence Specialist through the International Association for Property and Evidence (IAPE). Amanda is also an evidence technician and will assist investigators/officers at crime scenes; having prior patrol officer experience at the Neenah Police Department.

Besides evidence collection at crime scenes other duties include, but are not limited to:

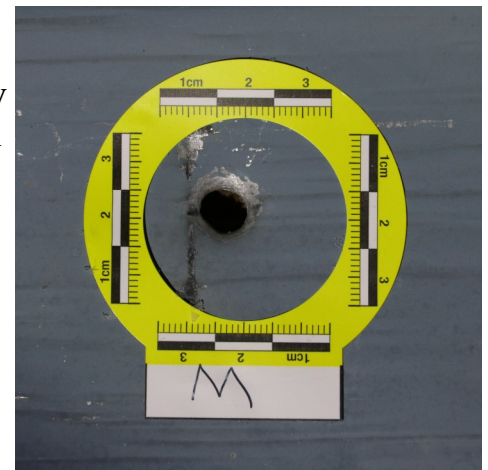
- Preserving/maintaining evidence and chain of custody
- Sending items to the Wisconsin State Crime Lab for testing
- Disposing or returning items of evidence according to state statutes
- Training new officers in the procedures/equipment for crime scene processing and evidence collection
- Coordinating the bike auction with YouthGo for the found bicycles recovered every year
- Fulfilling media requests for criminal cases (In 2022, there were over 534 media requests)
- Coordinating the destruction of illegal drugs and maintaining the prescription drug box. (In 2022, the Drug Drop Box collected 939 pounds of medication to be destroyed)

of items collected as evidence in 2022



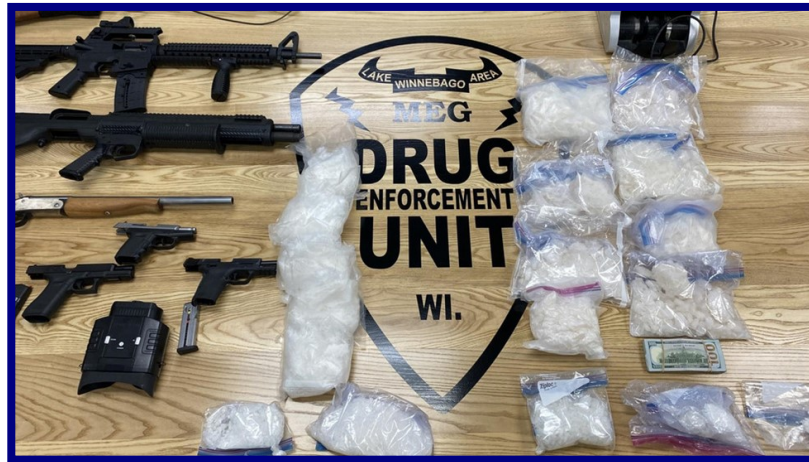
In 2022, there were approximately 62 cell phones collected for evidence processing. Amanda recognized the need to store the cell phones in a way to keep the battery charged while also maintaining the chain of custody. Amanda purchased a secure cell phone locker system with the capability of charging cell phones at the same time.

This locker system has proved very useful for investigators working on their investigations as well as our two Certified Cellebrite Operators, Investigator Paige Kowalski and Officer Austin Riska, who are responsible for downloading the data.



Lake Winnebago Area MEG Unit

In December of 2022, LWAM concluded a several months long investigation into a fentanyl pill drug trafficking organization. As a result of the investigation, there were approximately 54,000 fentanyl pills and a firearm seized. The case is being prosecuted by AUSA Alex Duros in the Eastern District Federal Court.



During the summer of 2022, LWAM concluded an investigation that began in 2021. The investigation showed a Drug Trafficking Organization spanning from Wisconsin to Mexico and also involved several states in the U.S. As a result of the investigation, LWAM seized approximately 16 pounds of methamphetamine, approximately 1 pound of powder cocaine, and several firearms. This case was prosecuted by AUSA Alex Duros in the Eastern District Federal Court.



Firearms Seized	49
Cocaine - Base (g)	193
Cocaine - Powder (g)	3,528.8
Fentanyl (g)	6,347.71
Heroin (g)	94.8
THC Products (g)	34,489.6
Marijuana Plants	32
Methamphetamine (g)	16,278.17
Prescription Drugs (du)	1,050
Psilocybin (g)	639.5
LSD (g)	3.4
MDMA (g)	9

Professional Staff

The records department is comprised of four full time records clerks, Shannon Van Lankvelt, Laurie Krueger, Lindsay Pointer, and Amber Boehlen. The records area is open 8:00 AM to 4:00 PM Monday-Friday, and supervised by Brandia Kutchek.

What our record staff does:

- Process incident reports, officer narratives, citations and accident reports. This includes proofreading these documents for spelling and grammar, scanning documents into the database for preservation, ensuring reports pass the Uniform Crime Report compliance checks, and forwarding incident reports to appropriate parties such as the District Attorney's Office, Municipal Court, Department of Transportation, Juvenile Intake, etc
- Fulfill open records requests. This involves locating and reviewing the requested documents, determining if it is eligible to be released, making any necessary redactions, and then responding to requests by either providing the requested record or providing an explanation of denial
- Assist communications techs with answering phones or helping with lobby traffic
- Help ensure records retention procedures are followed
- Represent Neenah Police Department in Municipal Court
- Properly report required statistical data to the Wisconsin Department of Justice via their Uniform Crime Reporting (UCR) program



In 2022 records staff processed

- 2,463 Initial incident reports
- 2,039 Supplemental reports
- 5,714 Officer narratives.
- 1,451 Citations
- 470 Accident Reports
- 362 Open record requests



Front Desk

The Neenah Police Department front desk is staffed from 7:00 AM until 11:00 PM daily by three full time communication technicians: Theresa Reckner, Jane Eastman, and Haley Beyer. Brandia Kutchek supervises the Front Desk team and other staff assist at the front desk, as needed.

What our communication technicians do:

- Answer incoming telephone calls & assist citizens in the lobby
- Enter, confirm, and remove data using the state's Transaction Information for the Management of Enforcement System (TIME System)
- Monitor and respond to communications via the TIME System
- Assist with record retention processes
- Query and enter data for officers in various databases
- Query & data enter supplemental parking citation information

In 2022 the front desk

- Received 24,500 incoming phone calls in 2022--average of 2,044 calls each month
- Entered 237 municipal warrants
- Verified/Entered vehicle owner data for 2,610 parking citations
- In conjunction with Winnebago County Dispatch, entered 25,596 calls for service



Administrative & Executive Assistants

Administrative Assistant Jamie Voster and Executive Assistant Elizabeth Oosterhous joined the Neenah Police Department in 2022 and have been a great addition to the Professional Staff team.

Jamie assists with:

- Payroll
- Restocking supplies
- Forms
- And much more!

Elizabeth assists with:

- Social Media
- Hiring Process
- Invoices
- Staff Changes
- And much more!



Code Enforcement

In December of 2021, the position of Code Enforcement Officer was moved from Community Development to the Police Department. Michaela Bedora was hired to fill the role.

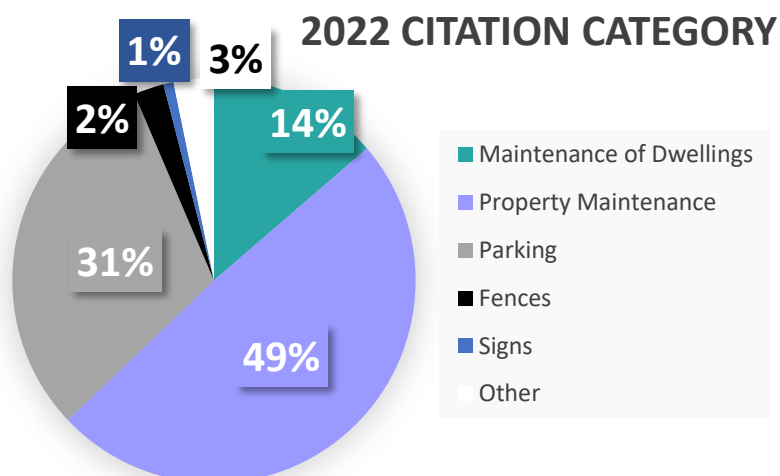
Code enforcement addresses many property maintenance and quality of life issues including:

- Junk and debris
- Maintenance of dwelling issues including broken windows/doors, missing siding, roofs in need of repair, etc.
- Junked, unlicensed, and improperly parked vehicles/trailers
- Seasonal complaints including long grass/weeds and snow removal violations
- Certain sign violations
- Assisting with Public Works complaints including items on the curb (brush, large items, yard waste, etc)



Cases are created both by citizen complaint and through the Code Enforcement Officer in her daily duties.. Having a dedicated person in this role has allowed the City to be proactive and address complaints before they become bigger issues.

New Cases Started	714
Total Inspections	2059
Cases Closed	733
\$50 Fees Issued	130
\$50 Fees Removed	10
\$100 Fees Issued	84
\$100 Fees Removed	9
Municipal Citations Issued	80
Long Form Citations Initiated	34



Community Service Aides



The Neenah Police Department is budgeted to have eight Community Service Aides (CSA) on staff. The CSA program is a great way for future officers to get their feet wet and experience the law enforcement world by learning how to communicate with people, use the radio and other equipment, problem solve and write reports. CSA candidates must be enrolled in a post-secondary school, preferably studying law enforcement. They work 15-20 hours a week, either in the CSA role, or as parking enforcement.

The CSA's handle a multitude of calls that assist the department and the citizens of Neenah. These calls, that don't require a sworn officer include: animal complaints (barking dogs, animal bites, stray animals, animal welfare checks, ducks trapped in the sewer, etc.), traffic direction for crashes and parades, minor theft or damage complaints, parking complaints, vehicle lockouts and various administrative tasks. The CSA's drive a Chevrolet pickup truck that has all the equipment necessary to carry out their daily duties, including equipment to safely (for the CSA and the animal) capture and contain stray animals .



Parking Enforcement

The CSA's are also responsible for patrolling and enforcing the downtown time-limit and permit-only parking areas. When assigned to the parking responsibility, the CSAs drive a hybrid vehicle that is specially equipped with plate reading cameras and a computerized parking citation program. This equipment allows for a more efficient enforcement method.



K-9 Unit



Officer Zach Mulroy & K9 Bobby



Sergeant Sam Santiago & K9 Cam

In 2022, the Neenah Police Department continued to work with two K-9 Teams. While Officer Mulroy and K-9 Bobby worked on the night shift, Officer Santiago was promoted to Sergeant in late August and moved to work on the night shift with K-9 Cam also. With his promotion, Sergeant Santiago and K-9 Cam will continue to be a K-9 team.

Both K-9 teams are dual purpose canines who train twice monthly and certify twice a year. They are trained in the detection of several odors and their derivatives. They also train in tracking, article searches and apprehensions. Both teams are working members of the department's S.W.A.T. Team.

We would also like to thank all of our donors, both big and small who contribute to our K-9 unit. Without you we would not be able to sustain this program!

K-9 Deployments

Narcotic Detection Deployments - 74

- THC - 12 seizures totaling 480.45 grams
- Methamphetamine - 8 seizures totaling 36.31 grams
- Fentanyl - 2 seizures totaling 14.05 grams
- Psilocybin Mushrooms - 1 seizure totaling 3.4 grams
- Heroin - 2 seizures totaling 0.3 grams
- Cocaine - 1 seizure totaling 0.2 grams
- Drug paraphernalia - 27 items seized

Patrol Deployments - 3

- One person found

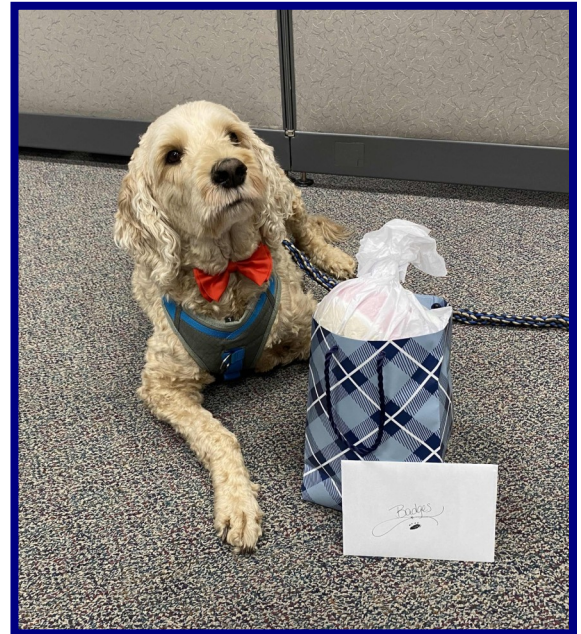
Training

- 59 training events attended with 189 exercises, totaling 417.5 hours of training.



Station Dog Badges

Golden Doodle Acres donated Badges in 2018, and he continues to be a very important part of our blue family. He spends his days at the police department, providing companionship and stress relief to staff and bringing smiles to all who meet him. His off time is spent with his handler, Open Records Clerk Laurie Krueger, and her family.



This year Badges met new people giving presentations for the Neenah Rotary Club and Appleton Noon Optimist Club while continuing his training with area trainers.

The Station Dog Program continues to be funded by employee donations, Great Lakes Veterinary Clinic and gifts from the community.



Fleet



The Neenah Police Department's Fleet Manager is retired Neenah Police Department Investigator Adam Streubel. By having an onsite part-time Fleet Manager, squad cars can be serviced faster and on a more frequent basis. This ensures repairs are done quickly and the fleet is well maintained.

Our fleet consists of marked and un-marked squad cars for Patrol, Investigations and Administrative duties. It also includes two K9 squads, a Parking Enforcement vehicle, a Community Service Aide squad, a Code Enforcement squad, a Traffic Safety Officer squad, a Caiman Rescue vehicle, a Community Policing squad and a Crime Scene Response vehicle.

In the 2022 calendar year, 228 requests for service were submitted by staff members who use the vehicles. Of those requests, 189 were remedied here at the Police Department. The remaining were taken to the City Garage, or outside vendors for repair.



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 for training is set at 24 hours of training per year, per officer. Neenah police officers averaged approximately 80.11 hours of training for the calendar year 2022, which is more than 3x the state standard. This average does not include five officers who left the department in 2022, or the four officers who spent 720 hours training at Fox Valley Technical College academy. All officers completed annual Handgun, Rifle, Taser, and 40 mm Less Lethal recertification. In Addition, all officers attended an in person Defensive and Arrest Tactics in-service and were recertified in CPR and AED.



In 2022 Officer Riska and Investigator Kowalski completed training and are certified to use a device called Cellebrite. The Cellebrite machine is able to capture and download information from cellphones, tablets and sim cards helping our officers to better investigate crimes involving technology.

Many of our own 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, Sam Santiago, and Anthony Edwards.

In 2022, the department purchased three WRAP Restraints (pictured right) and trained all officers in it's use.

The WRAP Restraint is designed to stop conflicts quickly, achieve fast de-escalation and provide rapid recovery for both subject & personnel. With fast control achieved, the subject is now restrained comfortably in an upright and seated position for respiratory recovery and receives immediate medical care as needed.

The Neenah Police Department utilized the WRAP Restraint four times in 2022 and it was effective during each application.



Iron Cop

In November of 2022, members of the Neenah Police Department took part in the 4th Annual Department Iron Cop 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. Participants obtained points as they accomplished the various events.

The overall winner of the 2022 Neenah Police Department Iron Cop was Community Policing Officer Joseph Benoit and the runner-up was Investigative Sergeant Jeremy Bauman of the Investigative Service Unit.



Special Weapons and Tactics (SWAT)

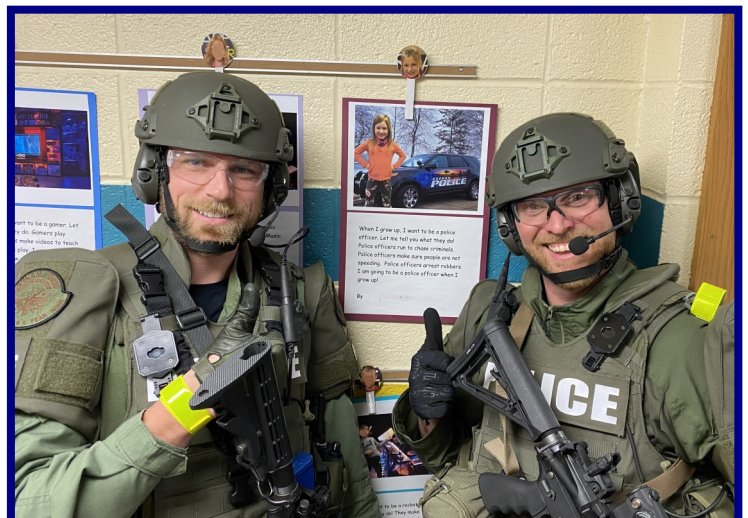


The Neenah SWAT Team currently consists of 13 officers and 2 Neenah Menasha Firefighters. The SWAT team or team members responded to five incidents in 2022.

In addition to their regular training, SWAT Team members averaged over 100 hours of additional training per year, specializing in their SWAT duties.

In 2022, Sergeant Jeremy Bauman and K9 Officer Zach Mulroy decided it was time to retire off the Neenah SWAT Team at the end of 2022. Sergeant Bauman served on the SWAT Team for 16 years and was a member of the 2011 Top

National SWAT Team at the SWAT Round-Up International. K9 Officer Mulroy served on the team for seven years and was instrumental in bringing SKIDDs (SWAT & K9'S Interacting During Deployment School), to the Neenah SWAT Team. As a result of their departure, the Neenah SWAT Team added two new members; Officers Adrian Todd and Kali Thompson.



Negotiations

The goal of the Crisis Negotiation Team is to deescalate volatile situations and peacefully resolve the situation by helping to change the behavior of the person in crisis. It is considered to be one of law enforcements most effective tools and is vital when dealing with high risk situations.

The Neenah Police Department has an eight member Crisis Negotiation team. Our members receive 40 hours of training annually. This training is based off of the FBI Crisis Negotiation Model. It includes scenario based training, case study and repetition of techniques that are used nationwide. This ensures that our team is ready at all times and operates at a high level.



In 2022, the Crisis Negotiation Team responded to multiple calls. Earlier in the year, the CNT assisted the tactical team with a standoff on the west side of the City. Thanks to their efforts, the situation was resolved peacefully. The team also was called to several high risk search warrants. The purpose of their presence was to assist if the searches escalated necessitating negotiations.



Honor Guard

The Neenah Police Department Honor Guard serves as a ceremonial unit attending various events around the state including official ceremonies, various parades, and professional sporting events. This team consists of sworn officers paying tribute to fallen law enforcement officers.

The Honor Guard Team participated in multiple events during the year:

- 150th Anniversary Badge Ceremony
- Lighted Parade
- Memorial Day Parade
- Veterans Day
- Training at the Sunnyview Expo Center

We represented the Neenah Police Department in paying our respects at the funeral of fallen Appleton Police Officer Dominic Hall and that of retired Neenah Police Lieutenant James Bricco. We also were able to pay our respects to our fallen heroes at the Wisconsin Law Enforcement Memorial's ceremony.

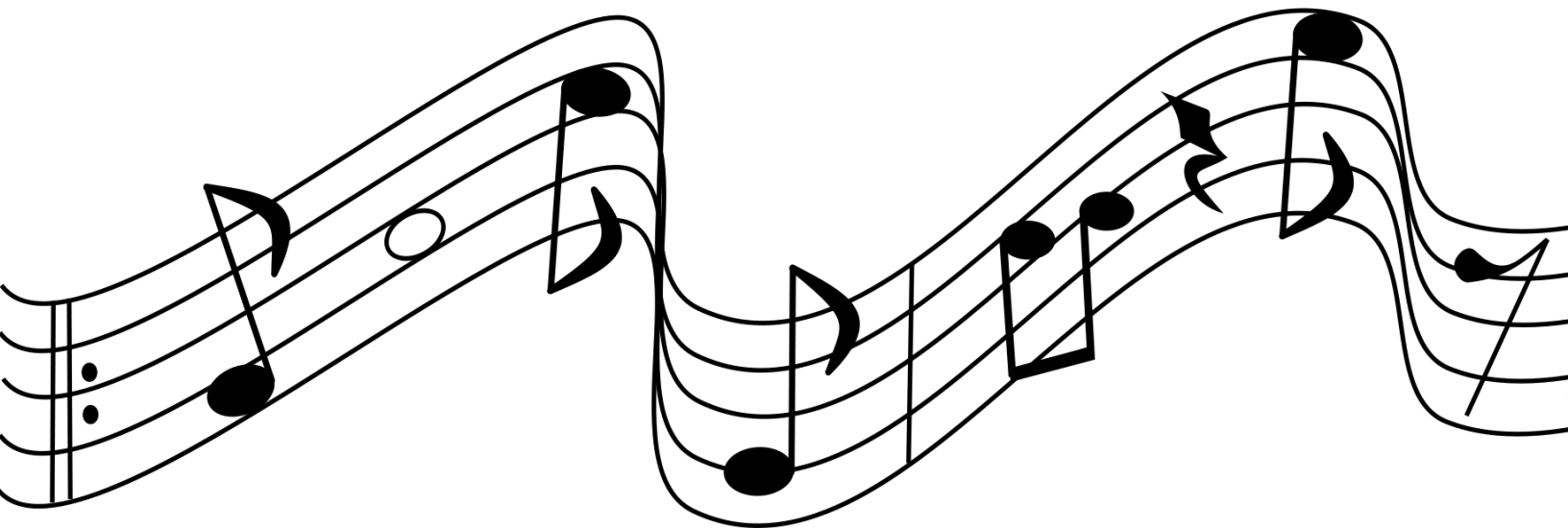


We said good-bye to two of our long time Honor Guard members this year, as they retired from the Neenah Police Department; Lieutenant Pat Pedersen and Sergeant Vicki Strebel. Both Pat and Vicki served several years on Honor Guard and will be greatly missed. When Sergeant Strebel retired as Captain of the Honor Guard team, Investigator Paige Kowalski and School Resource Officer Robert Ross stepped up as Co-Captains.

Honor Guard members: Investigator Paige Kowalski, School Resource Officer Robert Ross, Officer Erik Douglas, Traffic Safety Officer Tony Edwards and Officer Brad Barnard.

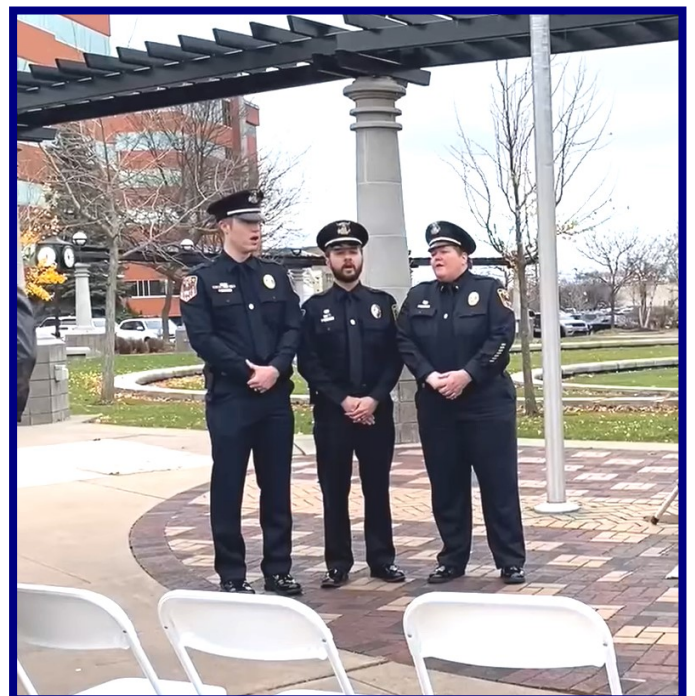
Trio

The Neenah Police Trio is a ceremonial team that consists of three sworn officers who represent the Neenah Police Department at various events around the area and state including official ceremonies, training events and sporting events. The team proudly serves the department in paying tribute to our Nation and law enforcement by singing the National Anthem.



In 2022, our team went through a transition from a quartet to a trio, with the retirement of our lead singer, Investigative Lieutenant Pat Pedersen.

We will continue to perform as a trio in hopes of finding a fourth member to round out the team. The current members of the Neenah Police Trio include: Lieutenant Kathryn Voelker, Officer Austin Riska and Officer Erik Douglas.



Drone



The Neenah Drone Program, initiated in 2017, is designed to help the department gain critical intel in conflicts or emergencies to make timely and informed decisions without putting our officers in harm's way. The program assists with critical incidents, such as search and rescue and aerial intelligence gathering for tactical operations. It also is used for crime scene and accident reconstruction, as well as, assisting the City with various programs and taking photographs for City sponsored events.

Last year, drones were deployed on multiple occasions to assist both the City and its neighbors. During three occasions, the drones were deployed by NPD to assist in clearing buildings during the execution of search warrants. The program also assisted the Winnebago County Sheriff's Department with accident reconstruction and assisting with search warrants within their jurisdiction.

The Neenah Drone Program also expanded in 2022. There are now 8 team members, instead of 2, that are now trained in operating NPD's drones. Additionally, the department added a DJI Enterprise thermal drone to the program to better support NPD officers in potentially



Bike Patrol

The Neenah Police Department's Bike Patrol Unit has a wide variety of members from patrol officers, investigators, administrators and specialty position officers. Bike patrol officers use the bikes for regular patrol, special events, public engagement and directed patrols where squad cars are ineffective.

Officer's use both a standard-type mountain bike and e-bike during their patrol. As a result, Bike Patrol officers are able to interact with members of the community in a more personal way while educating the community in bicycle safety.



Traffic Safety Officer



In 2022, we launched the Traffic Safety Officer position. TSO Anthony Edwards was selected for the position and began focusing his efforts on traffic related complaints and issues within the City of Neenah.

TSO Edwards worked on the deployment of two new radar trailers, two new radar signs, as well as, two new covert radar units. Utilizing the new radar equipment, he was able to use the data derived from the units to determine if speeding issues were founded or unfounded to help direct added patrol enforcement towards those areas.



In approximately six months of actively working the new position, TSO Edwards was able to conduct 725 traffic stops. The enforcement action from those stops led to 118 citations, 785 written warnings, five warrant arrests, three felony arrests and two recovered stolen guns. The most common reason for TSO Edwards' traffic stops was speeding, with 563 contacts for speed related issues.

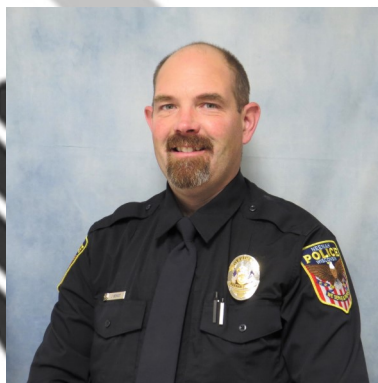
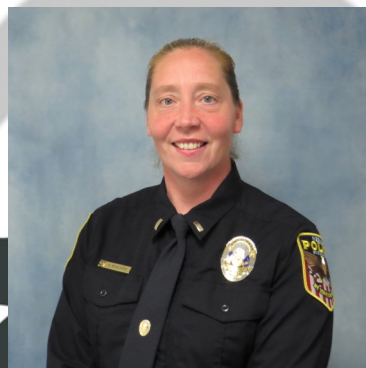


Peer Support

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. They are required to attend four hours of annual training to stay current on methods to assist officers.

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.

The team consists of: Peer Support Coordinator Lieutenant Kathryn Voelker, Lieutenant Amy Wagner, Investigator Stephanie Gruss and Officer Joseph Benoit.



Crossing Guards

Our crossing guard program is essential to the safety of the kids in our community in their daily walk or bike ride to and from school. This dedicated team is present every school morning and afternoon, in all weather conditions, with smiles on their faces. We thank them for their service!



Pictured, left to right: Officer Joe Benoit, Sheri Doege, Vicki Hanson, Gina Larsen, Peter Coons, Reno Goodrich, Shaina Fish, Todd Stevenson, Sally Touihri, Rick Peterson, Karen Hebbe, Richard Fochs, Ann Kraus, Katiy Reinhardt, Tom Buss, Lori Miller, Stacey Plath, Sandy Omachinski, George Grothpietz and Joanne Bauer. Not pictured: Judy LaCount and Shelby Sokoloski.

Awards

Life Saving Award **Nathan Franzke**

On July 16, 2022, Officer Franzke was enjoying a day at the Appleton Pool with his family. He saw a life guard pulling a lifeless child out of the pool and immediately sprung into action. His quick response helped save the child's life.

Appleton's Mayor presented Officer Franzke and the life guard with this award.



2022 Officer of the Year **Brad Barnard**

Brad was voted Officer of the Year by his fellow co-workers.

While the Officer of the Year Award is annual, every other year, the Neenah Police Department hosts an Awards Ceremony where multiple types of awards are presented.



New Hires



Hires:

02/11/2022	Piper A. Green	Community Service Aide
03/01/2022	Jane T. Eastman	Communication Technician
03/17/2022	Jamie M. Voster	Administrative Assistant
03/23/2022	Kelsey D. Morgan	Community Service Aide
05/23/2022	Adam R. Kohler	Patrol Officer
05/23/2022	Dakota M. Raatz	Patrol Officer
07/05/2022	Carson P. Huiting	Community Service Aide
07/18/2022	Elizabeth L. Oosterhous	Executive Assistant
07/25/2022	Brandon M. Sweeney	Patrol Officer
07/25/2022	Bryce M. Sweeney	Patrol Officer
10/10/2022	Erica J. Geschrei	Patrol Officer
10/17/2022	Devin D. Brockman	Community Service Aide



Promotions & Appointments



Promotions & Appointments:

01/22/2022	Joseph E. Benoit	Community Policing Coordinator
05/09/2022	Anthony W. Edwards	Traffic Safety Officer
08/01/2022	Amy L. Wagner	Investigative Services Unit Lieutenant
08/29/2022	Wesley (John) Bone	Patrol Lieutenant
08/29/2022	Samuel D. Santiago-Rios	Patrol Sergeant
12/19/2022	Robert D. Ross	Patrol Sergeant



Retirements



Retirements:

01/15/2022

Lisa M. Moede

Records Coordinator - 30 years

04/02/2022

William B. Mohr

Patrol Officer - 31 years

06/14/2022

Patrick E. Pedersen

ISU Lieutenant - 30 years

08/24/2022

Vicki L. Strebel

Sergeant - 23 years



NBC 26 Interview - Women History Month

In March 2022, three women of the Neenah Police Department were interviewed by NBC 26, for Women History Month, about their time in law enforcement.

Historically, the Neenah Police Department is the department with the most female members on the team, in northeast Wisconsin, making up 20% of the department.

Investigator Stephanie Gruss described how she “had this internal pull that I couldn’t completely describe” that drew her to law enforcement.

Evidence Custodian Amanda Moe said, “I subsequently went on a ride-along with a local police agency, and I just loved it.”

Also interviewed was Lieutenant Kathy Voelker. “I’ve always wanted to be a police officer,” she said. “When I was little, I told my mom, I can remember back as far as third grade telling her I wanted to be a police officer.”



All three women interviewed agreed that women bring a unique perspective and feeling to the force:

“We bring empathy,” said Lieutenant Kathy Voelker. “I think at times, women tend to gravitate toward female police officers because we’ll probably be more sensitive maybe to them.”

Investigator Stephanie Gruss concurred saying, “I think, too, we’re able to take on the image of whatever is needed by the victim, whether it’s a wife, a mother, a child.”

Source: <https://www.nbc26.com/news/local-news/the-women-of-the-neenah-police-department>

Steve Morton Memorial

During the last 150 years, many men and women have walked the halls of the Neenah Police Department. Some were employees, several were citizens, and a few were Police Commissioners. Of those many people, one Police Commissioner made an impact greater than most. His name was Steve Morton. Mr. Morton served on the Police Commission for 12 years and finished his last three years as the Police Commission President.

Mr. Morton was a true ambassador of the Neenah Police Department and when you walk the halls of the Neenah Police Department, you will see his pact. He commissioned the historic photos that currently hang on the PD walls, along with other pieces of art. He also donated funds for the NPD to create an 150th anniversary badge, thaw personalized and given to each NPD employee.

Not only was Mr. Morton a financial ambassador for the Neenah Police Department, he was more importantly a friend and mentor. He gave wise and friendly advice to the Police Chiefs, command staff members and many others. He truly cared for everyone at the police department, and wanted to see everyone succeed and reach his/her full potential.

Tragically, Steve Morton passed away on September 25, 2022. To honor his service, on December 14, 2022, the Neenah Police Department Lobby was named the "Steve Morton Memorial Lobby" and a plaque was hung up in his honor. At the event, Chief Olson said, "Mr. Morton will be missed, but by naming our lobby after him, we will continue to tell stories about Mr. Morton's warm and giving heart, which might be the greatest honor of all."



Re-Accreditation

Accreditation is a process where an agency is evaluated on the existence of and compliance with prescribed standards. Colleges, nursing homes, and hospitals have all had accreditation programs for years. The Neenah Police Department is accredited through The Wisconsin Law Enforcement Accreditation Group, or WILEAG.

WILEAG is a voluntary undertaking by participating agencies. Currently, only about 8% of the over 550 law enforcement agencies in the State of Wisconsin are fully accredited. The Neenah Police Department was first certified as accredited in 2019. Each accreditation cycle lasts three years. Thanks to the efforts by NPD as a whole and our accreditation team, the WILEAG Governing Board certified the Neenah Police Department as Accredited for the current Cycle, on January 7th 2022, after the on-site assessment in December of 2021. The Certification was presented at the Wisconsin Chiefs of Police Association Annual Conference to members of the accreditation team and administration. The team consists of Sergeant Robert Ross, Open Records Clerk Laurie Krueger, and Lieutenant Kathy Voelker.

As a member of WILEAG, the Neenah Police Department is required to provide at least one assessor every year. Both Sergeant Robert Ross and Laurie Krueger are trained WILEAG assessors and have assisted many other agencies around the state during their internal reviews, as well as acting as representatives of WILEAG during Accreditation On-Site assessments at other agencies.



Survey Program

During citizen contacts, our officers hand out business cards with surveys on the back (pictured right). In 2022, there were 248 completed citizen surveys.

Of those 248 responses, 96% of citizens stated they were either very satisfied or satisfied with the contact they had with the Neenah Police Department.

NEENAH POLICE DEPARTMENT SURVEY

We at the Neenah Police Department care about the citizens we serve. Please consider completing a short survey so we can better improve our agency and our service to you.

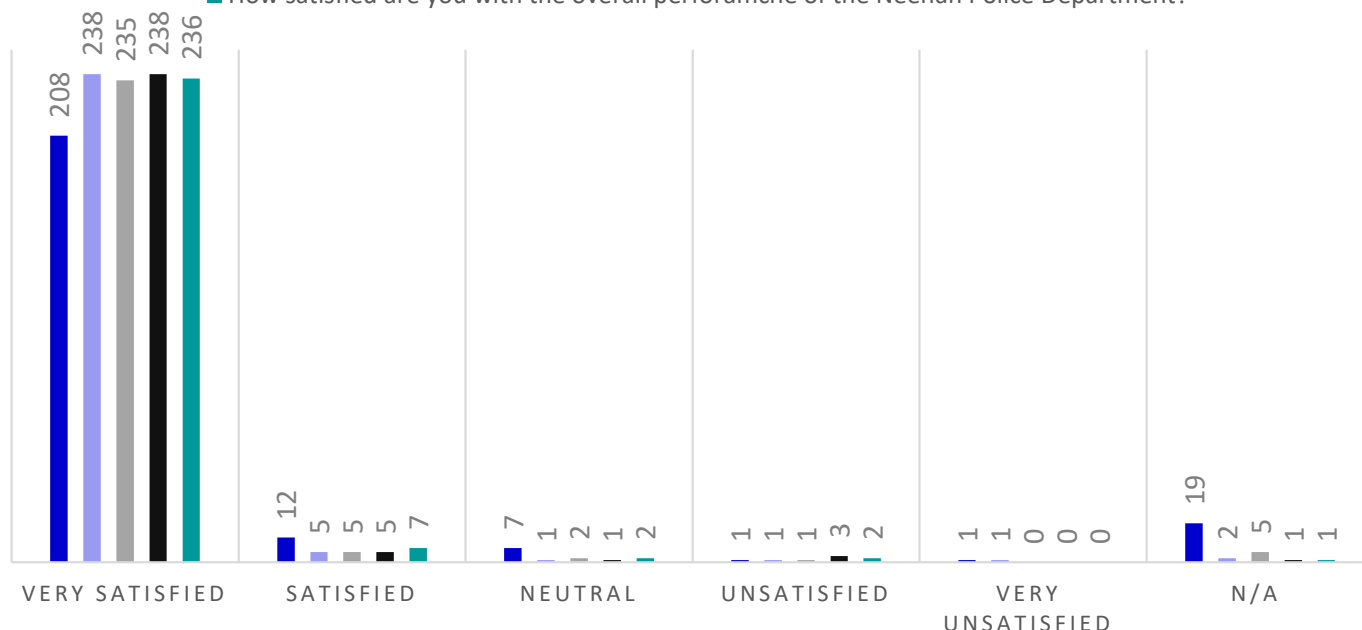
Incident # _____

<http://www.ci.neenah.wi.us/NPDSurvey>



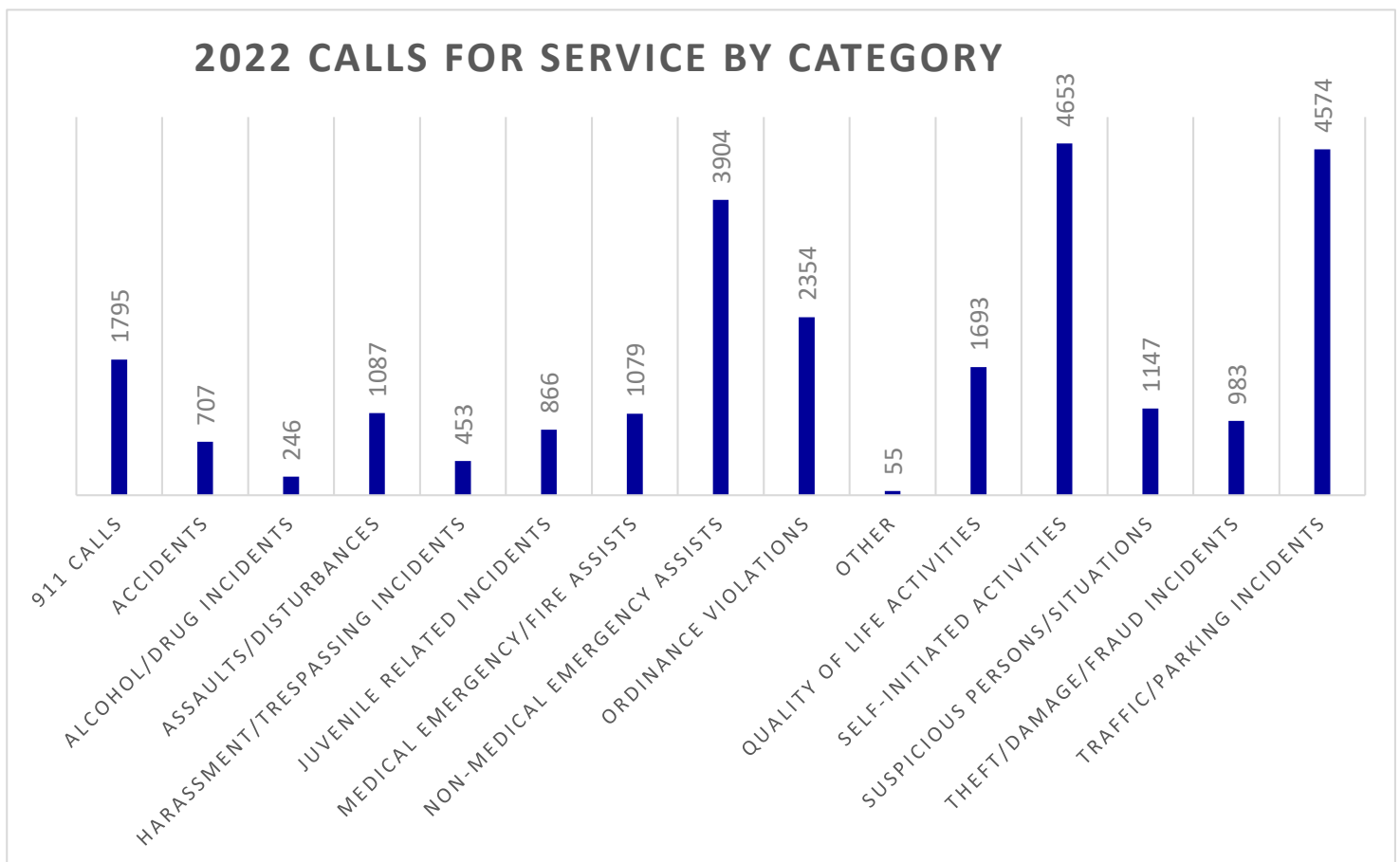
2022 CITIZEN SATISFACTION SURVEY RESULTS

- How was our response time?
- Did you feel you were treated with dignity and respect?
- Did you feel the officer(s) took the necessary steps to resolve the situation?
- How satisfied are you with the officer(s)?
- How satisfied are you with the overall performancne of the Neenah Police Department?



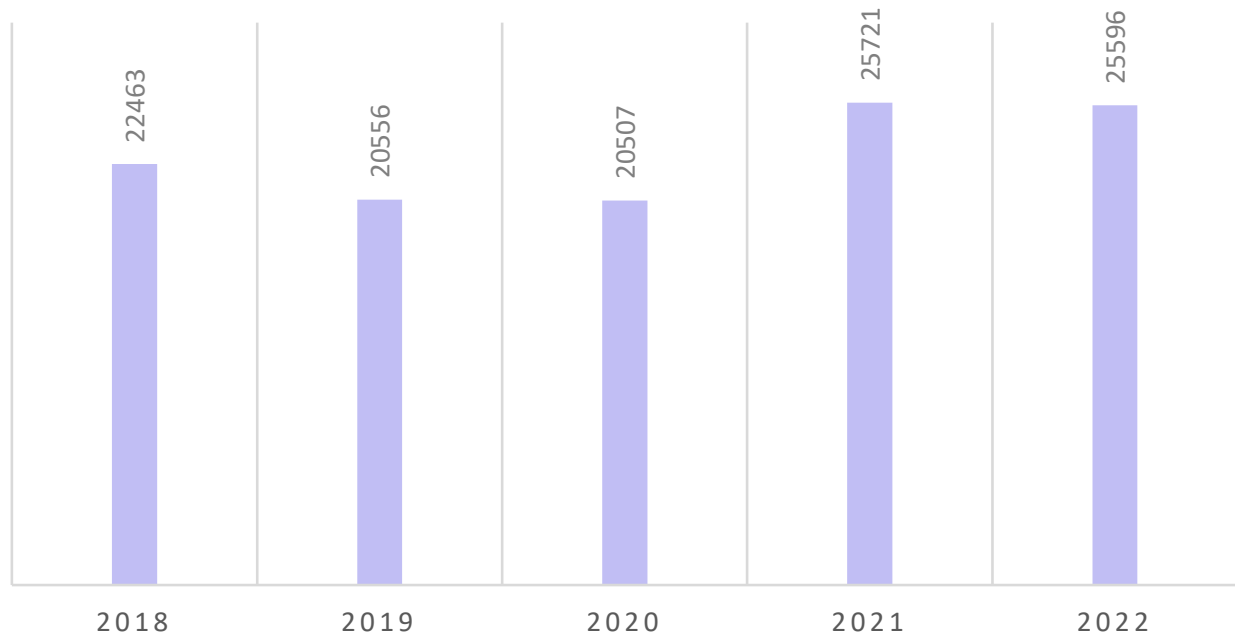
Statistics

2022 Calls for Service

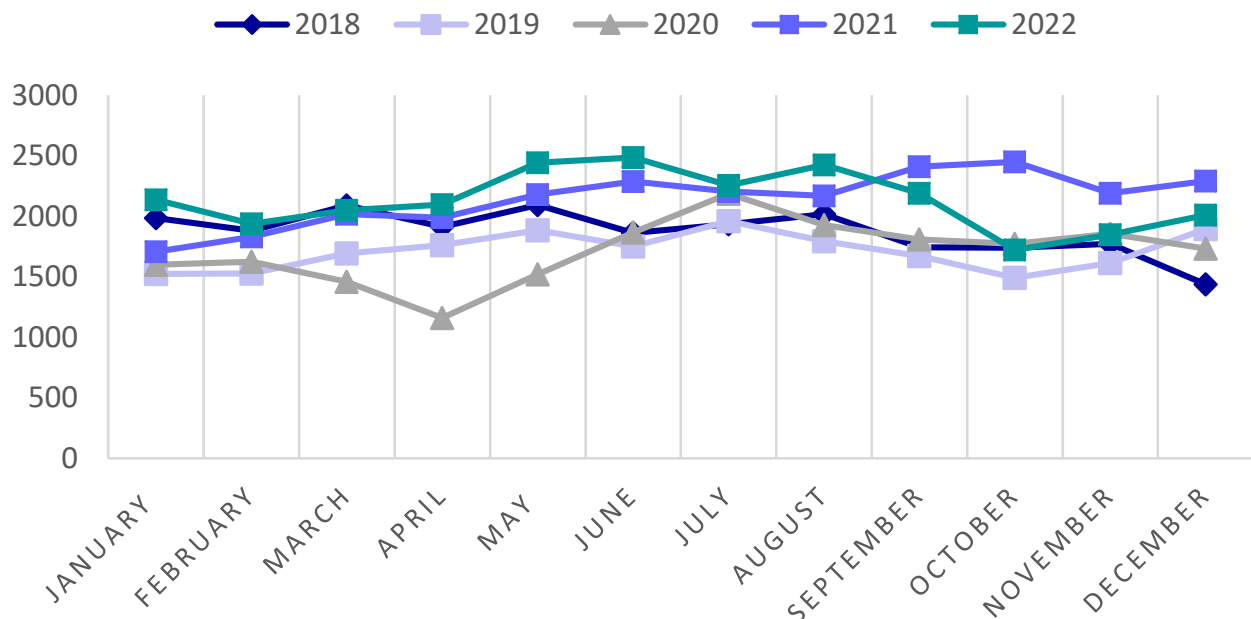


In 2022, the Neenah Police Department responded to 25,596 calls for service. Of those calls, 4,653 were self-initiated by the officers. Meaning, our officers were taking a proactive policing approach to prevent crime in the city.

CALLS FOR SERVICE BY YEAR



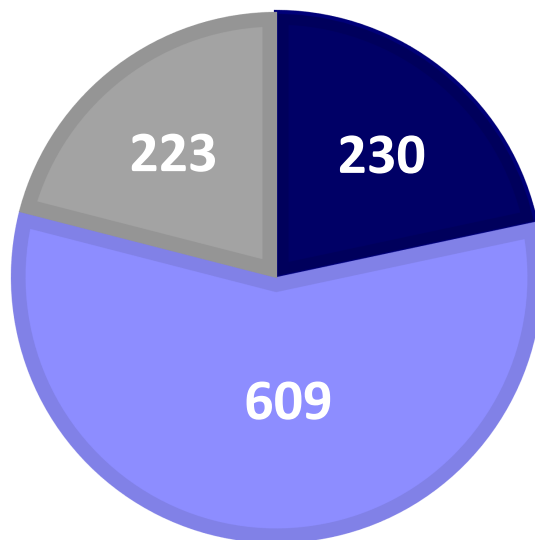
CALLS FOR SERVICE BY MONTH



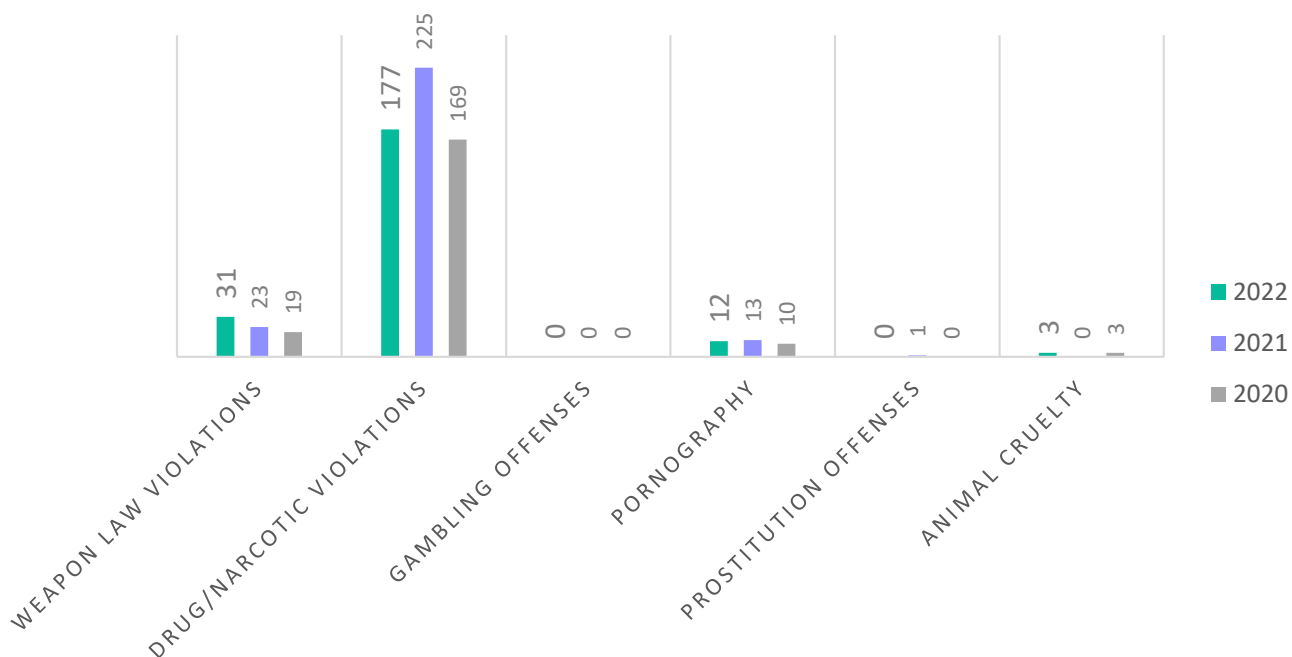
Uniform Crime Report

TOTAL GROUP A OFFENSES: 1,062

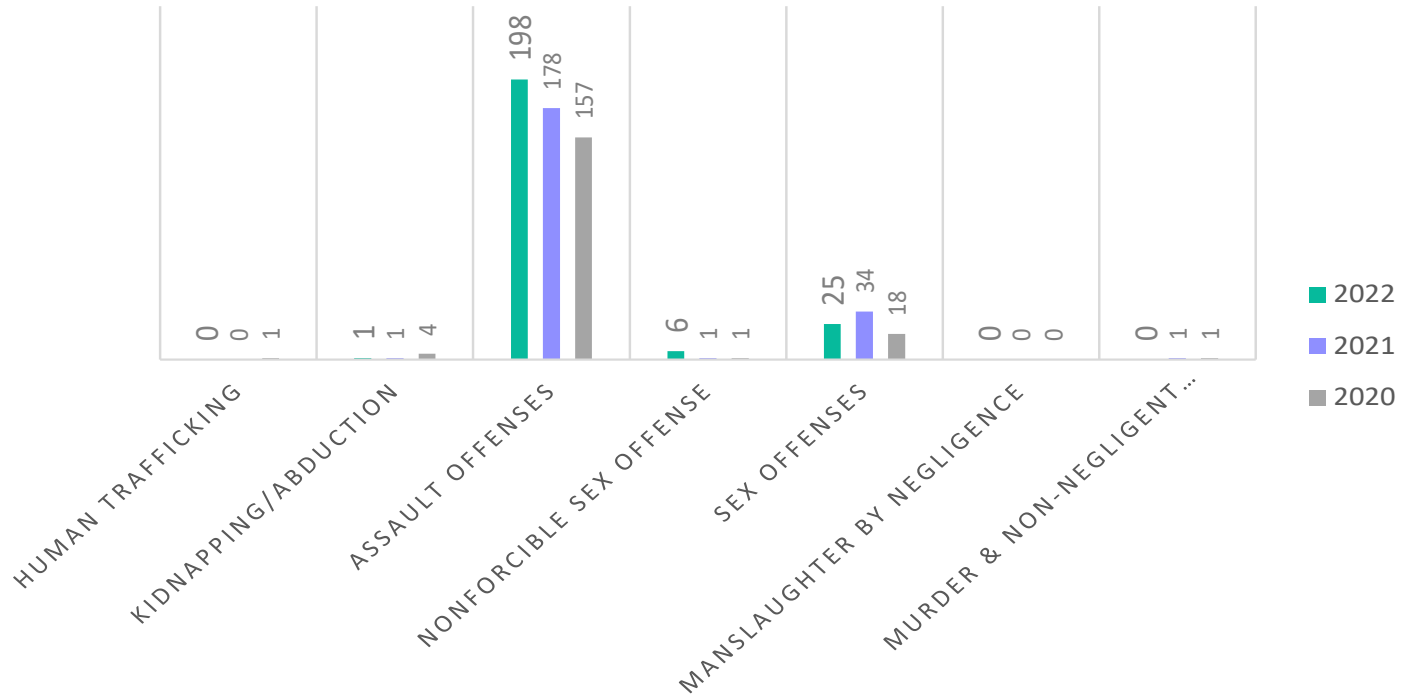
■ Crimes Against Persons ■ Crimes Against Property ■ Crimes Against Society



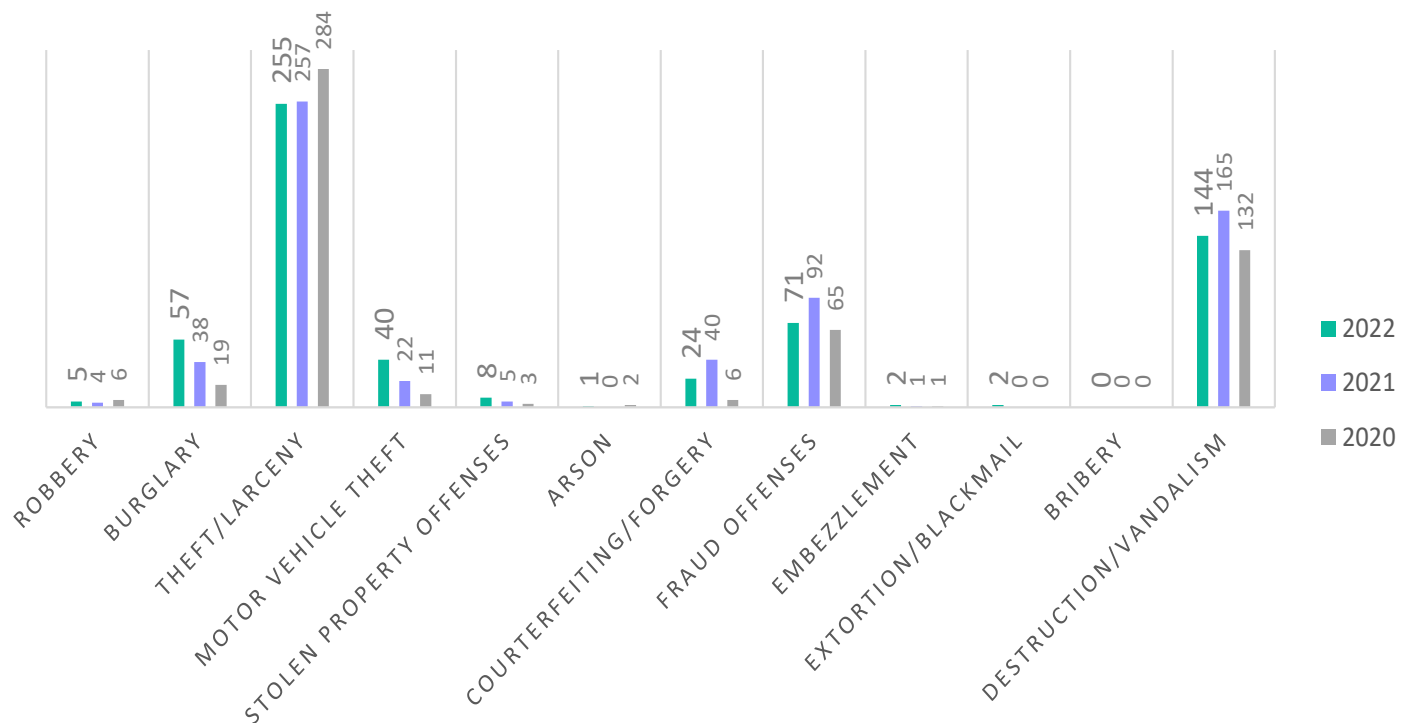
CRIMES AGAINST SOCIETY



CRIMES AGAINST PERSONS

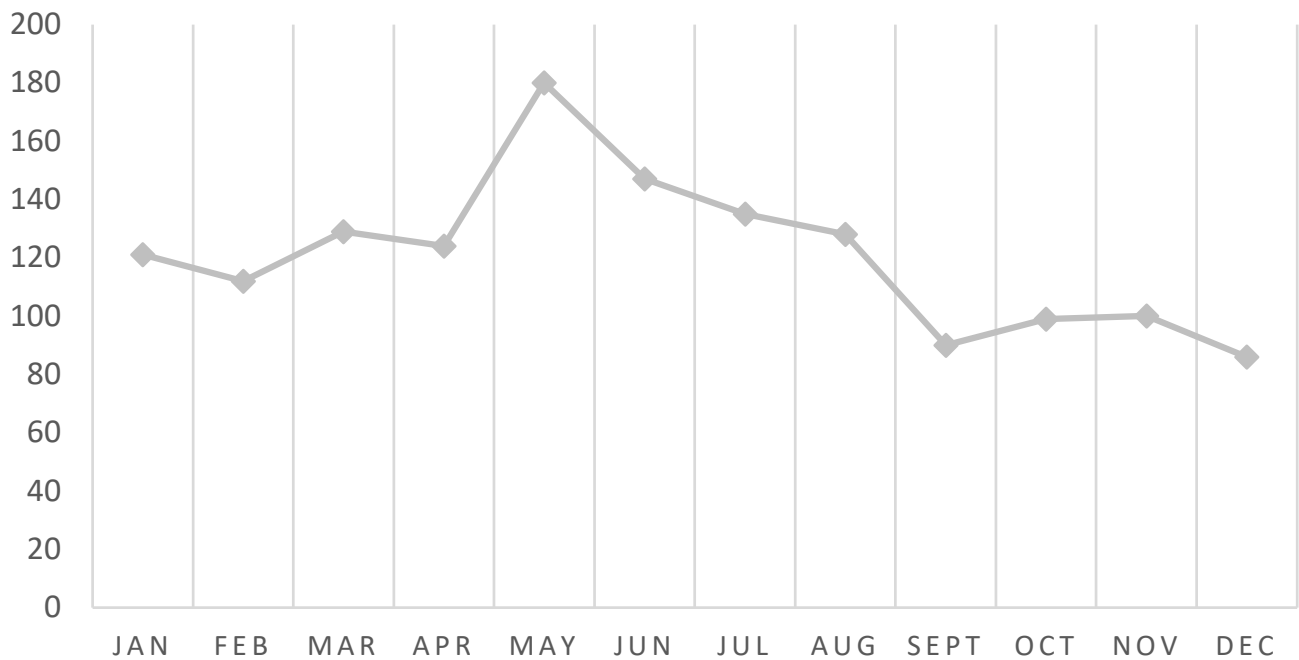


CRIMES AGAINST PROPERTY

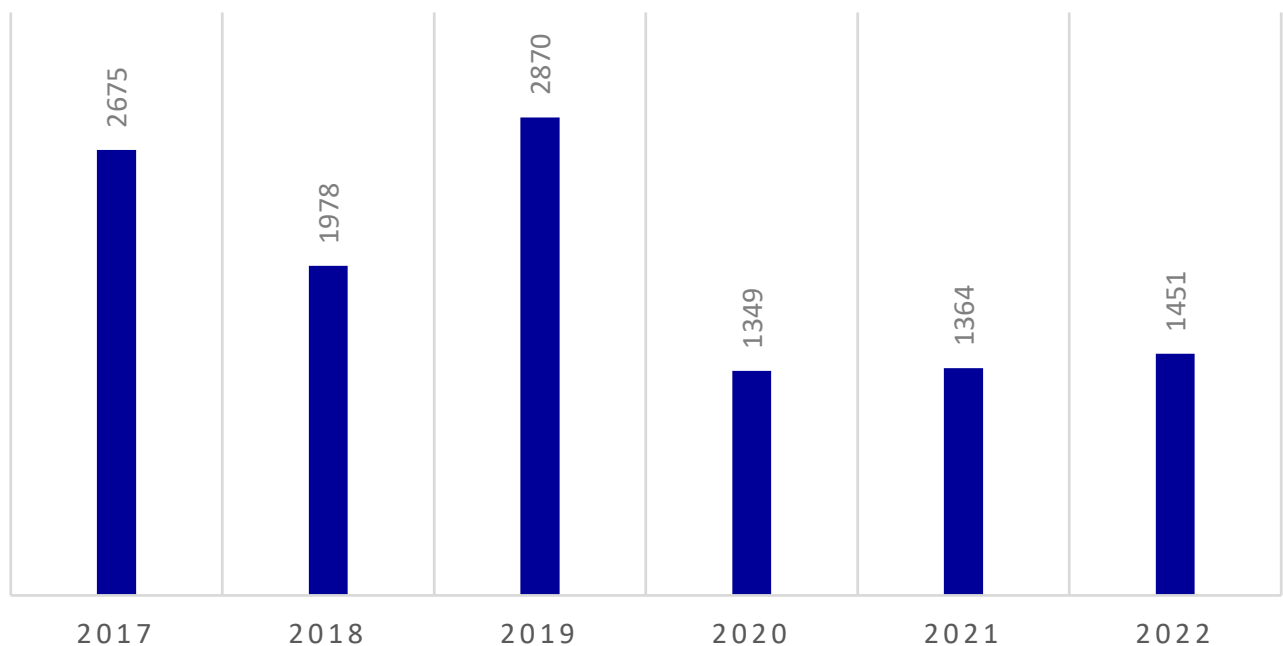


Traffic Statistics

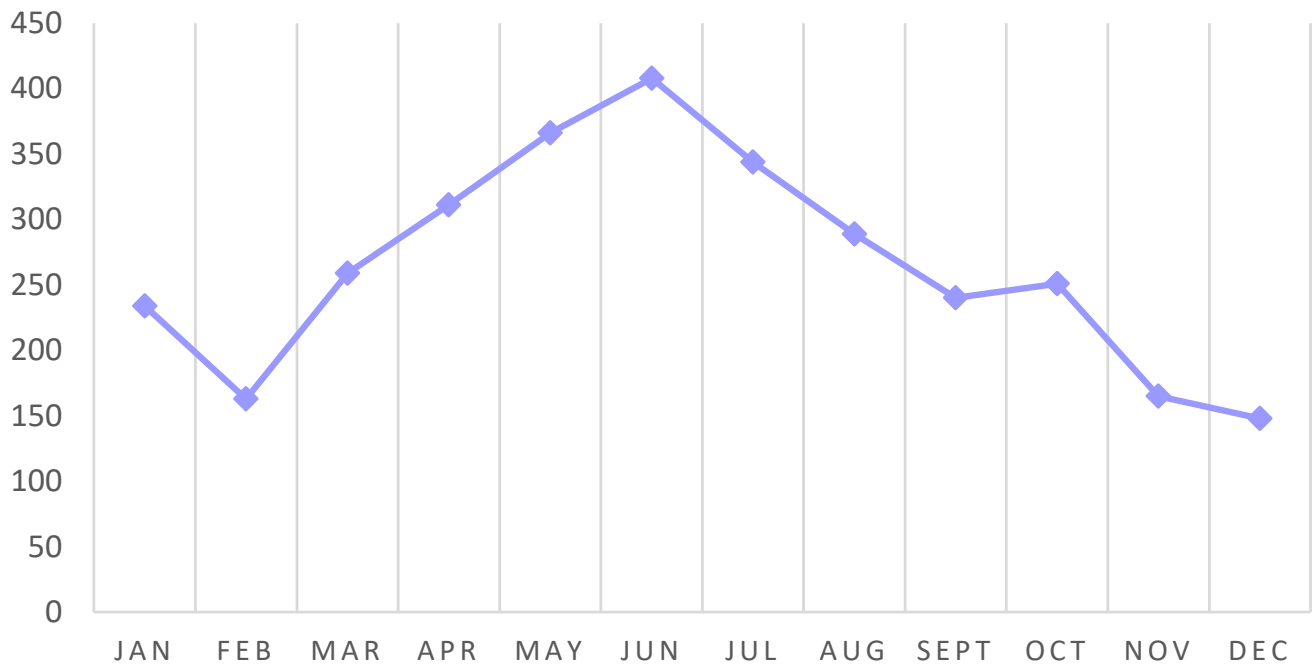
CITATIONS ISSUED BY MONTH



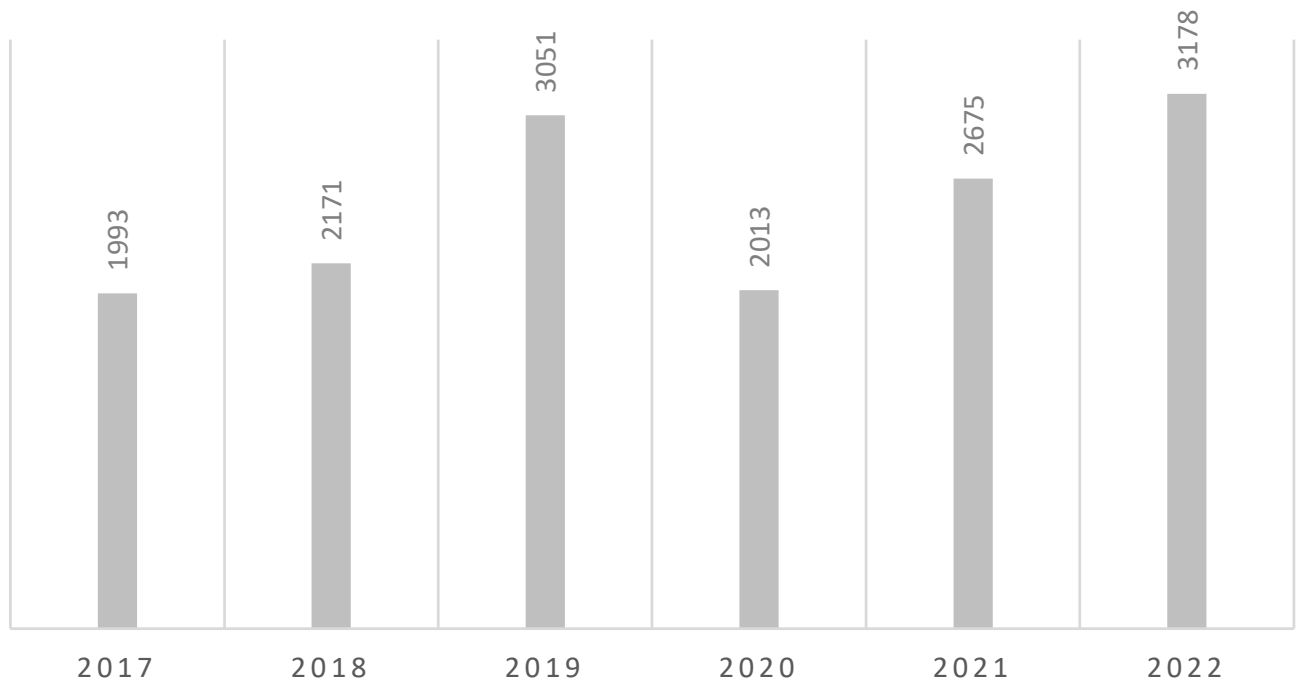
CITATIONS ISSUED BY YEAR



WARNINGS ISSUED BY MONTH

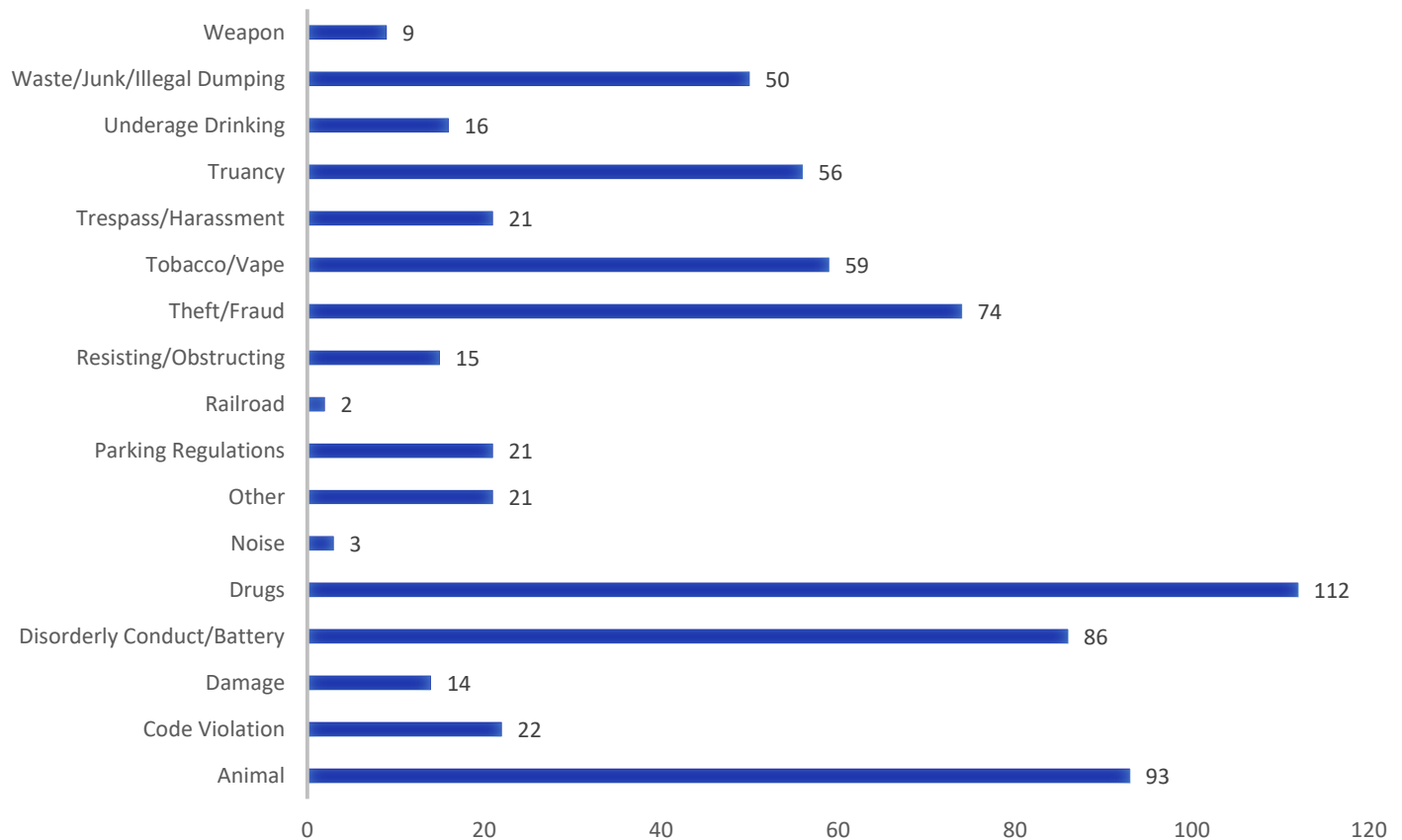


WARNINGS ISSUED BY YEAR



Non-Traffic Citations

NON-TRAFFIC CITATIONS ISSUED IN 2022

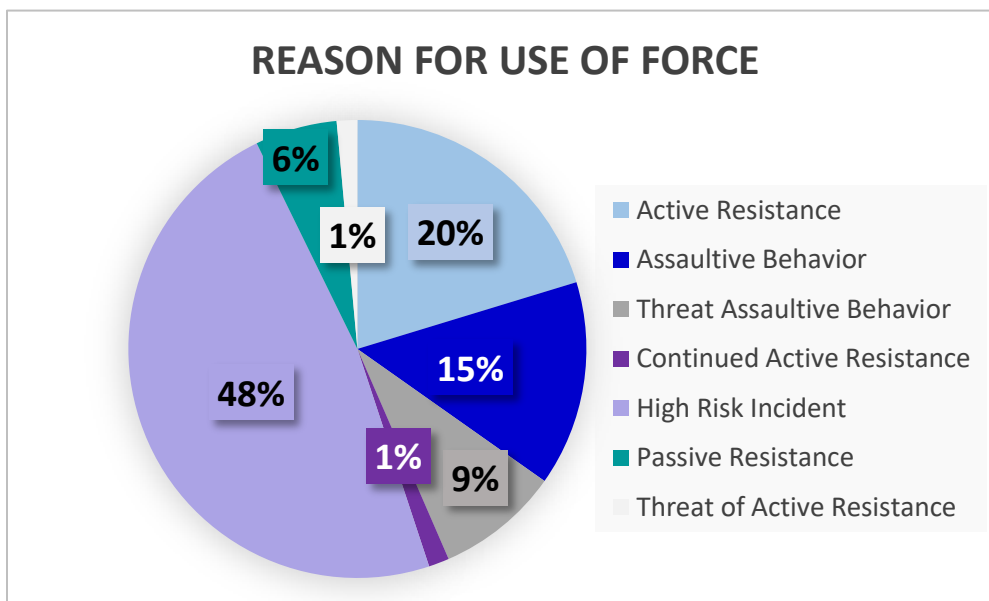
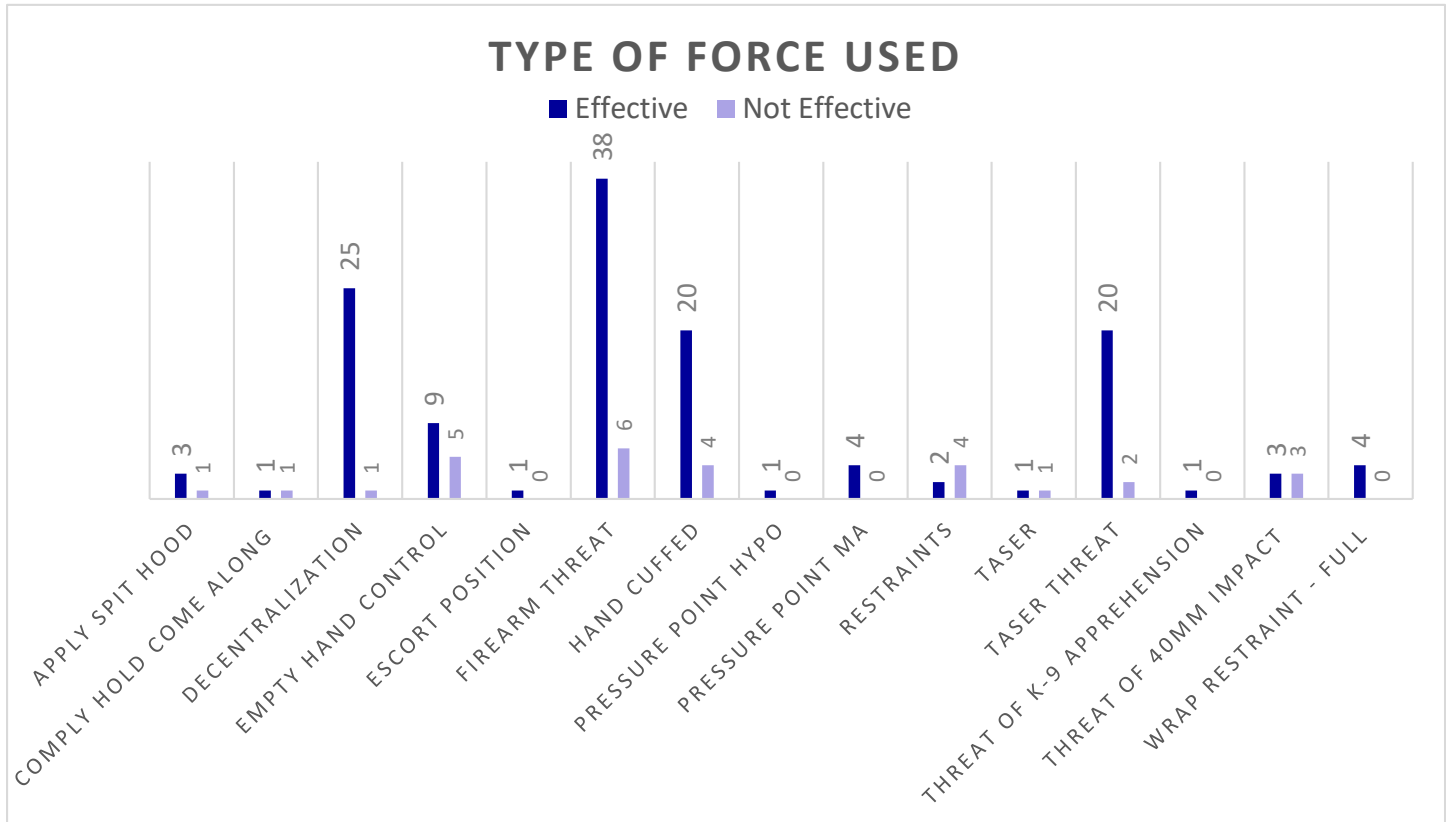


NON-TRAFFIC CITATIONS BY MONTH



Use of Force

In 2022, the Neenah Police Department responded to 25,596 calls. Of those calls, Neenah Police Officers used force 51 times. On the 51 calls, where 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.

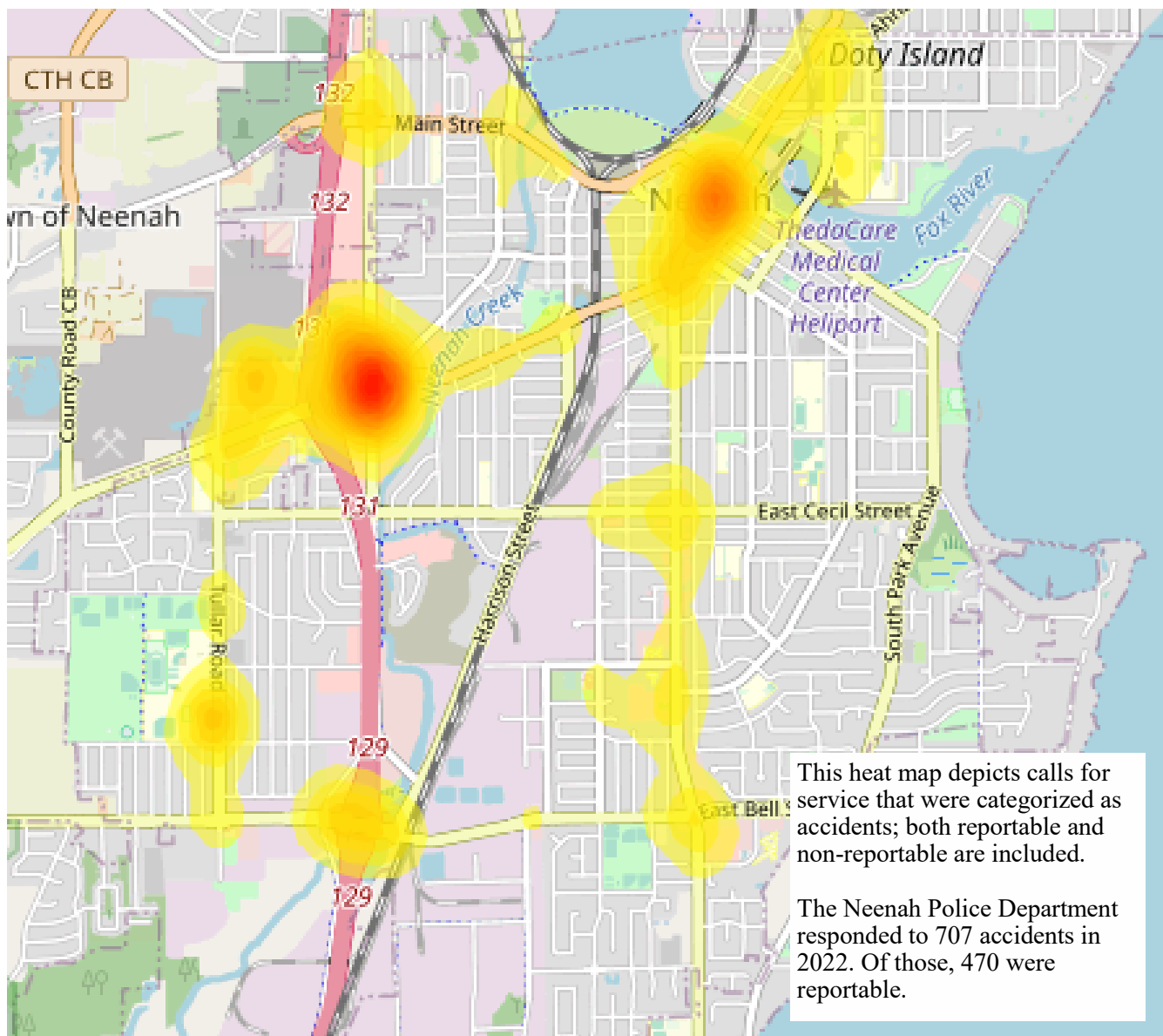


In 2022, the Neenah Police purchased four WRAP Restraints. The Neenah Police Department utilized the WRAP Restraint four times and was effective each application.

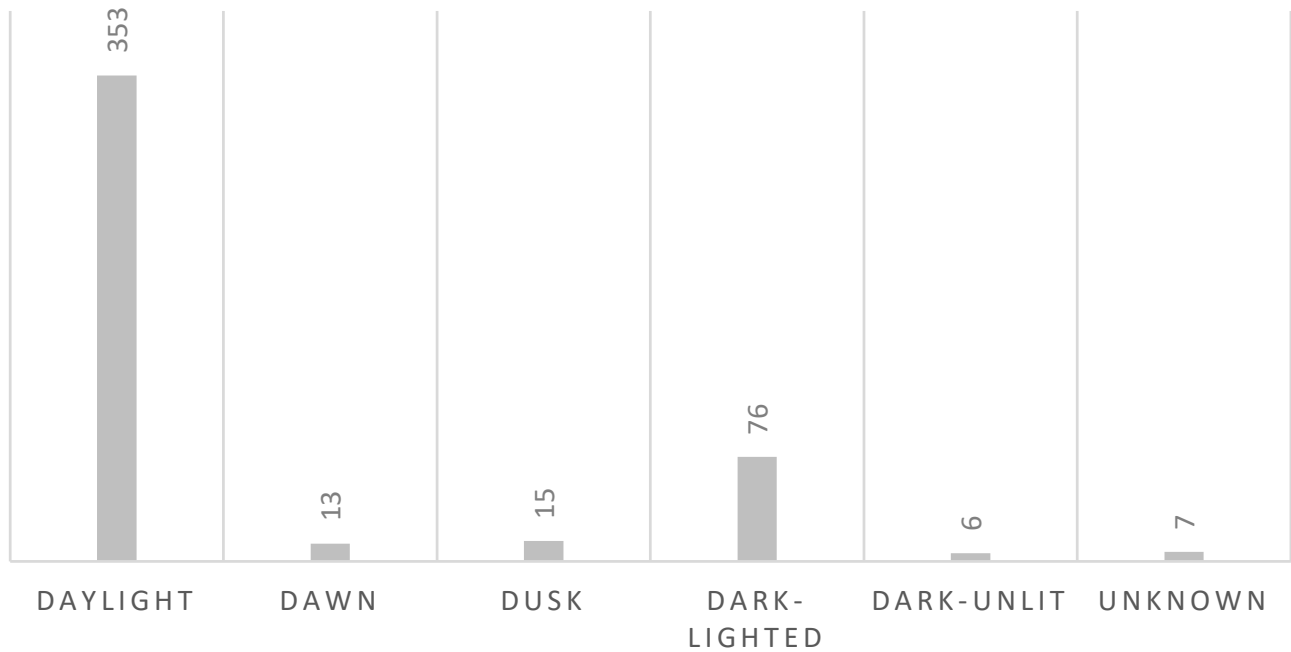
When force was required, 88% of the time no citizens or officers were injured.

2022 Accidents

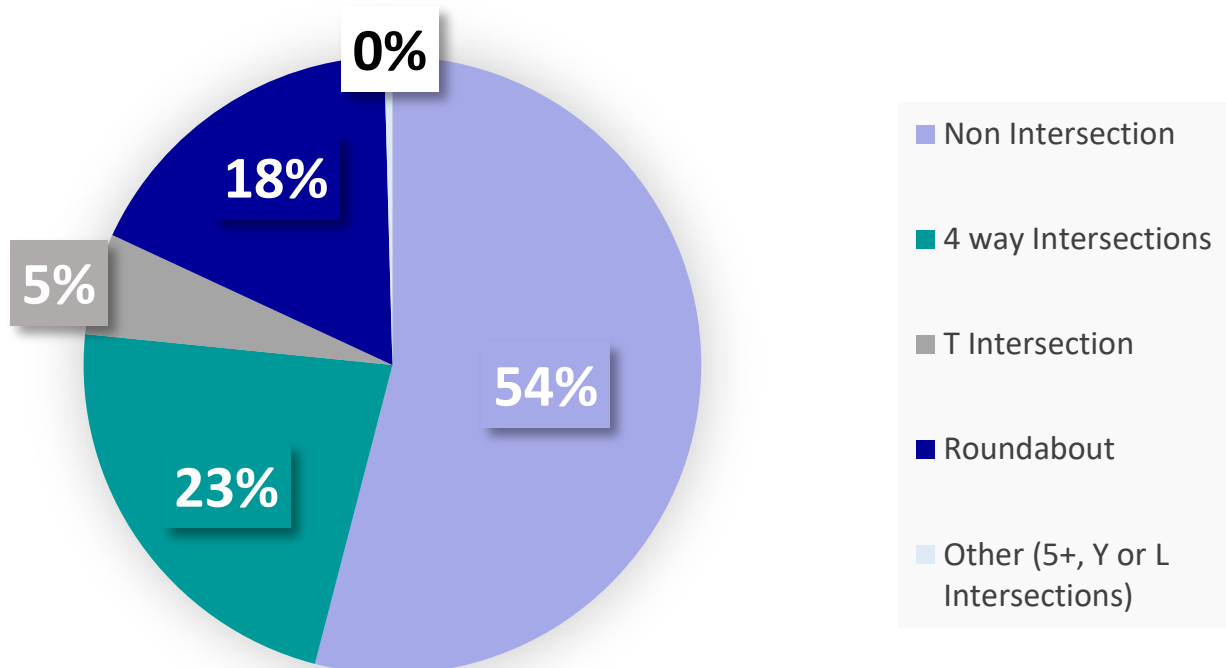
2022 Total Reportable Accidents: 470	
Accidents with Property Damage	381
Accidents with Injuries	89
Fatal Accidents	0



LIGHT CONDITIONS



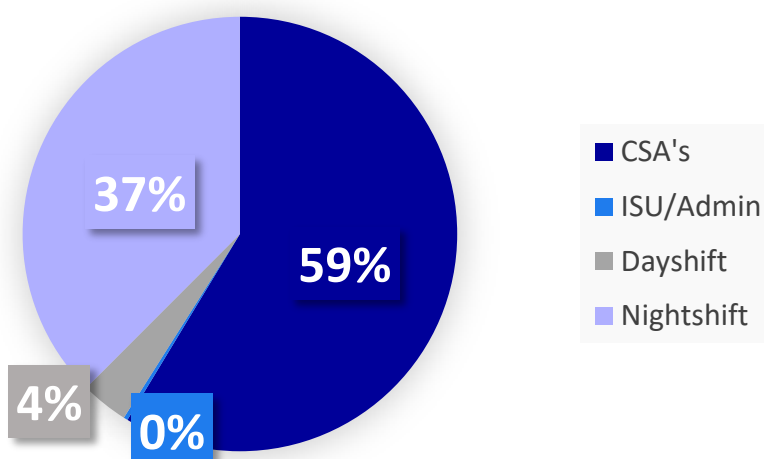
INTERSECTION TYPE



Parking Citations

Locations with 40 or More Citations Issued for 2022	
Locations	# of Citations
Appleblossom Dr	55
Blue Lot	193
E Wisconsin Ave	80
Gold Lot	158
Green Ramp - City Zone	93
Hunt Ave	48
Maple St	43
Neenah High School Lot	77
Silver Lot	323
Stanley Ct	49
Tullar Rd	86
W Wisconsin Ave	232

2022 PARKING CITATIONS ISSUED



**2022 Total Parking
citations issued:
2610**



	Q1	Q2	Q3	Q4	Total
CSA's	428	308	323	472	1531
ISU/Admin	7	1	0	0	8
Dayshift	47	15	21	9	92
Nightshift	426	147	241	165	979

NEENAH

POLICE DEPARTMENT

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

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Apply today at:
<https://www.governmentjobs.com/careers/neenahwi>