

Serving the community for over 100 years



CONTENTS

SPD Values	p. 2
Police & Fire Commission	p. 3
Common Council & Mayor	p. 4
Alderpersons	p. 5
Table of Organization	p. 6
Chief's Message	p. 7
Accomplishments	p. 9
New Hires	p.10
Promotions & Retirees	p.11
New Technology	p.12
Admin. Services Division	p.14
Crim. Investigation Div.	p.16
Patrol Division	p.18
K-9 Unit	p.31
Dive Team	p.32
Honor Guard	p.34
ERT	p.35
MEG Unit	p.36
Street Crimes Unit	p.37
School Resource Officers	p.38
Information Services	p.39
Communication Center	p.48
Property & Evidence	p.50
Court Services Division	p.51
Communications & Electronics	p.52
Fleet Operations	p.53
Community Service Officers	p.54
Crossing Guards	p.55
VIPS	p.56
Community Outreach	p.58
Explorer Post 2881	p.60
Citizen Academy	p.61
SPBA Service Awards	p.62



Christopher D. Domagalski
CHIEF OF POLICE

1315 N. 23rd Street, Suite 101
Sheboygan, WI 53081
(920)459-3333

OUR VISION: To be the safest community in America.

OUR MISSION is to be the model of excellence in policing by working in partnership with the community and others to:

FIGHT crime, the fear of crime and disorder;

ENFORCE laws while safeguarding the constitutional rights of all people;

PROVIDE quality service to all our residents and visitors; and

CREATE a work environment in which we recruit, train and develop an exceptional team of employees.



I take great pride in working with the fine men and women of our department who are truly dedicated to serving the citizens and visitors of our community. We constantly strive to not only improve services, but to find more efficient ways of delivering them. Citizens play a large role in helping us succeed in our mission; whether it is through reporting suspicious behavior, taking part in neighborhood organizations or volunteering with us. As we develop programs, implement technology, and take on new initiatives, know that your police department regards the city's residents as its highest priority.


CHRISTOPHER DOMAGALSKI
CHIEF OF POLICE



**We, the men and
Women of the Sheboygan
Police Department, value:**

PROFESSIONALISM

ACCOUNTABILITY

LEADERSHIP

COMPETENCE

TEAMWORK

INTEGRITY



Police & Fire Commission

2012-2013

From left to right: Commissioner Robert Lettre, Sr.
President James Pragatz, Commissioner Henry Jung, Secretary
Andrew Hopp, Commissioner Jean Kittelson (not pictured)

The Commission oversees all aspects of the Police Department and Fire Department operations. The Commission's functions also include establishing recruitment and testing standards for positions in the Police and Fire Departments, hearing appeals by members of either department who have been disciplined by their Chief, independently investigating and monitoring citizen complaints, and disciplining employees for misconduct. The members are appointed by the Mayor and approved by the Common Council.





The Sheboygan Common Council and Mayor Terry Van Akkeren

A Message from the Mayor

As the Mayor of the City of Sheboygan, addressing the safety and security of our citizens is always a top priority. The men and women of the Sheboygan Police Department are committed to making our city a safe and secure place and ensure our citizens are well protected. Under the leadership of Chief Christopher Domagalski, the Sheboygan Police Department continues to emphasize proactive policing strategies to keep the City of Sheboygan safe for all who live, work and play in our community.

As mayor, I am committed to continuing the close relationship between the Office of the Mayor, the Sheboygan Police Department and our citizens. The vision of the Sheboygan Police Department is for Sheboygan to be the safest community in America. I am committed to keeping our department fully staffed and funded so that this vision can be achieved.

Terry Van Akkeren

Terry Van Akkeren, Mayor

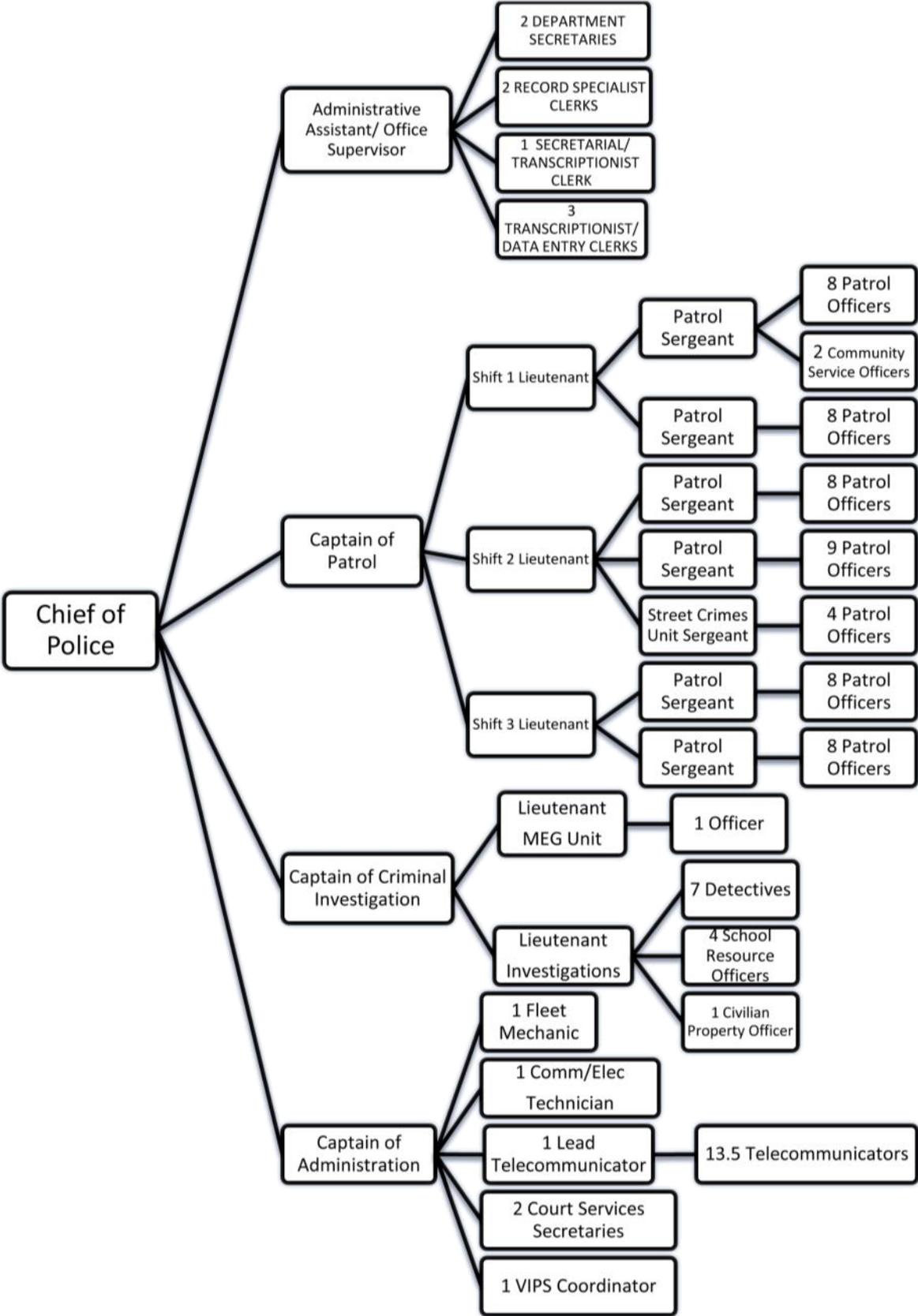


2012-2013 Alderpersons

District	Wards	Alderperson	Address	Phone
1	1-3	Cory Roeseler	3620 N. 8th Street	452-5585
		John Belanger	2622 N. 3rd Street	946-2738
2	4-9	David Van Akkeren		783-6011
		Jodi Vander Weele	2110 Martin Avenue	980-5400
3	10-12	Darryl Carlson	917 Bluff Avenue	452-3196
		Scott Versey	119 Lincoln Avenue	803-1880
4	13-15	Kevin Matichek	1114 N. 9th Street	254-1410
		Mary Lynne Donohue	418 St. Clair Avenue	458-1027
5	16-18	Julie Kath	1730 N. 35th Street	458-0775
		Scott Lewandoske	2201 Erie Avenue	452-5709
6	19-21	William Wangemann	1223 S. 23rd Street	458-2974
		Jeremy Dekker	1444 S. 20th Street	207-4536
7	22 & 23	Don Hammond	4819 Ferndale Court	451-8992
		Susan Lessard	5016 Moenning Road	458-5662
8	24-26	Joseph Heidemann	4819 S. 12th Street	254-4203
		Jim Bohren	1526 Knoll Crest Drive	395-2230

Chief Administrative Officer James Amodeo

SPD Table of Organization



Chief Domagalski's Message



I am pleased to share with you the 2012 Annual Report for the Sheboygan Police Department. In the following pages, you will read of how we work each day to accomplish our mission to reduce crime, fear and disorder in Sheboygan. I am proud of the work that the men and women of the Sheboygan Police Department have done.

We have focused our efforts around the city's neighborhoods. Proactive policing, problem-solving, and the development of police community relationships, as well as social bonds among residents, will lead to the strengthening of our neighborhoods and their developing the capacity to sustain civic life. We are engaging the community, building relationships and utilizing intelligence

and information like never before in our efforts to prevent the next crime. We have encouraged our officers to have a sense of ownership for their beats and we employ directed tactics rather than depending on random patrol to solve neighborhood problems.

Our vision is for a Sheboygan that is the safest city of its size in the United States. We realize that we cannot address crime problems in this city alone. We have a duty to involve members of the community in matters that impact upon the quality of their lives. We are renewing and developing new community bonds every day to ensure that the people most impacted by crime have a voice in identifying and resolving problems in their neighborhoods. We also under-

stand that our efforts must be tailored to the unique needs of each neighborhood.

Finally, we know we're not done. While we have accomplished much, we will never be done. We will continue to make improvements within our organization and we will never stop trying to do better. We are the police and this city depends on us! We are in this together and we look forward to working with each of you on the problems that present themselves in 2013.


CHRISTOPHER DOMAGALSKI
CHIEF OF POLICE



Internal Investigations

Fifteen (15) internal investigations were conducted in 2012. Of those investigations, six (6) were initiated by the Department, and nine (9) were citizen complaints.

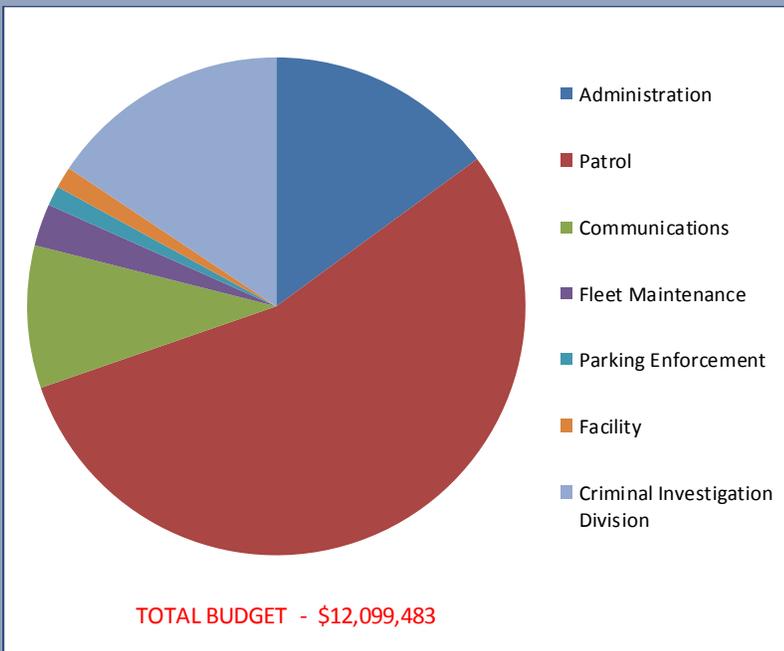
2012 Internal Complaints

INVESTIGATIVE FINDINGS	#
SUSTAINED	6
NOT SUSTAINED	0
UNFOUNDED	0
EXONERATED	0
NO FORMAL COMPLAINT	0

2012 Citizen Complaints

INVESTIGATIVE FINDINGS	#
SUSTAINED	3
NOT SUSTAINED	0
UNFOUNDED	2
EXONERATED	3
NO FORMAL COMPLAINT	1

- *** Sustained = The allegation is supported by sufficient proof.
 Not Sustained = The evidence is not sufficient to prove or disprove the allegation.
 Unfounded = The allegation is false or otherwise not based on valid facts.
 Exonerated = The incident that occurred or was complained against was lawful and proper.



2012 SPD Total Budget

Administration	1,805,638
Patrol	6,626,244
Communications	1,120,126
Fleet Maintenance	331,093
Parking Enforcement	155,369
Facility	168,635
Criminal Investigation Division	1,892,378
Total Budget	12,099,483

2012 Accomplishments

- Partnered with other Law Enforcement and crime prevention organizations to organize and hold 1st Annual Wisconsin “Problem Oriented Policing” Conference.
- Took a problem-oriented approach to crime and disorder issues occurring in and around licensed premises and led the formation of a Tavern Safety Coalition to approach the problems in a comprehensive and collaborative manner.
- Developed and implemented a Department SharePoint site to improve internal communication.
- Launched CAPSIT scheduling software, an on-line scheduling tool.
- Facilitated a department-wide In-Service with Spillman Technologies for department specific training needs.
- Presented the Sheboygan DDACTS patrol strategy to Michigan Law Enforcement and the Wisconsin Governors Conference as a model of data driven policing.
- Participated in 82 community outreach events, including 15 neighborhood meetings with the residents of 24 neighborhoods.
- Trained and transitioned 11 officers from the Field Training Officer (FTO) model to the Police Training Officer (PTO) program for new officer training.
- Trained 8 additional officers in the Leadership in the Police Organizations (LPO) course.
- Updated the Police Officer and Dispatcher selection and testing processes. Hired two new dispatchers and three officers - bringing both positions to authorized strength.
- Made significant progress in the Lexipol policy development process.
- Partnered with City Development and Building Inspection to deliver the landlord training program.
- Hosted county-wide intoximeter recertification training.
- Transitioned to Spillman records management system for vehicle maintenance and training records.
- Maintained certification for all personnel, delivered task-necessary training for newly promoted or reassigned personnel and graduated two Lieutenants from Executive Development Programs.
- Obtained Cellebrite equipment and software for forensic examination of electronic media - saving time and expense in completing investigations.
- Developed an educational campaign to raise awareness of sexual assault through the use of pamphlets and billboards.
- Created SCRAPTHEFTALERT initiative involving local scrap metal retailers to assist in addressing and preventing scrap metal thefts.
- Partnered with the United States Marshals Service to carry out Operation Spring Cleaning, an initiative to ensure and address sex offender compliance.
- Implemented the utilization of Wisconsin surplus on-line auction to sell vehicles and other property to streamline the property disposal process and reduce overtime.
- Hosted on-site training regarding evidence collection and preservation with the Wisconsin State Crime Laboratory.
- Partnered with University of Wisconsin engineering professor to conduct geographical analysis of traffic safety data.
- Began a job task analysis in the Records Section to establish greater efficiency and accountability and began cross training of records staff to create a more flexible and responsive workforce.

“We will create a climate in which excellence can be achieved, in which their safety is as assured as we can make it and that they are supported in their actions.

It is said that police work is a calling and I believe that is true and that it is an honorable profession. It is in our cities that the greatest challenges lie, there is where the most crime and fear are found, there is where the greatest test of the ability of a democracy to live peaceably is most frequently tested. Luckily our profession has never been short of courage or honor and never short of people willing to risk their lives for others....We must be in constant pursuit of improvement in both our personal and professional lives.”

Chief Christopher Domagalski
Swearing In Ceremony
April 2, 2012



2012 New Hires



Officer Matthew Rakow



Officer Chris Stephen



Officer Holly Kehoe

Officers Matt Rakow and Chris Stephen were sworn in on April 2nd, 2012 and Officer Holly Kehoe was sworn in on October 8th, 2012.



**Telecommunicator
Michael Cordier**



**Telecommunicator
Brian Reed**



**CSO
Yeng Yang**

Michael Cordier and Brian Reed began employment in the SPD Communications Center in May of 2012. Yeng Yang returned to employment as a Community Service Officer on August 1st, 2012

2012 Promotions & Retirees



Every day your values will be tested. Every day you will be asked to decide very difficult questions, freedom or imprisonment, honor or dishonor, some of them literally life and death. And every day you will have to make these decisions under pressure, in ambiguous circumstances with insufficient information. In those moments it will be your values that guide you, the values you brought to us and the values we hope to instill in you. These values I talk about cannot be mere words, they must define your behaviors and your actions...I expect you to demonstrate the values of integrity, leadership, professionalism, competence, accountability and teamwork.

Chief Christopher Domagalski
Swearing In Ceremony
April 2, 2012



Detective Tamara Remington



Detective Brian Retzer

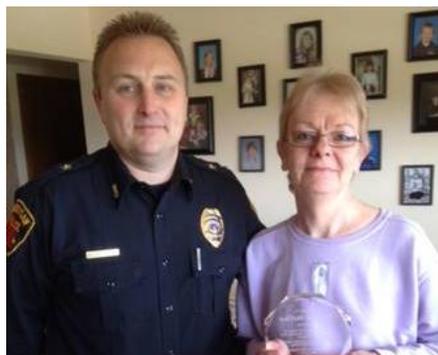


Lt. Bill Adams

Tamara Remington and Brian Retzer were promoted to Detective on April 2, 2012. Bill Adams was promoted to Lieutenant on October 8, 2012.

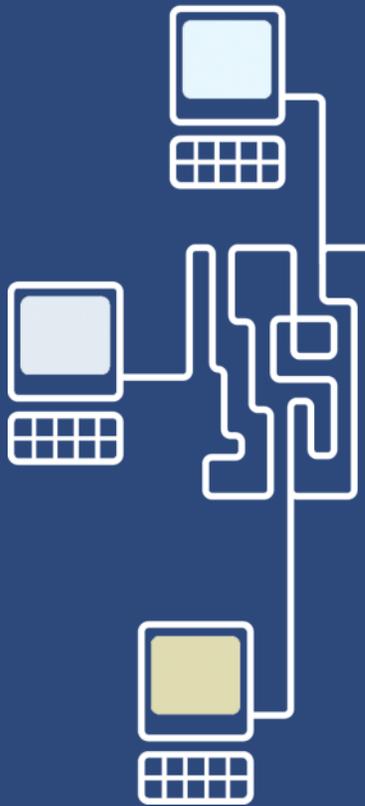


Brenda Steffen



After nearly 35 years of service since May 12, 1977, Telecommunicator Brenda Steffen retired on April 7, 2012. Chief Domagalski presented Brenda with a glass plaque commemorating her years of service.

New Technology



The Sheboygan Police Department now has dedicated SharePoint sites for the Patrol Division, the Criminal Investigations Division, the Street Crimes Unit, the School Resource Officers, the Emergency Response Team and the Records Division. Additionally, we have been able to consolidate numerous resources for training and help files.

SharePoint

In January, 2012, the Sheboygan Police Department formed a committee to explore the potential for utilizing Microsoft SharePoint as an internal communications tool. That committee consisted of Lt. Brassler, Off. Edson, Off. Leichtnam, Off. Schmitt, Paula Haelfrisch, Linda Repphun, Mary Danen and chaired by Lt. Adams. City IT Manager Dave Augustin also provided invaluable direction.

The committee spent the first few months learning how to use and design a SharePoint site. We were given a virtual tour of the Milwaukee Police Department's site, where we were introduced to the possibilities the program offered. We then created a temporary test site, where we learned a lot by trial and error.

Once we became comfortable, we launched the live site for the department. The major features of the new site were an electronic version of "the pad" and vehicle inspection sheets. Both of those were quickly adopted by the department as a whole, and illustrated how useful SharePoint would be. Personnel across divisions now had easy access to see the "hottest" investigations occurring in the department,

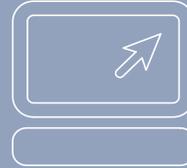
and fleet operations had more consistent feedback on the condition of the squads. An unforeseen benefit to the vehicle sheets was that we finally had an easy way to track which officers were in which squads on any given day.

As the pad and vehicle sheets gained popular acceptance, we began to expand the SharePoint site. An entire site was dedicated to Neighborhood Policing, where officers would be able to share information and coordinate their responses to neighborhood problems. We also created an electronic form for submitting training requests. As people became more comfortable, more sub-sites were created.

As we look to the future, we hope that the pad will very quickly replace the old bulletin. Much of the information that was traditionally disseminated on the bulletin can already be found on SharePoint. We will also work to make the site more user-friendly and easy to navigate. The continuing challenge is to make the most information available to the most people, without overloading the users. As always, the committee members are open to suggestions and eager for feedback.



Open Scheduler™



Capsit

In 2012, the Sheboygan Police Department acquired Capsit Open Scheduler. Capsit is an on-line scheduler and payroll program that replaced individual day off books, shift calendars, and timecards for all sworn personnel at the Sheboygan Police Department. Additionally, all civilian Sheboygan Police Department employees have a schedule maintained within the software.

Prior to 2012, each individual work group at the Sheboygan Police Department maintained a paper calendar to determine work schedules. All sworn personnel hand-completed a daily timecard.

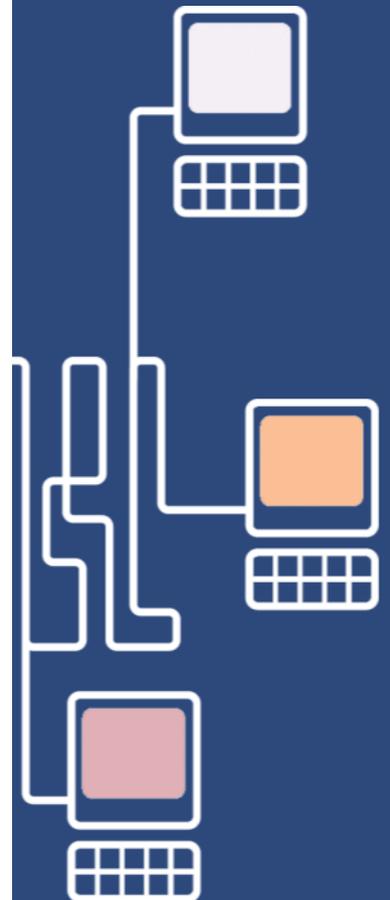
The use of Capsit as a scheduling program has enabled one central point for all departmental scheduling. Within the program, different work groups can be designated and are identified as teams, and users have the ability to view individual schedules, team schedules, and the departmental work calendar as a whole. The program is internet-

based, and provides all users with the availability to access schedules and timesheets from any computer with internet access.

Capsit Open Scheduler is the trademark scheduling software for the Foundation for Free and Open Software in Government (FFOSG). FFOSG is dedicated to acquiring commercial grade software for use in government agencies at no or reduced costs. The Open Scheduler is a subscription service for a software package that is commercially available to private industry.

The transition to on-line scheduling was made during the calendar year of 2012. Officers now complete many of the functions that were previously done on paper calendars and timecards in a digital, on-line reporting format. Daily timecards have been replaced with a bi-weekly time sheet.

During calendar year 2013, the Sheboygan Police Department will continue to expand the use of Capsit Open Scheduler. The availability of interfacing Capsit with the City of Sheboygan payroll program is being examined so that time code entries made into the on-line scheduler can automatically create payroll codes for pay purposes.



Throughout the year the Administrative Division has worked with other agencies and committees to address mutual law enforcement, social and community issues. These include the following groups; The Sheboygan County Emergency Medical Services Council, Mental Health Crisis Service Committee, Lakeshore Technical College Criminal Justice Advisory Board and the Bay Lakes Regional Hazard Mitigation Committee. The Administrative Division also works with other city departments on projects of mutual community interest.



Administrative Services Division

The Administrative Services Division is under the supervision of Captain Bob Wallace.

2012 has proven to be a busy and challenging year in the Administrative Services Division.

During 2012, the police department, in conjunction with the Police and Fire Commission, completed the final testing and hiring of three (3) new police officers in order to fill vacancies that existed due to promotions within the department. With the hiring of these three (3) police officers, the police department is currently at its authorized strength of 81 sworn personnel.

This spring, the department redesigned the hiring process for Communications Center personnel and hired two (2) new dispatchers to fill vacancies created by a retirement and the combination of previously part-time positions. The Communications Center is now fully staffed.

Throughout the year, we have worked to complete the revision of the organization's policy manual. At this year's end, we are nearly ready to publish the first complete revision of our manual in many years.





2012 Training Sessions

Maintaining the education and training of our personnel is an ongoing and important element of providing a high level of professional service to the community.

Throughout the year, several of our officers have been promoted, assigned to specialized units or have been assigned new responsibilities in their positions. This requires that the police department continue to train our personnel in the skills necessary for them to successfully perform their new duties.

During this year, the police department selected a new state of the art field training program. The "Police Training Officer" (PTO) model is for use in the training of newly-hired police officers. This training model was developed at the Southern Police Institute at the University of Louisville.

The Basic PTO course prepares participants to become post-academy field trainers. The PTO model is specifically designed for

agencies engaged in the community-oriented policing and problem solving (COPPS) service delivery method. Participants learn how to use problem-based learning and other adult learning strategies to coach and mentor recent academy graduates through field training phases.

This fall, three (3) Sheboygan Police Department supervisors and eight (8) police officers completed this week-long course of PTO instruction.

This year, the Police Department was also proud to see eight (8) members graduate from the Leadership in Police Organization training (LPO). This is a comprehensive, three-week leadership development course designed to help students understand and apply modern behavioral science and leadership theories and to develop and achieve personal leadership to the fullest potential.

The police department also has continued the training of the department's special teams and units such as the Emergency Response Team, Sheboygan County Dive Team, K-9 Unit, Honor Guard and the MEG Unit and Street Crimes Unit.

Individual supervisors, detectives, police officers and support personnel have attended a variety of specialized training specific to their duties.





Due to past successes of educational campaigns (Nixel), the Criminal Investigation Division enlisted the assistance of two civilian employees to develop a public awareness brochure and billboard addressing the signs, symptoms, and actions to be taken if a witness or victim of sexual assault. The resulting professionally designed brochures were made available to the public, schools, Victim/Witness office and Safe Harbor. In addition, Lamar Signs partnered with the SPD to convey this important public message through utilization of electronic billboards without cost.



The Criminal Investigation Division continued to work with the National Center for Missing and Endangered Children (NCMEC) regarding social media situations. This relationship is designed to ensure the safety of children, assist parents with questions, and enforce violations related to child pornography. These types of cases are referred to CID and quickly verified to determine if locally based. This has resulted in contact with offenders and their subsequent prosecution. The Division's Computer Crimes Unit members are trained in the skills needed to investigate social media cases and assist all members of the department.



Criminal Investigation Division

The Criminal Investigation Division is under the supervision of Captain James Veaser.

In 2012, the Criminal Investigation Division (CID) witnessed several personnel changes due to promotion and transfer of assignments. Det. Kurt Zempel was promoted to Sergeant of Patrol and Officer Tamara Remington and Officer Brian Retzer were promoted to Detective. In keeping with the administrative objective of career enhancement, Lt. Kurt Brassler was transferred to Lieutenant of CID from the Sheboygan County MEG Unit, and Lt. Michael Williams was transferred to Lieutenant of MEG from the Patrol Division. These supervisory shifts are designed to increase understanding of different positional responsibilities within our department and expand working knowledge.

In 2012, CID continued to handle the majority of complex criminal investigations that occurred within the community. The utilization of crime data, intelligence led policing, increased contact with the public and thorough police work resulted in the clearance of several high profile cases.

The Division handled three homicide investigations resulting in the arrest of the suspects, dismantling of three significant organized burglary crews, and the arrest of several individuals involved in corporate embezzlement. This, along with a steady flow of sexual assault investigations, fraud cases, forgeries, arsons, burglaries, thefts, and

assisting the public with additional matters resulted in a very busy year.

The Division continued to share information internally and transfer this knowledge to the Patrol Division. Division members are required to engage community and outside stakeholders in order to discover better means to provide effective and efficient service. This development of relationships habitually has positive results and builds strong bonds. For example, in May of 2012, a local man was arrested for actively distributing heroin in Sheboygan. The ensuing investigation revealed deeper undertones involving human trafficking of women for the purposes of prostitution. The Division collaborated with the U.S. Attorney's Office to charge several suspects federally; thus increasing the likelihood of a longer, mandatory prison sentence if convicted. This effective relationship has resulted in an increased utilization of the U.S. Attorney's office to potentially charge several pending investigations in federal court rather than locally.

The effort to provide the best services will continue in 2013 as CID continues to be vigilant in regards to watching for state-of-the art technologies, incorporating proven investigative strategies and collaborating with community members in order to resolve criminal issues.



The Criminal Investigation Division continued to utilize available databases and implement new technology in order to investigate crime. Detectives continued to use E-trace to verify ownership of recovered firearms and rightfully return these weapons to their owners, while criminally charging individuals who were found in possession of weapons obtained through theft and burglary. In addition, the Division acquired forensic technology called Cellebrite that is designed to examine the contents of cell phones. It is known that the criminal element utilizes cell phones to conduct business and a timely examination of these phones can lead to the location of criminal proceeds, associates and the resolution of unsolved crimes. The new ability to quickly examine the contents in-house has resulted in arrests and eliminated the need for personnel to transport cell phones to outside facilities for an extended period of time until examination. This service is being offered to local jurisdictions for their use in similar investigations.

Teamwork

The Criminal Investigation Division continued to foster their relationship with the United States Marshals Service. This relationship involves financial assistance, equipment allocation and personnel support provided by the federal government in order to accomplish the objectives of both involved agencies.

In August, 2012, the USM, State of Wisconsin Department of Corrections and the Criminal Investigations Division launched Operation Spring Cleaning that focused on verifying addresses of sex offenders located within the City of Sheboygan. This resulted in making contact with in excess of 200 registered sex offenders. The operation ensured compliance with both state and local laws and immediate consequences for those in violation.

ScrapTheftAlert

Due to an increased amount of scrap metal theft in our community and surrounding areas, CID personnel made contact with all scrap metal dealers in Sheboygan to advise of a state wide program called ScrapTheftAlert. This on-line program is a tool for law enforcement that allows them to alert the scrap industry to significant thefts and potential suspects. All area businesses were provided materials in regards to signing up for the free service and currently there are 14,000 users with 9,331 alerts being issued since 2008.

In 2013, the Criminal Investigation Division will be attempting to strengthen the ability to monitor secondhand transactions (scrap, jewelry, games, etc.) by seeking ordinance changes that are consistent with other municipalities. The department currently utilizes NEWPRS, a software program that tracks secondhand property transactions statewide to monitor businesses outside our municipality who may have received stolen goods. This can lead to the retrieval of stolen property and the identity of the suspect. The requirement of Sheboygan businesses to incorporate NEWPRS into their daily business transactions and change from their current paper recording system will likely increase the success of resolving unsolved cases and deter criminals.





The patrol strategy of the Sheboygan Police Department is a location-based strategy, with emphasis on the identification and remediation of places where crime tends to occur most frequently. Several platforms within our records management system allow the police department to create maps that show when and where crime takes place over a period of time. The policing strategy is to deploy officers into these areas to respond more effectively to events that do occur, and to deter others events from occurring. This data-driven, location-based approach to policing is an effective and efficient means of placing police officers when and where they are most needed. In the upcoming year, the police department will continue to define the Compstat management system to assist the police department's focus on where and when officers are deployed, what their activities are, and how are they gauging success. The police department will continue to evaluate this process to ensure that every officer has an effective deployment plan.



Patrol Division

The Patrol Division is under the supervision of Captain Steve Cobb.

The Patrol Division is the largest division within the Police Department and is administered by a Patrol Captain, 3 Lieutenants and 7 Sergeants. The division of 63 sworn officers is divided into three work shifts, with each shift being commanded by a Lieutenant and two Sergeants. Also included in the Patrol Division is the Street Crimes Unit, supervised by a Sergeant.

Patrol officers are the most visible representatives of city government, and most often are the first point of contact for any police services. Patrol Officers are responsible for responding to and investigating reports of crime, identifying and suppressing criminal activity, investigating traffic crashes, responding and coordinating responses to emergencies, and providing police service to our citizenry.

The Patrol Division is at the forefront of a neighborhood-based, community-orientated policing strategy. The overall goal of this initiative is to reduce crime and the fear of crime by citizens in the City of Sheboygan. Objectives of this crime strategy include identifying neighborhoods throughout the city and forming specific plans to deal with the unique activities in those areas. To date, the Police Department has identified 75 individual neighborhoods within the City and has assigned an officer to each of those areas. Each officer has

completed a neighborhood plan that identifies the characteristics of an area, the crimes associated with that area, the primary stakeholders within that area and a specific policing strategy. Officers set specific policing objectives that, in conjunction with the stakeholders of a neighborhood, provide direction and engagement from everyone.

The goal of the neighborhood officer is to form an intimate bond with the neighborhood they patrol, so that residents and businesses can be quickly mobilized to address trends before they impact the quality of life, and to work with the residents of a community to identify and suppress criminal activity. A key to the success of this program is communication between the patrol officers and the community members who live and work in those same areas. In 2012, officers conducted over 75 different types of community outreach events. These activities encourage interaction between police officers and citizens so that they can better recognize each other as partners in the problem solving process.

Meeting with residents of a neighborhood is an important vehicle used by patrol officers to develop relationships with neighborhood residents, discuss crime and safety problems of an area, and to develop policing strategies and



Patrol provides service to the community 24 hours a day, seven days a week. Patrol Officers have police squad cars, mountain bicycles, a police motorcycle, ATV and foot patrol at their disposal as a means of patrolling their respective areas. Working in Patrol requires a variety of skills and although the primary function is to reduce crime as well as apprehend criminals, patrol officers must also be well versed in civil and criminal law, traffic accident investigation and enforcement, and crisis intervention techniques. Patrol Sergeants provide training and supervision for officers and oversee all patrol operations. This training enables our patrol officers to provide the best possible police service.

commitments from neighborhood residents. These meetings serve to facilitate collaboration between neighborhood residents and their neighborhood officer in the effort to deliver more effective and efficient police services. In 2012, patrol officers conducted 16 separate meetings that brought together residents from over 31 neighborhoods. These meetings served as a platform to begin to form a constructive, collaborative relationship to address crime and disorder in our community. Through 2013, officers will continue to meet with their neighborhoods with a goal of establishing specific policing objectives that emphasize the partnerships with the community, and setting specific target goals for a neighborhood.

Another goal of our policing initiative was to develop partnerships within city government, as well as with the community, to address persistent neighborhood problems and to improve the overall quality of some of Sheboygan's most blighted neighborhoods. Several strategies, such as nuisance abatement and chronic nuisance identification, were identified to focus on neigh-

borhood improvement as a means of reducing crime. In 2012, the police department continued working with the Department of Public Works and the Department of Building Inspection to conduct formal inspections of nuisance properties. Hundreds of such inspections occurred over the course of the year, many of which were in conjunction with our counterparts in Department of Building Inspection or the Department of Public Works. Neighborhood improvement remains a cornerstone of our policing strategy.

Identification and remediation of chronic nuisances is another tactic that patrol officers use to address ongoing problems and to involve property owners as stakeholders in the abatement process. In 2012, officers continued to work with property owners to assist them with chronic nuisance properties. Officers worked with property owners reference abatement plans and further educating them on chronic nuisance properties and their role within the community.

The work of a patrol officer is diverse and requires many different types of skills. In addition to the officers who respond to calls, there are many specialized units that operate under the division's control. The men and women of the Patrol Division also include four (4) Street Crimes Unit officers, a Crash Reconstruction Unit, a Motorcycle Patrol Unit, Emergency Response Team, Critical Incident Negotiators, two (2) K9 Officers, as well as oversight of the City/County Law Enforcement Dive Team and Police Honor Guard.



Patrol Partnerships



Operation Absolutely 21 & Over is a partnership program between the community and the Sheboygan Police Department. It is dedicated to disrupting the negative impact underage alcohol consumption has on our community.

This project was created to emphasize the need for licensed establishments to be held accountable and to provide education to our community that underage alcohol consumption is a problem we face.

This program utilizes underage volunteers, who assist Police with performing alcohol compliance checks on local license holders. These volunteers provide valuable intelligence which allows Police to pursue enforcement action on violations, and address areas of concern with the overall goal of making alcohol servers/establishments

more accountable for themselves.

When this program began in the spring of 2010, nearly half of the licensed establishments within the City of Sheboygan failed alcohol compliance checks. With an increase of education, through the development of an alcohol server course hosted by our department, and the creation of the Tavern Safety Coalition, we reduced the failure rate to below 20%.

This program will continue in 2013, with the goal of reducing the failure rate below 10%.



Tactical Fitness

During the summer of 2012, the Sheboygan Police Department in cooperation with sports medicine trainers from Aurora Health Care implemented a fitness program dedicated towards improving the overall health of employees, increasing the safety of officers on the street, and reiterating department values. There was a total of

16 fitness sessions, two per week, each being one hour in duration.

Each class was different, utilizing various physical techniques to enable officers to perform better on the street with a reduced risk of injury. The exercises in the class were geared towards environmental factors that Police Officers encounter on a daily basis.

Out of the 16 fitness sessions, there were a total of 27 participants. The attendees completed these courses on their own time which is evidence of their dedication. This program will hopefully continue in 2013, with the goal of including all law enforcement officers within Sheboygan County. Special thanks to Aurora Health Care for helping us with this program!



Tavern Safety Coalition



Working together for a safer community

In early 2012, the Sheboygan PD reached out to tavern owners, citizen/neighborhood associations, AODA groups and any other concerned citizens or groups in an effort to address a number of concerns in and around taverns. More specifically, the police department wished to reduce the ability of underage people to enter taverns, as well as reduce assaults and other crime that often occurs in and around taverns.

The initial meeting was held on February 6, 2012. It was very well attended and eventually led to the formation of the Tavern Safety Coalition (TSC). Currently, 48 of the over 70 taverns in Sheboygan are members of the TSC. The first order of business was to elect a board to oversee the formation of the TSC. The TSC Board consists of the following:

President Tommy Lloyd – Vibe
 Vice President Dennis Altmeyer – Hopps Haven
 Treasurer Jim Klabecek – Tavern League
 Secretary Bill Adams – Sheboygan Police
 Bob Meyer – Talk of the Town
 Jason Violetta – Speak Easy
 Larry Schaefer – Legend Larry's
 Rufino Martinez – Rehab
 Erik Wagner (for Phil Duket) – HSC 2020 AODA
 Henry Capetillo – Gateway Neighborhood
 Ald. Jodi Vander Weele
 Scott Mittelstadt – Sheboygan Police
 OPEN SPOT – BUSINESS

Next the TSC developed a vision and mission statement.

Our vision is to make Sheboygan the destination for social nightlife. We will strive to provide safe and crime-free establishments for legal drinking age patrons to eat, drink and enjoy themselves. In addition, we will be good neighbors, a positive influence in the community and partner with other community resources to achieve success.

Our mission is to organize all the establishments serving or selling alcoholic beverages in the City of Sheboygan as a coalition. We will work together to uphold high standards of conduct to ensure a safe and enjoyable environment for all our patrons and staff. In addition, we will educate coalition member personnel on the dangers associated with over-serving, proper identification of underage individuals and how to successfully handle difficult patrons and situations.

The TSC board has developed a Code of Conduct that is clearly posted on a blue sign near the entrance to any TSC establishment. The purpose of the Code of Conduct is to communicate to patrons our expectations for their be-

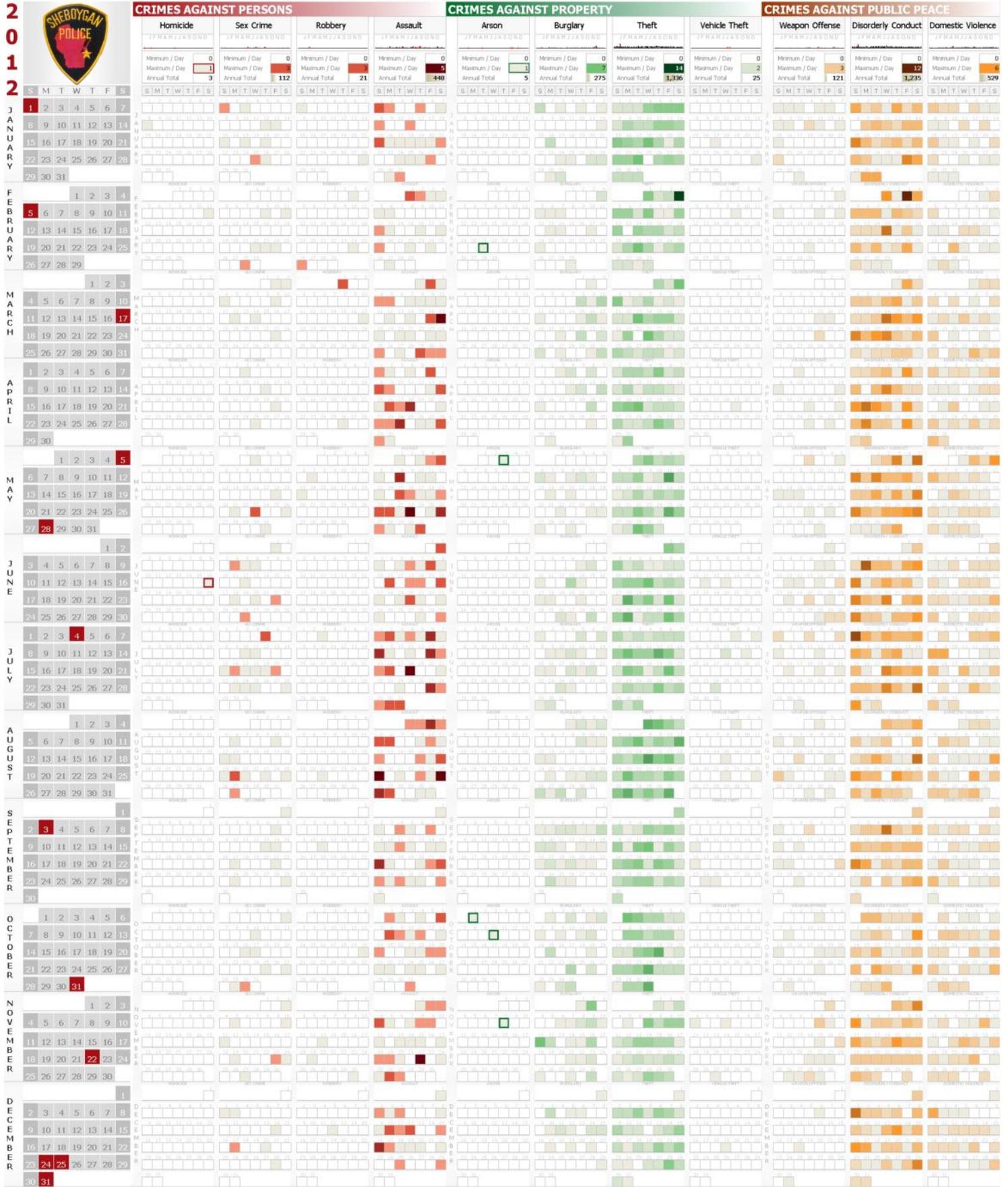
havior and elicit their assistance in creating a safe environment.

Chronic or egregious violations of the code of conduct may result in being banned from all TSC establishments. Thus far more than 20 individuals have been banned from TSC taverns for varying lengths of time. The purpose for banning these individuals is to create a safe environment for the many other patrons who simply want to have an enjoyable time.

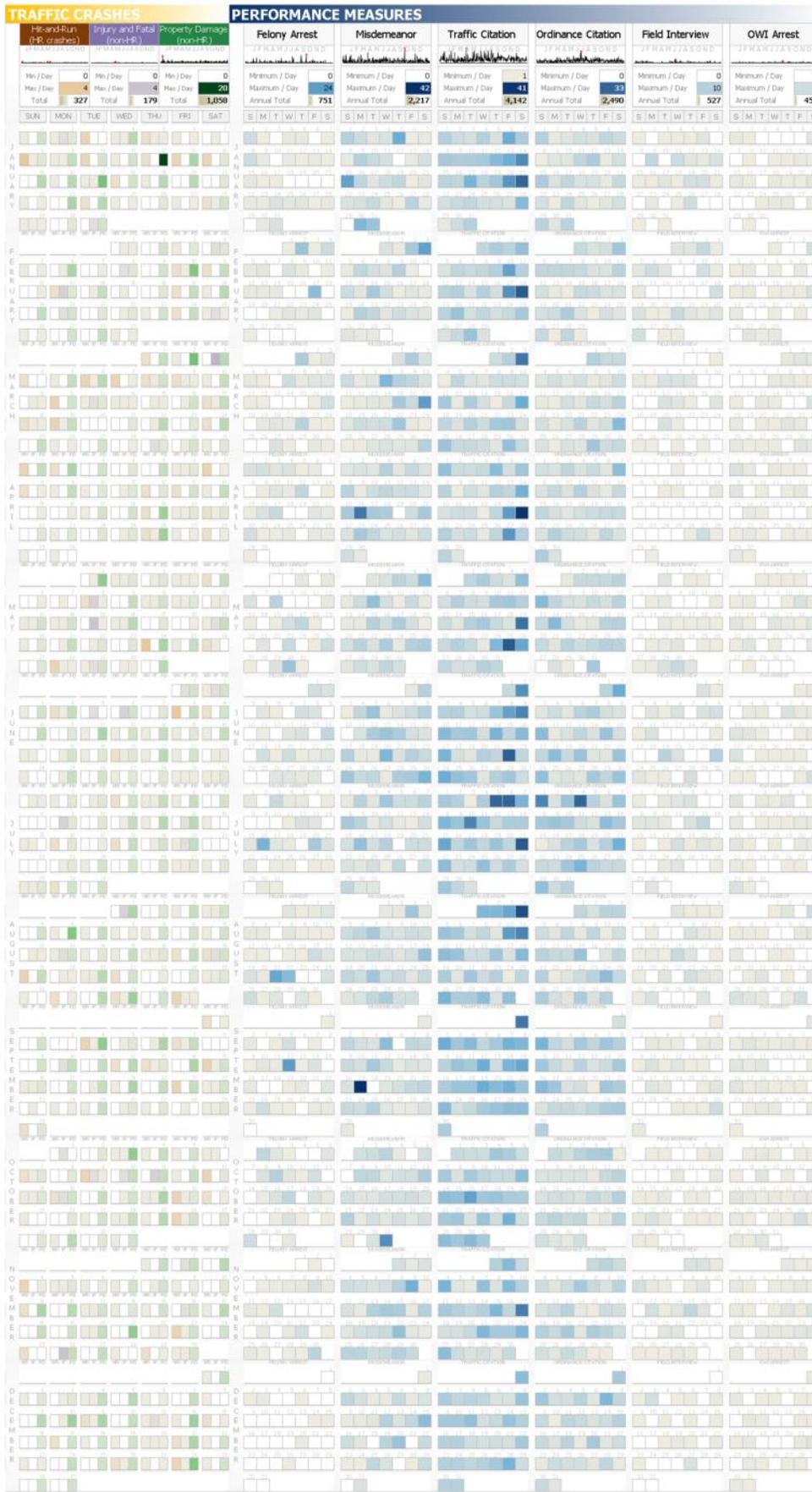
Another step to reach our goals has been the development of training for tavern employees to educate them on the dangers involved in the service of alcohol and how to better avoid these issues. We also now have a member of the board who is trained as a TIPS instructor. TIPS is a nationally known training course for alcohol servers which involves hands-on training in responsible beverage service. The TSC has also created a website - which can be found at www.sheboygantsc.org.

The TSC board meets monthly and the entire TSC membership will meet quarterly. The TSC hopes to one day have all establishments in Sheboygan that are licensed to sell alcohol be members. We are also looking for any other businesses or community groups that are interested in being members. Please contact any member of the board or call the Sheboygan Police Department at 459-3333 and ask for Lt. Scott Mittelstadt or Lt. Bill Adams.

In the fall of 2012, the SPD formed a partnership with Joni Graves of the Wisconsin Transportation Information Center, Department of Engineering Professional Development, University of Wisconsin-Madison. Through this partnership, the Sheboygan Police Department was able to post crime, traffic crash and performance data into a DataViz calendar.



The DataViz format allows a temporal visualization of crime and crash data to help the Sheboygan Police Department better understand the temporal aspect of when certain crimes or police events occur. The DataViz on these pages is an example of 2012 crime, crash, and performance data placed into the DataViz format. A full resolution version can be downloaded at www.sheboyganpolice.com



Sheboygan Police Department 2012 DDACTS* Calendar Data Viz

* DATA-DRIVEN APPROACHES TO CRIME AND TRAFFIC SAFETY

The Sheboygan Police Department uses data, from its records management system (RMS), throughout the year to support its DDACTS (data-driven approaches to crime and traffic safety) initiative.

This visualization, created by Joni Graves at the Wisconsin Transportation Information Center at UW-Madison, provides a detailed look at citizen complaints, criminal activity, and traffic crashes during 2012.

CRIMES AGAINST PERSONS

- **Homicide:** willful, non-negligent killing of one human being by another.
- **Sex Crimes:** any offense classified as a sexual assault in any degree.
- **Robbery:** taking, or attempting to take, anything of value from the care, custody, or control of another person by force or threat of force.
- **Assault:** unlawful attack by one person on another.

CRIMES AGAINST PROPERTY

- **Arson:** willful or malicious burning or attempt to burn (with or without intent to defraud) of a dwelling, public building, motor vehicle, aircraft, or personal property of another.
- **Burglary:** unlawful entry of a structure with intent to commit a theft or felony.
- **Theft:** unlawful taking, carrying away, leading, or riding away of property from possession or constructive possession of another.
- **Vehicle Theft:** theft, or attempted theft, of a motor vehicle.

CRIMES AGAINST PUBLIC PEACE

- **Weapons Offense:** any offense characterized by the prohibited possession or illegal use of a dangerous weapon.
- **Disorderly Conduct:** unreasonably loud, boisterous, indecent, profane, abusive, violent, or otherwise disorderly conduct, under circumstances that tend to cause or provoke a disturbance in a public or private place.
- **Domestic Violence:** any incident investigated by the Sheboygan PD that is classified as eligible for enhancement as a Domestic Violence Offense under WI Statute §968.075.

TRAFFIC CRASHES

- **Hit-and-Run:** all crashes where at least one of the drivers criminally fled the crash scene.
- **Injury Crash:** injury or fatality resulted from a non-hit-and-run crash.
- **Property Damage:** property damage resulted from a non-hit-and-run crash (including crashes that do not meet the state's financial threshold for reporting).

PERFORMANCE MEASURES

Felony Arrests.....	751
Misdemeanor Arrests.....	2,217
Traffic Citations.....	4,142
Field Interviews.....	527
OWI Arrests*.....	452

* OWI arrests include citations for operating-under-the-influence, under the Restricted Controlled Substance and Absolute Sobriety ordinance, and injury related to intoxication.

A note on definitions: criteria used for internal tracking and analysis vary from the FBI's Uniform Crime Reporting (UCR) definitions.

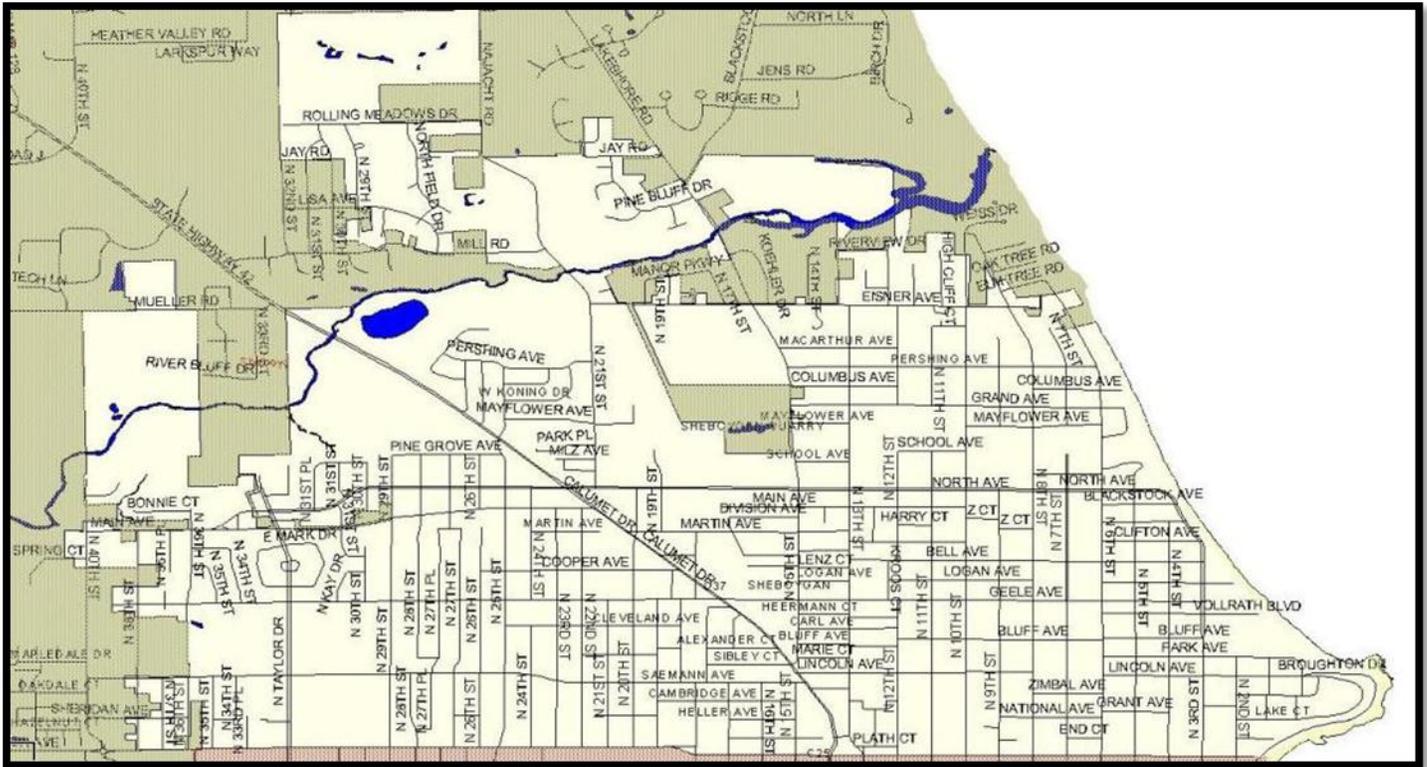
Created for the Sheboygan Police Department by Joni Graves, at the Wisconsin Transportation Information Center (TIC), Department of Engineering Professional Development, University of Wisconsin-Madison. The Crash Calendar and Calendar Data Viz projects were developed in 2012 as part of a project with the Wisconsin Bureau of Transportation Safety (BOTS). For more information about this project, contact Joni Graves at: graves@epd.engr.wisc.edu.



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

2013.02.19

Patrol Neighborhoods



North District Supervisors:
Lt. Teunissen, Sgt. Meyer and Sgt. Zempel

North District Neighborhoods

Cleveland Park	Cooper
Deerfield	East Side
Eisner	End Park
Evergreen	Fellowship
Field of Dreams	Garden
Industrial North	Kuehne Park
Memorial	North Calumet
North Flats	North Lake
North Point	North Railway
North Side	Pigeon River
Pine Bluff	Raider
Rolling Meadows	South Calumet
Vollrath	



**Central District Supervisors:
Lt. Mittelstadt, Sgt. Anderson and Sgt. Patton**

Central District Neighborhoods

Downtown	Ellis Historic
Erie Hill	Gateway
Kiwanis Park	KMD South
KMD West	Lakefront
Near North	River Bend
River Watch	Riverfront
Sheridan Park	South Pier
Taylor Park	Vollrath West
Wildwood	



South Neighborhoods Supervisor:
Lt. Adams, Sgt. Riddiough and Sgt. Stelter

South District Neighborhoods

Ashwood	Business Drive North
Business Drive South	Country Village
Deer Gaze	East Camelot
Farnsworth	Franklin Park
Gateway South	Green Park
Harley-Wal	Hilltop
Humboldt	Indian Meadows
Indiana Corridor	Industry
James Madison	King Park
Lakeview	Oak Creek
Redwing	Riverdale
Roosevelt Park	Settlement
Sommer Pines	South Central
South Lake	State Side
Swift	The Flats
Veterans Park	Weeden Creek
West Camelot	





Police Training Officers

Jeff Mares
Kent Huibregtse
Sara Blodgett
Ryan Schmitt
Rebecca Rupnick
Mike Wynveen
Joel Hendrikse
Brandon Kehoe

Police Training Supervisors

Sergeant Mike Stelter
Sergeant Tim Patton

Police Training Coordinator

Lt. Doug Teunissen



Police Training Officer Program

Over the past several years, the Sheboygan Police Department's philosophy has moved in the direction of being a more community-based and problem-oriented department. To accomplish this, our officers and supervisors train and work with an emphasis on problem-oriented policing. In 2012, the administration of the department decided to bolster its commitment to this approach by changing our training program for new officers. This decision changed our post academy training from the San Jose, or Field Training Officer (FTO) model, to the Police Training Officer (PTO) model. To support this decision, 8 patrol officers, 2 patrol sergeants, and 1 patrol lieutenant received instruction in the Police Training Officer program from members of the Southern Police Institute, in cooperation with the COPS program. While the foundation for the new training program was laid out during the initial training, the structure and materials for our program were developed and implemented by the 11 officers who went to the training in August of 2012.

The previous San Jose model focused the training of new officers on educating

them on how to perform specific tasks in law enforcement. This style of training focused heavily on the learning, demonstration, and performance of rote tasks. In addition to teaching basic skills, the PTO program is designed to build on them and encourage problem solving. Four training officers are assigned to each new officer to serve as a coach and mentor during the training period. The PTO program incorporates reports that the trainee has to prepare that will eventually teach them how to solve problems in their assigned neighborhoods. One of these reports is a Problem-Based Learning Exercise (PBLE) where the trainee is presented with a problem from the community and they have to go through several steps to attempt to solve the problem. One of the steps requires that the trainee reach out and seek input from the community. When the new officer has completed the report, it is presented to members of the department and a solo patrol assignment can be achieved. There is no right or wrong solution to these problems and the officer is evaluated on how well they went through the problem solving steps.

Officer Joel Hendrikse works with Officer Holly Kehoe during her training.



Another important aspect of the PTO program is making the individual officer become more responsible for their own training. In the FTO model, all of the training was done by the training officer. The PTO program encourages adult based learning and allows for the training to be tailored to the individual learner and their personal needs. As before, the training officer in the new model should be able to guide their trainee in the right direction to find a solution to their problem. The PTO program also has the new officer performing more self evaluation than the FTO model. Instead of the trainer writing every daily activity down, the trainee is required to write a journal. The journal can be used for many uses; documenting daily calls, self evaluation on calls for service or daily activities, notes for the PBLE's, or any other thing a trainee may want to document.

Another big component of the PTO model is that officers are encouraged to fail forward or learn from their mistakes. In PTO, the training officer will not allow the new officer to fail in a way that violates rights, laws, or policies., But, it has been found that one of the best ways for officers to learn is from experientia-

tion and our new officers are encouraged to think "outside the box". PTO does not penalize the officer if they make a mistake, as long as the trainee does not make the same mistake again, showing that learning has occurred.

The PTO model is designed to make our new officers better problem solvers, resulting in an increased ability to help the community solve problems they are experiencing. The Sheboygan Police Department expects to complete the training for our first officer under this new program in February 2013. Officer Holly Kehoe was hired in October of 2012 and will be our first success story for our new program. Kehoe was originally trained under the San Jose Model when she worked for her previous department. During her training, Kehoe has noticed the difference between the two different models and suggested that the PTO model encourages a new officer to utilize resources from outside of the department. Instead of just concentrating on answering calls for service, the trainee is encouraged to recognize problems and work with the community to solve those problems, she said.





- ◆ 54 Search Warrants were executed in the City of Sheboygan by our agency.
- ◆ There were 44 Chronic Nuisance Property Incidents.
- ◆ 462 nuisance calls for service were handled by our agency.

Nuisance calls defined:

Trash, maintenance of homes, noise, animals, long grass, snow removal, noxious weeds, public and disorderly behavior, anything that is a public nuisance.



Patrol Footnotes

USE OF FORCE

There were 69 reported use of force incidents in 2012. In some incidents, multiple types of force were applied which result in the numbers below.

The use of force reports are broken down as follows:

- ◆ Firearms were displayed 37 times
- ◆ Active counter measures were employed 13 times
- ◆ Electronic weapons were displayed 24 times
- ◆ Electronic weapons were deployed a total of 16 times

Chronic Nuisance Defined

Under City of Sheboygan ordinance 66-150, the Chief of Police or his designee may deem a property or premise as a chronic nuisance if it is determined that "three or more nuisance activities resulting in enforcement action have occurred at a premise during a 12-month period." This allows the police department to schedule a meeting with the property owner to discuss ways to abate the nuisance. A nuisance can be anything from building code violations to violations of local, state or federal law. The types of enforcement action that may be considered for chronic nuisance abatement can range from a verbal warning all the way up to the service of a warrant at the property.

The goal of the ordinance is to make property owners aware of problems at their properties, improve their knowledge on ways to ensure the problems won't continue or reoccur, and reduce the negative effects that nuisance properties can have on the neighborhoods in which they exist and the city as a whole.

Property owners who fail to abate a nuisance or cooperate with the chronic nuisance process face potential penalties such as an ordinance citation for failing to meet with police. Such uncooperative actions could also result in being charged for police services as well as civil action against the property.

K-9 Unit



The Sheboygan Police Department has had an active canine program since 1989. The first three canines on the Department were dual-purpose. They were used for patrol work and narcotics detection.

The criminal elements within the City of Sheboygan demonstrated the need for single purpose narcotics canine teams. The Department has seen an increase in narcotic arrests and drug related crimes over the past several years.

Currently, the Sheboygan Police Department has two single purpose canine teams on patrol. Their purpose is to locate and identify the odor of drugs, which would otherwise remain undetected. Our canines are an important tool to the Police Department, and are an asset to their Community.

In March of 2009, Officer Trisha Saeger was partnered with K9 Bud. Bud is a Chocolate Labrador mix that specializes in the detection of drugs. Officer Saeger and K9 Bud patrol during both first and second shift.

In November 2009, Officer Todd Danen was partnered with K9 Kramer. Kramer is a Yellow Labrador mix that specializes in the detection of drugs. Both work on third shift in patrol.

In 2012, Sheboygan Police canines were involved in 369 deployments. The canine teams are deployed on traffic stops, search warrants, school searches, outdoor area searches, motel sniffs, currency sniffs, and other miscellaneous searches.

In 2012, K9 Bud and K9 Kramer's deployments resulted in 108 arrests for marijuana, cocaine, heroin, methamphetamine, drug paraphernalia, or operating while impaired (drugged driving). Other miscellaneous arrests were for possession of drugs with intent to deliver, probation violation arrests, weapons arrests, bail jumping violations, etc.

(Note: K9 Bud and Officer Saeger were out of service for patrol duties from January 2012 through May 2012.)

The Sheboygan Police Department not only recognizes the importance of drug interdiction, but also prevention. The K-9 Units often give demonstrations to schools, citizen police academies, and many other specialty groups.

The K-9 Unit is a proactive component that joins specific efforts to fight drugs in the community. The other components include the Sheboygan County MEG Unit and the Sheboygan Police Department Street Crimes Unit.





Sheboygan County Dive Team



Currently there are five members from the Sheboygan Police Department and five from the Sheboygan County Sheriff's Department.

Sheboygan County Dive Team 2012:

- Supervisor Lt. Scott Mittelstadt
- Team Leader Officer John Rupnick
- Asst. Team Leader Deputy Steve Wimmer
- Deputy Shannon Brill
- Officer Patrick Leichtnam
- Officer Jeffery Mares
- Officer Jason Pacey
- Correctional Officer Mike Russ
- Deputy Kurt Schmidt
- Deputy Adam Walter
- Officer Spencer Wilson

The Sheboygan County Dive Team consists of divers from the Sheboygan Police Department and the Sheboygan County Sheriff's Department.

In 2012, the Dive Team was expanded to include a dive support unit made up of the following agencies: Kohler Fire Department, Sheboygan Falls Fire Department, Cedar Grove Fire Department, Town of Sheboygan Fire Department, and Plymouth Ambulance Service. The dive support unit plays a number of extremely important roles including providing constant medical checks and attention to the divers, line tending, communication operations, boat operation, equipment transport and overall safety of the dive scenes to name just a few.

In 2012, the new system was put to the test on several call-outs. The first call-out was on July 22, 2012 for a report of a man who had apparently drowned in a private pond near Elkhart Lake. Dive team mem-

bers assisted in evidence collection and the eventual recovery of the body.

The next call-out occurred on August 10, 2012 when several subjects were swept off the North Pier and two men were presumed drowned. This was the first time the entire dive team and support unit were called into action. Due to extremely rough conditions and poor visibility, the victims were not immediately located. However, both men were eventually recovered, one on the second day and the other on the third day of searching. While this was a tragic event, the recovery of the victim's bodies helped to bring closure to the grieving families.

The third dive team call-out occurred at around 1:00 AM on August 26, 2012. This occurred on Lake Ellen which is a small inland lake in Sheboygan County near Cascade. A 29-year-old man had fallen overboard from a boat during a nighttime excursion on the lake.

SHEBOYGAN COUNTY WATERS

Sheboygan County is located in east central Wisconsin on the western shore of Lake Michigan. The county covers 514 sq. miles with a population of 113,000 residents. There are 72 inland lakes covering 2111 acres and five rivers. Sheboygan County also encompasses 775 sq. miles of Lake Michigan. The significant amount of water and recreational activities substantiates the need for a quick response dive team. The Sheboygan County Law Enforcement Dive Team is the only team within the county. Several surrounding counties have no dive team and have mutual aid agreements with our team.



Unfortunately, despite three days of searching, the victim was not able to be located. This was due to no certain last seen point and poor visibility underwater.

During the three days of searching, the dive team received assistance from the Milwaukee Fire Department Sector Scan Unit as well as several K-9 search and rescue teams. It was not until September 8, 2012 that the victim's body finally surfaced and was recovered.

Lastly, during the scheduled September dive team training, the team was utilized to raise a stolen vehicle from the bottom of the Sheboygan Quarry. The van had been stolen from the south side of Sheboygan on August 25, 2012 and a male juvenile had been arrested on September 2, 2012 for the theft; however, the vehicle could not be located. On September 3, 2012, a citizen reported to police that the vehicle had been located on the bottom of the quarry while snorkeling.



The following officers are members of the Sheboygan Police Department Honor Guard Unit:

Sgt. David Anderson

Lt. Kurt Brassler

Officer Matthew Heimerl

Officer Joel Kuszynski

Sgt. Terry Meyer

Lt. Scott Mittelstadt

Sgt. Brad Rid-dough

Officer Ryan Schmitt

Lt. Michael Wil-liams

Officer Michael Wynveen

Sgt. Kurt Zempel



The Sheboygan Police Department Honor Guard is a ceremonial unit within our department. The unit is military in nature, along with its uniform. The Honor Guard Unit is comprised of eleven police officers from various ranks. The Honor Guard represents the police department at formal, government and festive events. Most importantly, The Sheboygan Police Department Honor Guard has the mission of honoring those law enforce-

ment officers that have paid the ultimate sacrifice while serving their respective communities. It represents the police department, and its members at funerals of police officers, both active and retired, in support for the family. This is performed in a respectful and dignified manner.

Parades	Memorials	Funerals	Color Presentation
3	1	4	4
2012 Honor Guard			

Emergency Response Team



Photography by Strukel Photography

The Sheboygan Police Department Emergency Response Team (ERT) responds to high-risk situations which require a tactical approach beyond normal police patrol operations, such as barricaded subjects, high-risk warrants where suspects are believed to be armed, hostage situations, and large civil disturbances. Members of the ERT receive advanced training in tactics, searching techniques, room clearing, and use of specialized equipment such as ballistic shields, distraction devices, specialty impact and chemical munitions, and breaching tools for entering locked doors.

The ERT is made up of 16 officers and two patrol sergeants. There are 13 operators who serve perimeter, breaching and entry functions during high-risk calls. The team also has three trained crisis negotiators. The goal of the team's training and techniques is to peacefully resolve serious, high-risk situations which occur in the community and minimize danger to officers, sus-

pects and the public at large. The team also seeks to work collaboratively with the community to respond to the growing nationwide trend in workplace and school violence.

2012 saw a transition in leadership for the ERT, as Lieutenant Doug Teunissen, after five years as team commander, has turned over command of the team to Sergeant Mike Stelter and Sergeant Kurt Zempel. Officer Eric Edson also stepped down after 16 years of service as a team member, including many years as team leader. Officer Shannon McKay has assumed responsibility for the team leader role. The ERT also welcomed five new operators in 2012: Officer Joel Hendrikse, Officer Ryan Schmitt, Officer Jonathan Smith, Officer Brent Vreeke, and Officer Matt Friedl. With new members and leadership, the team looks forward to continuing to serve the safety and security of the Sheboygan community.

ERT Team Members

Supervisors

Sgt. Michael Stelter

Sgt. Kurt Zempel

Operators

Team Leader
Shannon McKay

Assistant Team Leader
Kent Huibregtse

Joel Kuszynski

Matthew Braesch

Andrew Kunding

Brandon Kehoe

Stephen Schnabel

Michael Wynveen

Joel Hendrikse

Jonathan Smith

Ryan Schmitt

Brent Vreeke

Matthew Friedl

Negotiators

Charlet Endsley

Patrick Leichtnam

Melanie McCarthy

2012 Stats:

2 ERT Deployments

1 Call Out

2 Demonstrations

2012 Stats:

In 2012, the MEG Unit initiated over 72 drug cases which led to the arrest of over 50 people, and charging over 135 drug related crimes. MEG investigators conducted numerous undercover operations and served over 30 search warrants. In the course of the investigations, cocaine, marijuana, heroin, methamphetamine and various prescription pills were seized, along with 3 vehicles and 10 weapons.

During the course of the year, the MEG Unit not only conducted narcotic investigations but also provided 19 community presentations to schools and professional groups concerning drug awareness and its impact on the community. The presentations include, but are not limited to, ways to avoid becoming a victim of crime and how to report suspected drug activity.

Sheboygan County MEG Unit



The Sheboygan County MEG Unit is a full-time unit which conducts undercover operations while investigating major drug dealing activities in our county. The SPD is the lead agency for the MEG Unit and provides a supervisor and an investigator. The Unit consists of officers from the SPD, Sheboygan County Sheriff's Department, Plymouth PD and a part-time K-9 handler from the Sheboygan Falls PD. In addition, other agencies in the County provide resources and work alongside the MEG Unit during investigations. In 2012, the MEG Unit relocated to a new facility in Sheboygan Falls, which resulted in significant cost savings.

The MEG Unit conducts joint investigations with other agencies and task forces at the local, state and federal level including the Wisconsin Department of Justice, DEA and the US Postal Service. In 2012, The MEG Unit initiated a drug investigation in the City of Plymouth which involved agencies from Manitowoc, Milwaukee and Mendocino County, California, the Wisconsin Division of

Criminal Investigations, HIDTA and DEA. This was a large scale marijuana organization which concluded with the arrest of 13 suspects and the largest cash seizure in Sheboygan County history. Over \$250,000 in cash and property have been seized, to date, stemming from this investigation.

In 2012, Lt. Michael Williams participated in a panel discussion hosted by Advanced Pain Management at UW-Sheboygan concerning prescription pill abuse. The event was attended by over 100 medical professionals and members of the medical community, law enforcement and District Attorney's office provided insights and suggestions concerning the issue.

The MEG Unit has seen an increase of heroin use within Sheboygan County over the last year and has been focusing their efforts towards combating this trend. This has resulted in several arrests and collaboration with the U.S. Attorney's Office to charge the dealers in federal court.



Street Crimes Unit

From left to right:
Officer Jason Pacey
Officer Shannon McKay
Sgt. Scott Reineke
Officer Stephen Schnabel
Officer Matthew Heimerl



The Sheboygan Police Department Street Crimes Unit, or SCU, was established to address the changing criminal activity in the City of Sheboygan. In 2012, there were changes made to SCU that would help the unit fight crime, the fear of crime and disorder in the city.

Prior to 2012, SCU had three (3) officers assigned to it and they were supervised by the Shift #2 Lieutenant. Coming into 2012, Chief Domagalski expanded the unit to four (4) patrol officers and one (1) Patrol Sergeant to supervise the unit.

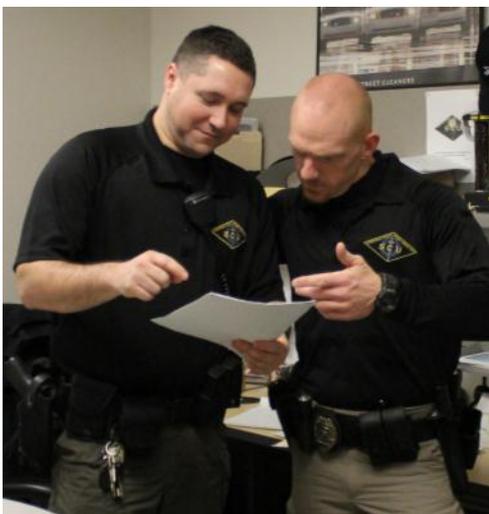
This expansion was made so that

SCU could commit the time necessary to address issues recognized by the Sheboygan Police Department as having a negative impact on the community.

In 2012, the Street Crimes Unit was involved in many areas of law enforcement, including:

- Investigating criminal law violations
- Monitoring gang activity
- Gathering street level intelligence
- Investigating narcotics violations
- Serving search warrants, arrest warrants and subpoenas
- Assisting other agencies with investigations and arrests
- Assisting other members of the Sheboygan Police Department with investigations
- Developing street level criminal intelligence
- Fugitive apprehension

The Street Crimes Unit strives for community awareness of gangs, drugs and criminal activity, through public presentations and by contacting citizens in neighborhoods during their patrol duties.





Officer Eric Edson



Officer Doug Hall



Officer Joel Kuszynski



Officer Patrick Leichtnam



School Resource Officers

The Sheboygan Police Department and the Sheboygan Area School District have continued to promote the School Resource Officer program. The School Resource Officers not only continue to be active members of their assigned school populations, but continue to participate in Safety Town and assist with Summer School. Their direct involvement with school personnel, school security, parents and students builds a positive relationship with the police department.

This relationship extends past the barriers of criminal law. For example, Officer Patrick Leichtnam participated in a fundraising effort at Urban Middle School that involved shaving his head to show his support for the "Make a Wish Foundation".



In addition, their ability to effectively connect with criminal justice and social service agencies needed to resolve school issues increases the efficiency of providing police services in the school environment.

As 2012 comes to a close, the Sheboygan Area School District will be welcoming three new SROs entering their schools. These officers are Officer Rebecca Rupnick at North High School, Officer Andrew Kunding at South High School, and Officer Hang Lor at Farnsworth and Horace Mann Middle Schools. Officer Patrick Leichtnam remains at Urban Middle School.

The completion of five year commitments by Officer Doug Hall at North High School and Officer Eric Edson at Farnsworth and Horace Mann Schools, along with Officer Kuszynski's return to the Patrol Division has resulted in career enhancing opportunities for the new School Resource Officers.

Information Services Division



This division is staffed by:

- ◆ 2 Department Secretaries
- ◆ 2 Records Specialist Clerks
- ◆ 1 Secretarial/ Transcriptionist Clerk
- ◆ 3 Transcriptionist/ Data Entry Clerks

The staff is supervised by the Administrative Assistant to the Chief of Police/ Office Supervisor.

The Information Services Division of the Sheboygan Police Department is an integral part of the organization, wherein all paperwork and data is checked for accuracy and statistical information is gathered.

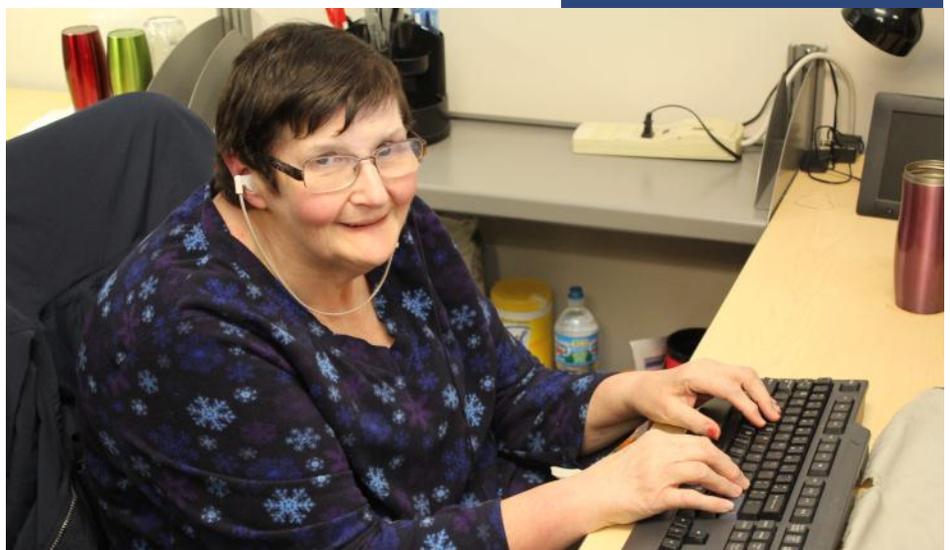
The main responsibilities of the division are processing thousands of law incident reports, traffic citations, ordinance citations, criminal complaints, traffic warnings, entering property data, fingerprint submission, managing in-squad video recordings, accident reports, parking tickets, incoming mail, and open records requests.

In addition to processing open records requests for the public, law incident reports are also provided to many outside agencies, such as the DA's Office, City Attorney's Office, Department of Social Services, and Probation and Parole. The Uniform Crime Report, a statistical analysis report, is completed on a monthly basis, and then submitted to the State of Wisconsin's Department of Justice. The Federal Bureau of Investigation also gets this reported information submitted to them by the State.

The Records staff performs all of the above functions in support of the patrol officer on the street, and to provide excellent customer service to the community. They take great pride in their contribution, and strive to support the mission of the Sheboygan Police Department.

The next pages contain statistics gathered by the Information Services Division.

The next pages contain statistics gathered by the Information Services Division.



Number of Calls for Service (Incident Complaints) for the Sheboygan Police Department in 2012:

25,519

Each jurisdiction submits monthly reports to the Uniform Crime Reporting (UCR) Program which collects and reports crime offense data for the Nation as Part I and Part II crimes. This is essential to maintain the uniformity and consistency of data nationwide.

Definitions of Part I Crimes:

1. **Homicide** – the willful (non-negligent) killing of one human being by another.
2. **Forcible Rape** – the carnal knowledge of a female forcibly and against her will.
3. **Robbery** – the taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
4. **Assault(s)** – an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
5. **Burglary** – the unlawful entry of a structure to commit a felony or a theft.
6. **Larceny/theft** – the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Motor vehicle theft is not included. All thefts and attempted thefts are counted.
7. **Motor vehicle theft** – the theft or attempted theft of a motor vehicle. A motor vehicle is classified as a self-propelled vehicle that runs on land surface and not on rails.
8. **Arson** – any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Uniform Crime Reporting - Part 1 Crimes

Sheboygan Police Department: 2007-2012

Offense		2007	2008	2009	2010	2011	2012
Violent Crime	Murder	1	0	2	1	1	3
	Forcible Rape	21	10	18	20	16	20
	Robbery	29	27	28	22	24	21
	Aggravated Assault	40	43	51	69	84	127
Property Crime	Burglary	430	349	312	216	222	260
	Larceny Theft	1,979	1,772	1,539	1,234	1,196	1,204
	Motor Vehicle Theft	62	67	49	44	43	42
	Arson	13	10	7	3	3	5
Total Crime		2575	2278	2006	1609	1589	1682

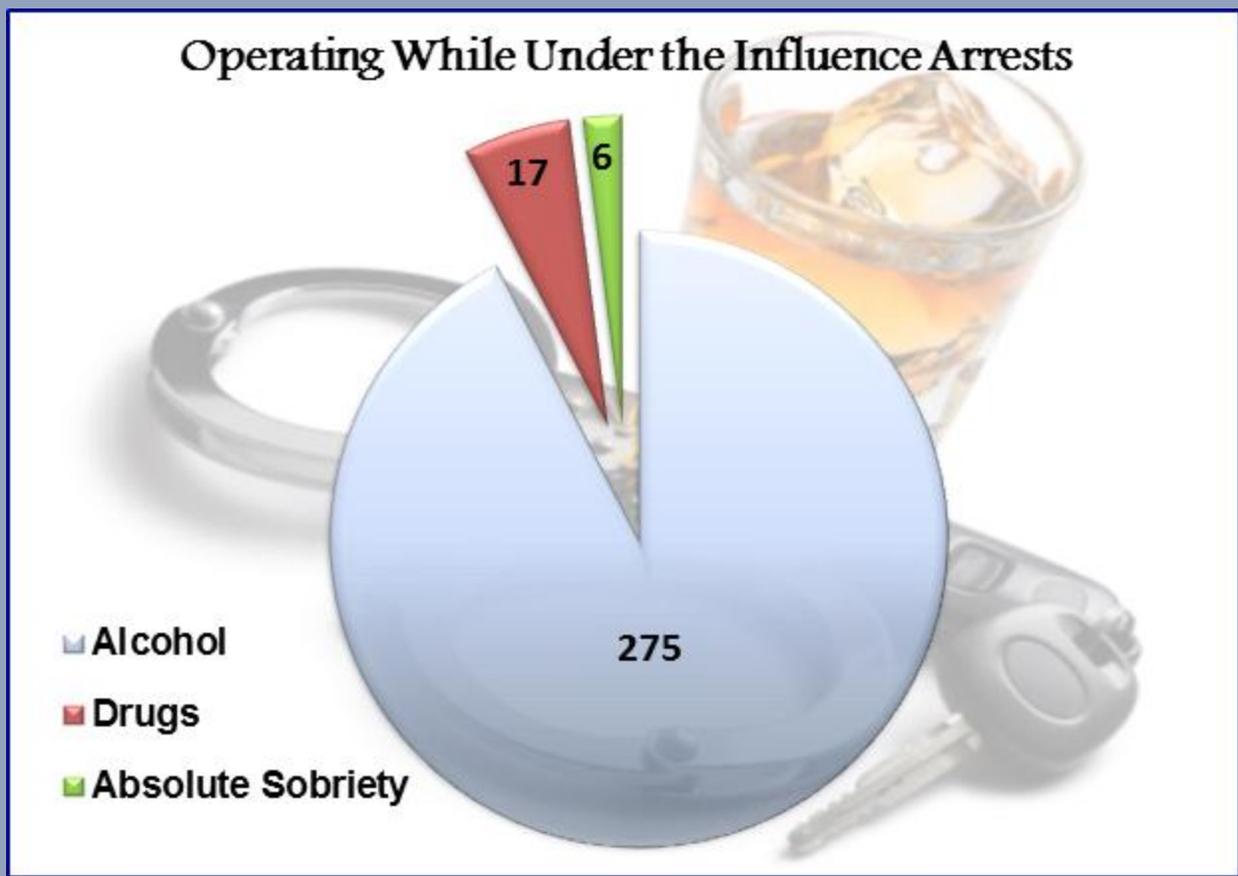
*Effective 2011, this data reports end of year actual offenses.



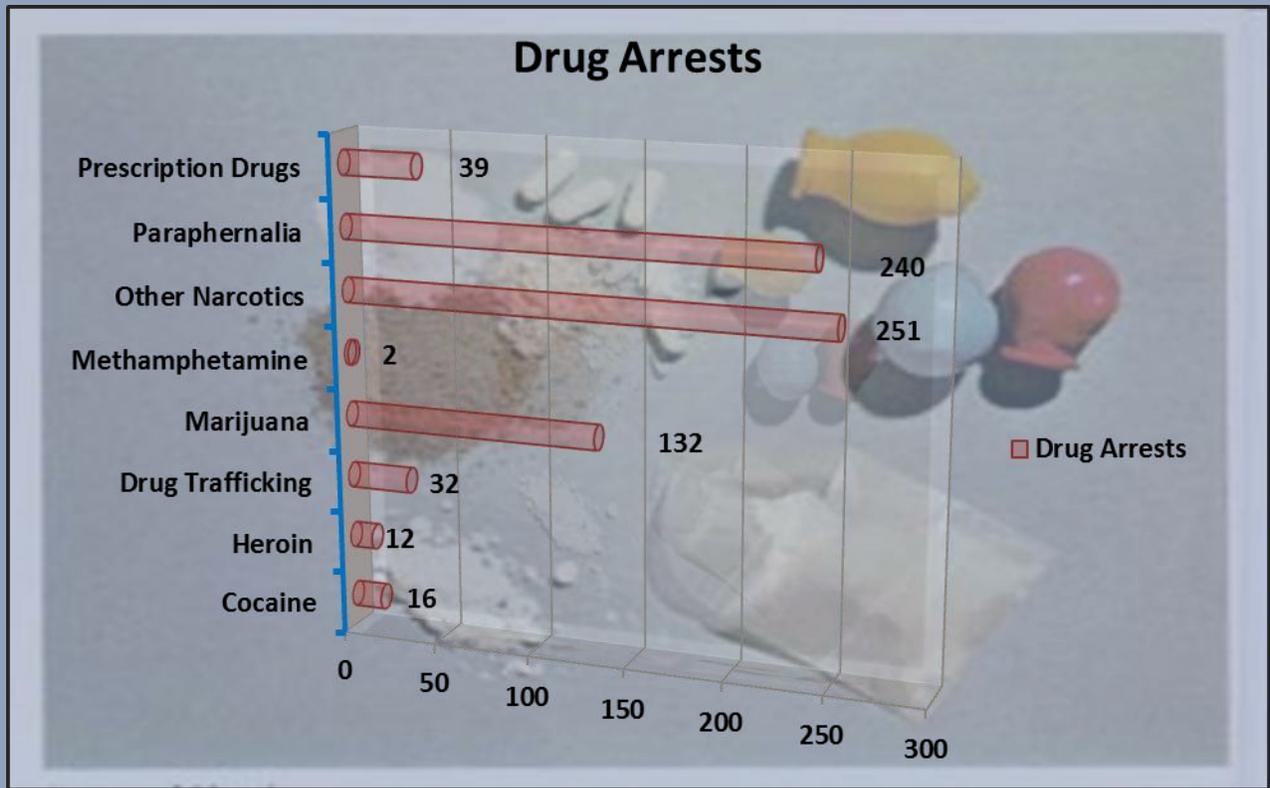
Uniform Crime Reporting Part I Crimes Benchmark Cities-2011

City	Popula- tion	Murder	Rap e	Rob- bery	Agg. Assault	Burglary	Theft	Motor Veh. Theft	Arson	Total
Brookfield	37,920	0	0	9	16	106	895	20	0	1046
Fond du Lac	43,021	2	37	9	99	117	923	29	3	1219
Janesville	63,575	2	20	32	115	407	1952	44	10	2582
La Crosse	51,320	0	19	25	122	308	1436	75	3	1988
Oshkosh	66,083	0	11	20	148	315	1330	23	7	1854
Sheboygan	49,288	0	16	26	89	231	1165	50	5	1582
Wausau	39,106	0	32	21	70	253	890	35	6	1307
Wauwatosa	46,396	0	2	49	49	244	1506	52	0	1902
West Allis	60,411	2	10	114	73	571	2376	227	26	3399

(Source-WI OJA)



Total Offenses: 298



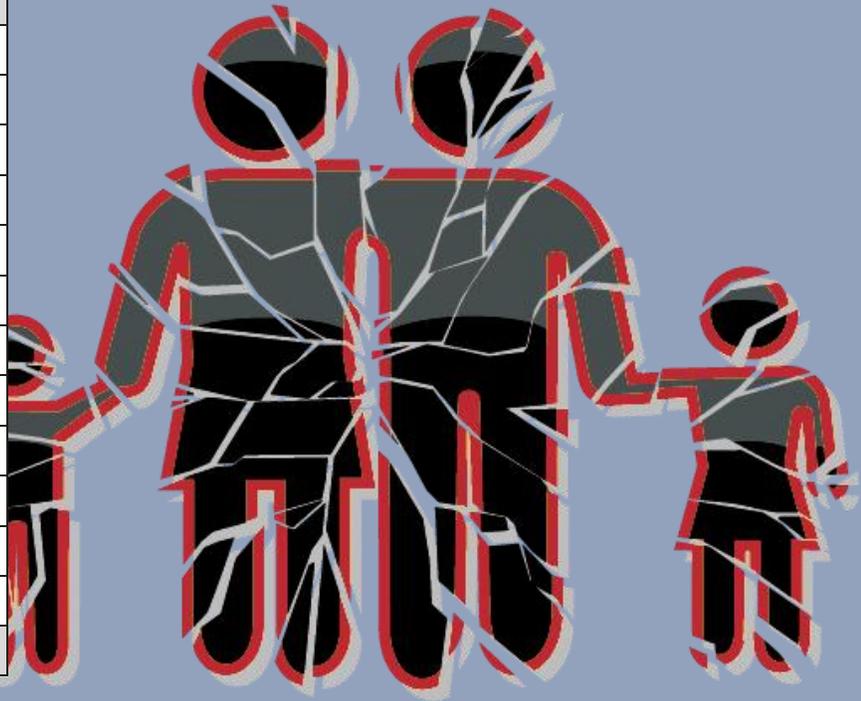
The 2012 drug arrests include the Sheboygan Police Department and Sheboygan County Meg Unit.

Drug Arrests	
Cocaine	16
Heroin	12
Drug trafficking	32
Marijuana	132
Methamphetamine	2
Other Narcotics	251
Paraphernalia	240
Prescription Drugs	39
Grand Total	724



2012 Reported Domestic Disturbance Incidents

Month	Number of Reported Offenses
January	32
February	23
March	41
April	46
May	51
June	44
July	50
August	50
September	35
October	43
November	36
December	38
Grand Total	489



Domestic Violence Arrests



2012 Accident Data

	Accident Type	Total
	Fatal	1
	Other	7
	Personal Injury	163
	Hit & Run Personal Injury	9
	Hit & Run Damage to Property	319
	Property Damage	1061
	Grand Total	1560

2012 Property Data

Property	
Value Property Stolen	\$773,682
Value Property Recovered	\$169,178
Percent Recovered	22%

2012 Arrest Data

Arrests	
Traffic	2991
Other Arrests	4686
Total Arrests	7677

Sheboygan Police Department

Parking Tickets Issued

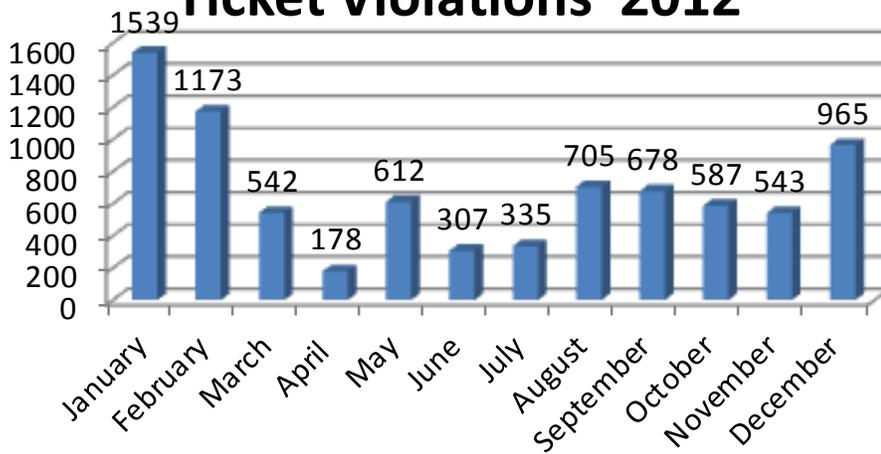
2012

Yearly Parking Ticket Violations

Type		
O	OVERTIME PARKING	44
OM	OVERTIME - METERED	3,072
O15	OVERTIME - 15 MINUTE ZONE	64
O30	OVERTIME - 30 MINUTE ZONE	15
O1H	OVERTIME - 1 HR ZONE	15
O2H	OVERTIME - 2 HR ZONE	168
O3H	OVERTIME - 3 HR ZONE	0
P	PROHIBITED PARKING	45
PAS	PROHIBITED - ADJACENT TO SCHOOL (7-4)	114
PBT	PROHIBITED - VEHICLE W/BOAT TRLR ONLY	54
PCW	PROHIBITED - TOO CLOSE TO CROSSWALK - 15 FT	365
PDA	PROHIBITED - DEC 1 TO APRIL 1 (POSTED SIGN)	36
PDP	PROHIBITED - DOUBLE PARKED	2
PFH	PROHIBITED - FIRE HYDRANT - 10 FT	23
PIP	PROHIBITED - IN PARK AFTER HOURS	36
PNP	PROHIBITED - NOT PARALLEL/CURB - 2 FT	9
PNS	PROHIBITED - NOT IN/NO STALL	58
POD	PROHIBITED - OBSTRUCTING DRIVE/ALLEY - 4 FT	161
POW	PROHIBITED - OBSTRUCTING SIDEWALK	17
PPP	PROHIBITED - PRIVATE PARKING SPACE/LOT	314
PPZ	PROHIBITED - PARKING ZONE	105
PSP	PROHIBITED - SCHOOL PERMIT ONLY	126
PSS	PROHIBITED - SCHOOL STAFF ONLY	19
PSV	PROHIBITED - SCHOOL VISITOR ONLY	7
PTR	PROHIBITED - OFF TRUCK ROUTE	2
PUA	PROHIBITED - UNDESIGNATED AREA	74
PWS	PROHIBITED - WRONG SIDE OF STREET	16
P24	PROHIBITED - 24 HOUR CONTINUOUS PARKING	340
P26	PROHIBITED - 2AM TO 6AM (POSTED SIGN)	97
PTI	PROHIBITED- T-INTERSECTION	47
W	WINTER PARKING (DEC 1 THRU APR 1-2AMTO6AM)	2,578
S	SNOW EMERGENCY	0
H	HANDICAP ZONE	15
		8,049

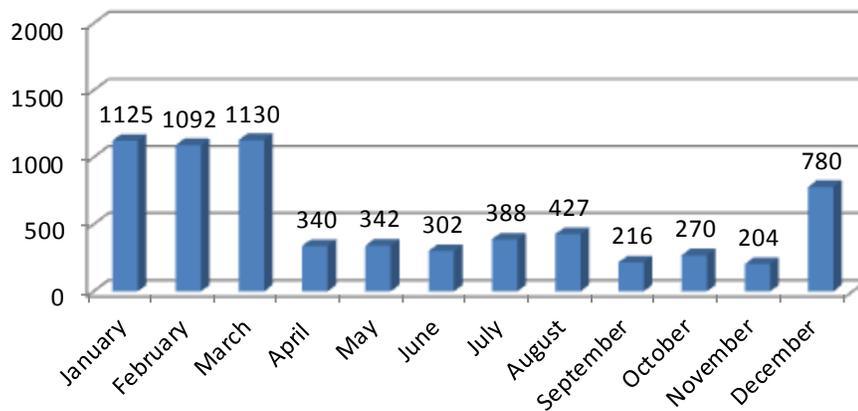
*Total tickets issued monthly vs. issued by violation vary due to tickets that have been voided.

Monthly Issuance of Parking Ticket Violations 2012



VS.

Monthly Issuance of Parking Ticket Violations 2011



2012 Total Tickets Issued - 8,049

2011 Total Tickets Issued - 6,616

2012 was another great year of progress, changes and challenges. The telecommunicators continue to rise to the challenge of their job and continue to provide a high level of professional service to the community and its citizens, as well as supporting the patrol officers and their fellow co-workers.

These dedicated employees who serve this department and the community as telecommunicators recognize the responsibility of their position and strive for excellence in the performance of their job duties. They are the nerve center for the deployment of police, fire and EMS for the City of Sheboygan.

The Sheboygan Police Department telecommunicators look forward to the year 2013 and the continuing challenges that they will face.

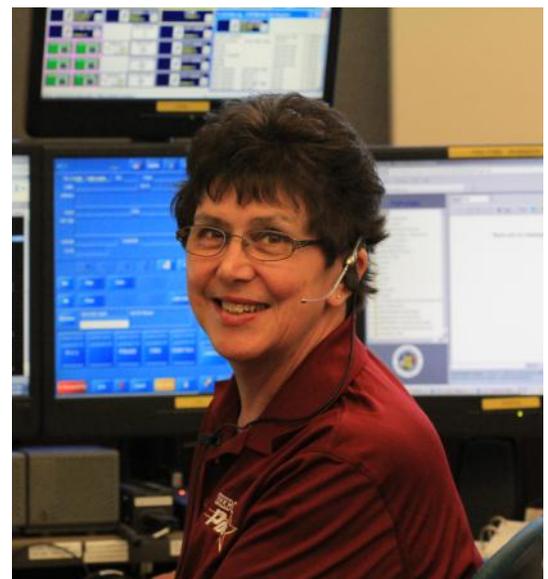


Communications Center

The Sheboygan Police Department's Public Safety Communications Center is the initial point of contact for citizens in need of assistance within the city limits of Sheboygan. The Communications Center is currently staffed with fourteen (14) full-time telecommunicators (which include a lead telecommunicator), along with one part-time telecommunicator. The word "telecommunicator" is another word for "dispatcher".

On 04/07/12, Telecommunicator Brenda Steffen retired after 34 years of service. Due to that retirement and a previous retirement in 2011, in May of 2012, our department hired Michael Cordier and Brian Reed as full-time telecommunicators to fill their vacancy. Telecommunicator Cordier completed his training at the end of August and has been assigned to Shift #2. Telecommunicator Brian Reed completed his training in the middle of September and is currently temporarily assigned to Shift #3.

The Sheboygan Police Department Communication Center is one of the most modern dispatch centers within the area. The Communications Center provides 24/7 coverage while maintaining a minimum staffing level of three dispatchers on first and second shift and two dispatchers on third shift. The telecommunicators are responsible for dispatching police, fire and EMS services within the city limits of Sheboygan.



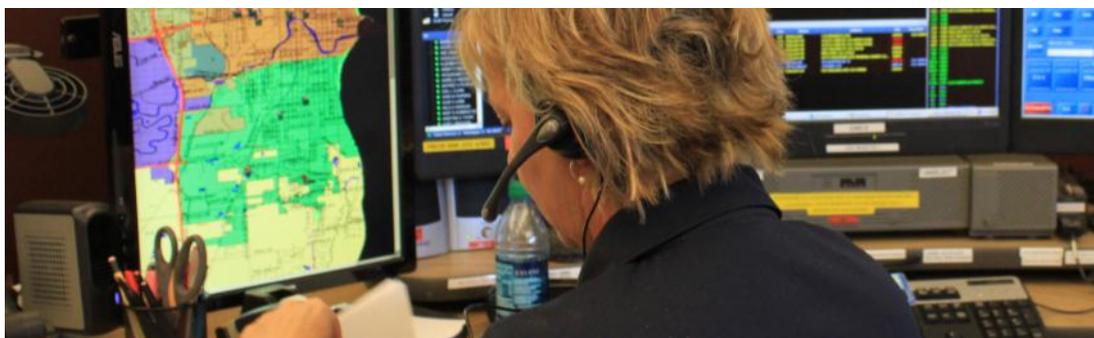


In addition to being assigned to work in the Communication Center, a telecommunicator is also assigned to staff the police desk on first and second shift. The desk telecommunicator is responsible for data entry of different types of paperwork such as field interviews, accident reports, booking sheets, etc. as well as receiving parking ticket monies, bail bond monies, handling phone complaints from citizens, along with providing customer service to citizens who walk into the police department. The desk telecommunicator also assists with overflow telephone calls from the Communication Center.

During the normal course of a shift, telecommunicators assigned to the

Communication Center remain in constant radio contact with the police officer, as well as fire and EMS units when needed, all the while continuing to answer 911 and non-emergency phone lines, sending and receiving teletypes on the statewide TIME (Transaction Information for the Management of Enforcement) system, processing criminal and municipal warrants, entering missing persons, stolen vehicles and the list goes on.

During 2012, numerous school and civic groups toured the Sheboygan Police Department Communication Center and had the opportunity for an up-close and personal look at the equipment that is used on an everyday basis by the telecommunicators.



Skills

When considering the workload of the telecommunicators in the Communication Center, the general public may not realize the enormous skills and abilities they must possess in order to handle their job. In general, a telecommunicator is a "First Responder" until the first police officer or fire/EMS unit arrives on the scene.

Each telecommunicator must be certified on the statewide TIME System (Transaction Information for the Management of Enforcement) and are required to pass a recertification test biannually which is required by the Wisconsin CIB (Crime Information Bureau). Additionally, CIB forwards monthly reports to our department requiring validation of records entered into the TIME system. Several telecommunicators have attended Validation Officer Training and are responsible to ensure all of our TIME entries such as warrants and writs of commitments are still active, accurate and complete.

Telecommunicators are also certified to give CPR instructions over the telephone if necessary.

Property & Evidence

In 2012, Evidence/Property Officer Julie Lamb handled over 3,241 pieces of property and/or evidence that required documentation due to police contact. The ability to maintain thorough records concerning retention and movement of articles is essential to police operations. In addition, Property Officer Lamb collected 75 cell phones to be provided to the “Call to Protect” program. The Sheboygan Police Department has provided 997 cell phones to this program since 2002. Lamb also provided 116 unclaimed bicycles to the “REBIKE” program.

The Property and Evidence section of the Criminal Investigation Division continued to handle the disposition of all evidence and property taken by police personnel in the course of their work. The need for a more effective and efficient method of disposal of abandoned vehicles was recognized and resulted in implementation of an on-line auction website, Wisconsin Surplus, to alleviate excessive vehicles within police custody. This quickly resolved the



overflow issue while eliminating the need for police personnel to conduct an auction that required paid overtime.

In 2013, the program will be examined for the potential of adding additional abandoned items to the list for disposal.

The proper preparation and selection of evidence for the collection of DNA is essential for efficient and effective processing at the Wisconsin State Crime Lab. Due to 2012 updated guidelines concerning DNA evidence, the Sheboygan Police Department hosted a free on-site training session instructed by State Crime Lab personnel concerning practices and procedures required by their organization. This training is designed to decrease submissions of multiple DNA samples and focuses on initially submitting high probability samples thus decreasing the return time of analyzed evidence to a police department.



Court Services

The Court Services division in the Sheboygan Police department acts as a liaison between the department and the courts, as well as the prosecuting agencies.

The Court Service Section is served by two civilian employees; Tina Thurs and Cassandra Wohlgemuth. Together, they are accountable for reviewing citations prior to filing them with the appropriate court. They are also responsible for the filing of all municipal and circuit court cases and associated documents generated by the Sheboygan Police Department.

This is very important and detail-oriented work. Any request for evidence or discovery requests that the prosecuting agencies need are filtered through Court Services. They also organize the service of subpoenas to members of the department, as well as working with the Police Volunteers and department personnel to coordinate the service of subpoenas to non-

department witnesses throughout the community.

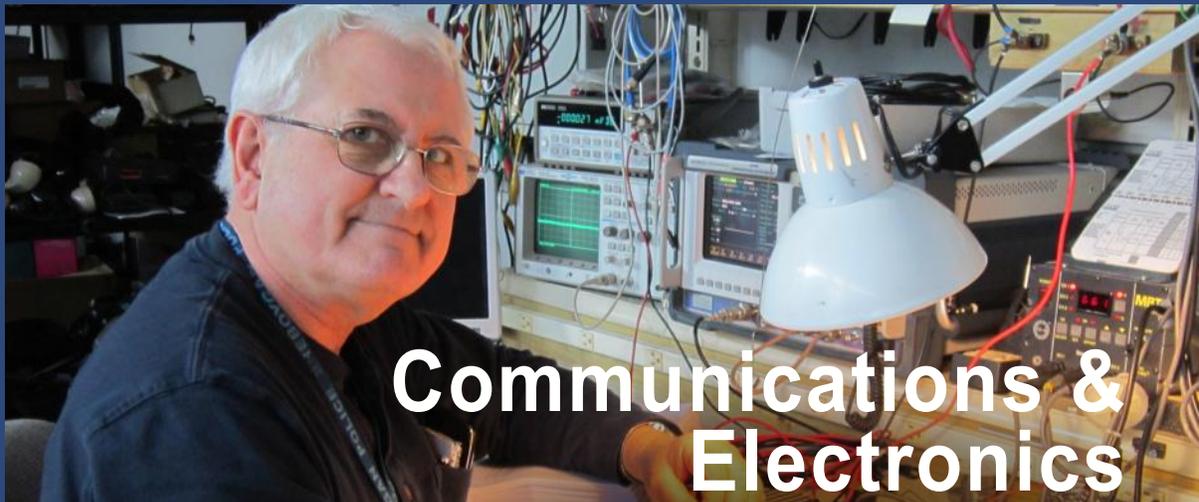
Court Services also provides officers and detectives proper notice of pending court appearances.

Court Services is also responsible for keeping the court calendar up to date. Notices are primarily made via e-mail. As another important duty, Court Services reviews electronic citations on the computer and electronically transmits to the appropriate court.



The Sheboygan Police Department Communication/ Electronics Technician, Russell Schreiner, is responsible for maintaining all of the city wide radio, alarm, video surveillance and telephone communication equipment. When all city wide radio equipment is tallied, Russ currently maintains approximately 238 mobiles, 234 portables, 25 base station radios and six tower sites.

The Communications & Electronics Department is critical to maintaining emergency preparedness. We are lucky to have capable technicians such as Russ Schreiner and George Macias serving the city and county.



Communications & Electronics

In 2012, our technician, Russell Schreiner, re-programmed all VHF communication equipment to narrow band for the City Emergency Communication Center, radio tower sites, and the Sheboygan Fire Department vehicles in order to comply with a January 1, 2013 deadline. Russ assisted his counterpart at the Sheboygan County Sheriff's Department, George Macias, in completing similar work at their agency.

On a daily basis, Russ provides rapid troubleshooting and repair for a variety of our technical systems. These systems include our computers, radios, telephones, alarms and camera systems. Russ can also be relied upon at times to make repairs to other mechanical problems within the police facility. Russ continues to provide communication system maintenance to many police and fire agencies across Sheboygan County.

Russ currently serves as the Chairman of the Sheboygan County Communications Council. In this capacity, he has made numerous presentations to the County Board Supervisors and other committees to assist them in planning for necessary upgrades to

the county-wide radio communication system.

Russ also serves as the Chairman of the 700 Mhz & 800 Mhz Regional Planning Committee for Region 45 which serves over ¾ of the State of Wisconsin. The purpose of this committee is to review and approve applications from agencies within the region for the use of public safety channels in these bands and ensure that their use adheres to the regional plan. Russ also continues to serve on the East Central Regional "SCIP" (State Communication Interoperability Plan) Implementation Council.

Throughout the past year, Russ has completed training on the use of the State of Wisconsin "E-Sponder" alerting system and has completed training as a "COML" (Communication Leader) under FEMA, Department of Homeland Security. As a COML, Russ is responsible for developing a public safety communication plan and setting up communications systems at any expanding incident. This could include large scale emergencies, disasters or even large sporting events such as PGA or LPGA golf events held within the county.



Fleet Services

Sheboygan Chevrolet-Chrysler has donated a mini-van for use in support of our community service officers and other policing activities. We are very appreciative of their generous support.

The Sheboygan Police Department fleet of vehicles is maintained by our mechanic, David Daniels. This fleet of vehicles includes 16 marked patrol cars, 12 unmarked detective squads, 5 cars assigned to the drug investigation unit, 2 community service officer vehicles, as well as 2 support vehicles assigned to the mechanic and communications technician. David also maintains the Harley Davidson motorcycle and Polaris ATV. He also does service maintenance to 4 vehicles assigned to the Building Inspection Department.

This year, David has entered all of the vehicles into the fleet management portion of the Spillman RMS system. Using this system will provide for a better organized and more accessible record of fleet vehicle maintenance activities and costs.

The police department did not replace any of the fleet vehicles during 2012. In 2013, we anticipate that we will replace 5 marked police

squads and 2 unmarked cars. In anticipation of replacing these vehicles, David assisted in researching the specifications and functionality of the future vehicles. After much research and thought, the department selected the Ford SUV Interceptor as the replacement patrol vehicle for the Ford Crown Victoria which ended production in 2011. The new squads will maintain the black and white color scheme; however, we anticipate a change in the squad graphics to give them a new appearance. David and our communications technician, Russell Schreiner, will be busy in the new year preparing the new cars for service.



Community Service Officers



The Sheboygan Police Department employs two full-time civilian Community Service Officers. The Community Service Officers are in a non-sworn position, but they do have limited powers of enforcement. Our current two Community Service Officers are CSO Henry Meller and CSO Yeng Yang. For part of the year, Jordan Sucha was with us as a CSO until he accepted a transfer back to the City Engineering Department. Then, CSO Yeng Yang joined our team. They are under the Patrol Division of the Sheboygan Police Department and are supervised by Sergeant Anderson.

They are tasked with a number of duties and responsibilities that assist patrol officers, including parking enforcement, 24-hour parking violations, snow emergency parking violations, and prohibited parking violations.

One of the more critical

tasks that the Community Service Officers perform is enforcing parking restrictions around schools to ensure that the children going to school can be as safe as possible with the congested vehicle traffic around the schools.

They also enforce the City's abandoned vehicle ordinance. This process requires some investigative functions, the following of protocols that are outlined in State Statutes and City Ordinances, working with the contracted Towing Service, Depot Auto Service, and when necessary issuing ordinance citations to violators of these ordinances.

The Community Service Officers recover abandoned bicycles and assist the Sheboygan Police Department Property Officer in storage of these bicycles and other property. They also help in transferring the abandoned bicycles to "ReBike" of Sheboygan

to be reconditioned and given out.

Other tasks include assisting disabled motorists, assisting with traffic control, traffic surveys, data processing, parade duties, posting of parking signs, erecting barricades, assisting with public inquiries for directions and property and helping out with school crossing guard duties.

The Community Service Officers play an important role in promoting neighborhood pride in the city by finding abandoned, junked, and disabled vehicles and overall code enforcement in the neighborhoods of the city.

The Community Service Officers help enforce a quality of life to make the City of Sheboygan attractive to its residents and to its visitors. The Community Service Officers are also funded in part from a federal grant.

School Crossing Guards

The Sheboygan Police Department employs six part-time School Crossing Guards and one substitute School Crossing Guard who fills in during an absence of one of the other School Crossing Guards. The Sheboygan Police Department partners with the Sheboygan Area School District and six of the city's elementary/charter schools that the School Crossing Guards are stationed at. The School Crossing Guards are equipped, trained, and supervised by Sergeant Anderson.

The nature of their duties requires them to work independently to ensure the safety of the children and their parents who walk to and from school. They provide a safe crossing at some of the City's busiest and congested intersections near their assigned schools. Each of the School Crossing Guards follows the schedule of the respective schools that they are stationed at. They easily become well

acquainted with the children, the parents, and staff of their respective schools. When "their" School Crossing Guard is not there due to an absence such as an illness, the children and their parents notice and miss them. It is not uncommon for them to receive colored pictures or cards from the children.

The School Crossing Guards that are stationed at their corners of the intersections are not only helping children cross the street by stopping traffic, but also encouraging and teaching children how to be safe when crossing streets. They keep a watchful eye on the children in the vicinity of their intersection to help ensure their safety as they walk to school. This includes observing any suspicious activity or individuals. They can observe traffic and other violations and are capable of contacting our department for patrol officers to take enforcement action.

All of our School Crossing Guards are balancing the need of children to cross the street safely and of motorists who are traveling on the roadways. The Sheboygan Police Department and the School Crossing Guards always encourage motorists to slow down in school zones when the children are present. Patrol Officers will often stage near the School Crossing Guards to encourage motorists to slow down and obey the directions of the School Crossing Guards. If necessary, Patrol Officers will take enforcement action.



The six School Crossing Guards include:

Mr. Robert Pribbernow, who is stationed at the intersection of Superior Avenue and N. 15th Street helping the children who attend Jefferson Elementary School.

Mr. Robert Schuetty, who is stationed at the intersection of Wilson Avenue and S. 16th Street, helping the children who attend Wilson Elementary School.

Ms. Jane Kunert, who is stationed at the intersection of Superior Avenue and N. 5th Street, helping the children who attend Grant Elementary School and the Elementary School for the Arts and Academics.

Mr. Fernando Escalera and at times his wife, Ms. Debra Escalera, are stationed at the intersection of S. 8th Street and Alabama Avenue, helping children who attend Longfellow Elementary School.

Ms. Donna Reiter who is stationed at the intersection of State Business Highway 42 (Calumet Drive) and N. 20th Street, helping children who attend Cooper Elementary School.

Ms. Helen Zettel, who is stationed at the intersection of S. 14th Street and New Jersey Avenue, helping children who attend Sheridan Elementary School.

Ms. Jennifer Keen is our Substitute School Crossing Guard and she has to be familiar with all of the intersections, willing and available to be called on the day that she is needed to fill in.



2012 VIPS Staff:

Back row, Left to right:

Connie Mehan

Marilyn Bohren

Jason Lawrence

Ethel Pillman

Tom Riemann

Front row, Left to right:

Kristi Lawrence

Jeanne Pethan

VIPS Coordinator
Penny Weber

Mary Ann Dickfoss



Volunteers in Police Service

Volunteers in Police Service (VIPS) is one of five Citizen Corps partner programs. The International Association of Chiefs of Police (IACP) manages and implements the VIPS Program in partnership with, and on behalf of, the White House Office of the USA Freedom Corps and the Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice.

The Sheboygan Police Department is fortunate to have a cadre of nine volunteers led by VIPS coordinator Penny Weber who provide a wide variety of support services to our department. Volunteers allow law enforcement agencies and officers to focus on policing and law enforcement functions by providing supplemental or support services, such as administrative assistance.

Because of the sensitivity and confidential nature of the police department, the selection process for volunteers is specific. It is designed with the intention of finding those

volunteers who exhibit our core values of: *integrity, leadership, professionalism, competence, accountability and team work.*

Our volunteers have to be a United States citizen, and at least 18 years of age. An application process involves a personal interview, thorough criminal background check and fingerprints. The volunteers that are in VIPS do not receive any compensation for their service.

Our VIPS staff currently provides assistance in the police records and court services area, as well as giving tours of the facility to community groups. They assisted the patrol division by serving 606 subpoenas throughout the city and collecting traffic data.

VIPS provides all collection and sorting from the prescription drug drop off box. During 2012 they collected and disposed of 1,287 pounds of prescription drugs and related items.

Community Outreach Programs



The Junior Police Academy program continues to provide an eight-week insight into law enforcement for middle school students.

Officer Eric Edson and Officer Patrick Leichtnam, along with the aid of other officers, instruct these evening sessions. The program is supported by local organizations, businesses and individuals.

The program not only provides “hands-on” experiences but focuses on positive character traits, such as generosity, integrity, etc. The officers mentor students during the course and attempt to bridge the

gap between student and police officer.

The JPA site on the Sheboygan Police Department home page has professional video presentations by Officer Edson illustrating the importance of positive contributions required of our youth to the community. Officer Edson was recognized by the National Junior Police Academy organization for his involvement in the program in 2012.

SAFETY TOWN

Safety Town is a safety education program for children who will be starting Kindergarten in the fall of the following school year. This is a long-standing program sponsored by the Sheboygan Service Club, in partnership with the Sheboygan Area School District's Community Recreation Department and the Sheboygan Police Department.

When the program is finished in July, we start planning for the next year's programs by looking back on what worked and what didn't work. We start planning dates, materials, curriculum, venues, speakers, youth volunteers, spe-

cial accommodations and necessary repairs. Much of this is done by volunteers from the Service Club, with the help of teachers and officers involved in the program.

It teaches safety awareness and accident prevention in a fun, hands-on setting. Taught by a certified teacher, with the assistance of the Sheboygan Police Department, kids practice safety skills both indoors and out on the miniature “Safety Town” Lot and at the pool in James Madison Elementary School.

This year, two sessions were held in June and two more in July. 148

children participated. We bring in the experts to talk about safety including: the Sheboygan Fire Department, St. Nicholas Hospital, Prigge's Bus Service, the Sheboygan County Health Department, the Sheboygan County Dive Team and a dog trainer and pet expert. The Safety Town Program is held at Horace Mann Middle School.

School Resource Officers Patrick Leichtnam and Eric Edson were instrumental in the success of this year's program!

American Police Officer

Character education for young citizens from the Junior Police Academy



The idea is simple...to truly inspire good character you have to put kids in the room with it. This has been the central philosophy of the Junior Police Academy for 20 years-proactively bringing young people and law enforcement professionals together.

The new course, "American Police Officer: A Course in Character," explores the meaning and consequences of good character as seen through the eyes of law enforcement and those who work in the criminal justice system. Through this course, students will learn both the skills and the virtues

needed to become informed and productive citizens. Nearly 600 police departments nationwide have requested this new course from JPA's national headquarters in Austin, Texas. Starting this fall, only a handful of cities will serve as pilot programs for "American Police Officer," including Austin (TX), Oblong (IL) and Sheboygan (WI). Here in Sheboygan, the program will be offered to sixth graders at Horace Mann Middle School.

Students will be exposed to lessons taught by School Resource Officer Eric Edson, as well as

guest speakers who exemplify one of the key character traits...a "Most Wanted List" of sorts that includes; Justice, Diligence, Courage, Generosity, Integrity, Enthusiasm and Wisdom.

Students will then employ "police investigative tactics" to seek out people in their community who they believe demonstrate these traits as well. Students will recognize these exemplary individuals by asking them to sign a "Good Character Challenge Form." Students who submit completed forms and successfully fulfill the course requirements will receive a commemorative "Challenge Pin," which recognizes the student for demonstrating, what is perhaps the ultimate act of good character—Gratitude.

LAW ENFORCEMENT



The mission of the Law Enforcement Torch Run for Special Olympics is to raise funds for and raise awareness of the Special Olympics Movement. Special Olympics is a program which daily reaffirms our belief that with hope and dedication, we can see achievement and self-worth realized by any individual. Special Olympics shows the community that there are no limits to the human spirit.



This year, on June 7th, 2012, Officer Brian Krueger was inducted into the Wisconsin Law Enforcement Torch Run Dale Brunner Hall of Fame. Over the past 23 years, Officer Krueger has shown exceptional support of Special Olympics through his involvement with the Law Enforcement Torch Run.

In addition to Officer Krueger's daily recruitment efforts, he also organizes Sheboygan's annual

Final Leg, which sees over 50 participants each year and incorporates numerous agencies, including Kohler, Plymouth, Sheboygan and Sheboygan Falls Police Departments, along with the Sheboygan County Sheriff's Office and Corrections Probation and Parole.

"Officer Krueger's attitude is contagious and he lives the true mission of the Law Enforcement Torch Run," said Kathy Walker, Northeastern Regional Director of Development for Special Olympics Wisconsin.

Special thanks go to Officer Brian Krueger and Officer Dean Wendlandt for coordinating this year's run and to everyone who participated.



The Explorer Post saw some changes at the end of 2012. Sergeant Dave Anderson, who led the post for several years, resigned from his position with the group to pursue other areas of interest. Officer Alex Jaeger took over as the lead Post Advisor, with the assistance of Sergeant Kurt Zempel overseeing operations and ensuring compliance with the national office of Learning for Life / Bay Lakes Council.



Explorer Post 2881

The Sheboygan Law Enforcement Explorer Post averages 20-25 members, who range from age 15 to 21. Most of our members are students of the Sheboygan Area School District. Some members come from Sheboygan Falls High School, Lutheran High School, or even Plymouth and Howards Grove.

The Post participated in several competitions, in which they travel to places like Muskego, West Bend, or Hartford to put the skills they have learned from bi-weekly meetings to test. They compete against other Explorers from around the state and have even come home with several awards, recognizing their excellence. Those awards are on display in the hallway of the Sheboygan Police Department, near the Street Crimes Unit office.

Explorers continue to assist the department by volunteering their time to community functions like the Alzheimer's Walk, Independence Day festivities, and holiday parade duties.

Our "Open House" in October

brought in numerous area youth, who were encouraged to participate in the program by school career counselors, friends, family, and police officers. We retained more than 12 of these attendees as official members, bringing our current roster to nearly 25 active participants.

With the growing number of youth involved, Officers Knez, Walloch, Wilson, Stephen, and Fickett were willing to assist the post and department, by becoming Associate Advisors. The growing workload is now distributed to all involved in leading the post, making our efforts more effective.

A new Explorer Handbook has been created, outlining Explorer responsibilities and details potential promotional opportunities. The Explorers are going to be given opportunities to achieve "ranking positions" like sergeant, lieutenant, and captain. This will turn over many of the leader's responsibilities directly to the Explorers. We hope this will allow for personal and organizational growth.



2012 Citizen Academy

Under the direction of Lt. Michael Williams, the 18th annual Citizen Academy began on March 15th, 2012.

The academy encompasses many different facets of law enforcement and provides participants numerous hands-on opportunities in which to gain a better understanding of how and why law enforcement serves the community.

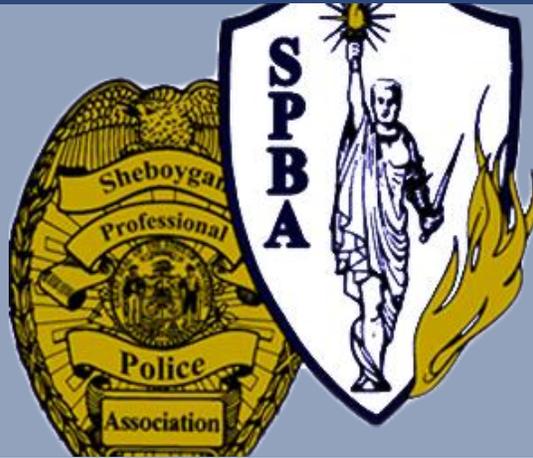
The 11 week course had many joint sessions with the Sheboygan Coun-

ty Sheriff's Department Citizen Academy. A presentation dinner was held at Breaking Bread on May 24th, 2012. Special thanks goes to the officers and deputies who assisted during the 11 weeks.



The Citizen Academy students listened to a special presentation by Detective Joel Clark. They also participated in a "Shoot/Don't Shoot" exercise.

The Sheboygan Police Benevolent Association Awards Ceremony was held on Tuesday, March 13th, 2012 at Breaking Bread Banquet and Meeting Center. The Service Awards recipients were nominated by fellow officers, supervisors and civilian co-workers. They represent those who strive to go above and beyond what is expected of them by their peers and the public. These men and women...our co-workers, friends and family members...did not ask to be put in heroic situations, but rather found themselves in circumstances that allowed them to demonstrate the qualities of a hero.



2012 Sheboygan Police Benevolent Association Service Awards

Police Officer of the Year Award:

Presented to an officer for exemplary service to the community, which involves performance and achievement above and beyond that which is required by an officer's basic assignment.



Detective Matthew Walsh

Meritorious Service Awards:

Presented to an officer for exceptional performance of outstanding service on behalf of the department, while carrying out an act of great responsibility, or of critical importance to law enforcement.



Officer Charlet Endsley



Officer Brandon Kehoe



Officer Joel Kuszynski



Life Saving Awards:

Presented to sworn and/or now-sworn individuals for performing an act, through prompt and decisive action, under extraordinary circumstances, that saves or significantly prolongs the life of another.



Officer Spencer Wilson



Officer Matthew Friedl



Officer TJ Hamilton

Civilian Employee of the Year Awards:

Presented to a non-sworn employee for exemplary service to the community, performance and achievement above and beyond that which is required by the employee's basic assignment.



Paula Haelfrisch



Lori Kanitz

Citizen's Distinguished Service Awards:

Presented to individuals, who are not members of the police department, who through courageous acts of bravery and/or personal risk have assisted in apprehending a criminal, aiding an officer during a critical incident, or who demonstrated exceptional cooperation with the department in the accomplishment of its mission.



Fong Lee



Penny Weber



The Sheboygan Police Department's 2012 Annual Report was produced by Paula Haelfrisch, Mary Danen and Cassandra Wohlgemuth.

Special thanks to all those who submitted information to make this report possible. We also recognize Detective Paul Olsen for his stunning photographs, featured on the front cover and many other pages, as well as Lori Kanitz for the beautiful employee portraits.



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2012 Annual Report

