

SPD ANNUAL REPORT 2014

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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.

Christopher Domagalski
CHIEF OF POLICE

1315 N. 23rd Street, Suite 101 Sheboygan, WI 53081



Sheboygan
Police Department

We, the men and women of the
Sheboygan Police Department, value:



PROFESSIONALISM

ACCOUNTABILITY

LEADERSHIP

COMPETENCE

TEAMWORK

INTEGRITY





The Sheboygan Common Council and Mayor Michael Vandersteen

A Message from the Mayor

The protection of our residents is a top priority for the sworn officers that serve under the leadership of Police Chief Christopher Domagalski. The Mayor's Office and the Sheboygan City Council support the efforts of the Police Department to keep our community safe and secure.

As mayor, I am committed to working closely with the Sheboygan Police Department to keep Sheboygan a safe city and a great place to live, work and play. In 2014, I took action to create the Mayor's Neighborhood Leadership Cabinet to encourage more neighborhoods to become neighborhood associations. The cabinet will work directly with established neighborhood associations to reinforce the efforts of the Police Department's neighborhood policing program.

This last year we saw the Police Department cooperate with the Sheboygan Area School District, Sheboygan County Social Services, not-for-profit agencies and area healthcare organizations to initiate a project aimed at

reducing the social harm caused by heroin addiction and prescription drug abuse. This collaborative community based initiative is aimed at understanding the extent of the problem within our community, identifying service gaps and increasing community education to reduce harm.

There are always new challenges to deal with and the Police Department has taken steps to join another community effort to deal with the mental health problems in our community. They have begun efforts to provide each officer with crisis intervention training to better understand and deal with persons who have this disease in our community.

These proactive policing strategies of the Sheboygan Police Department have annually reduced the crime statistics in the City and will keep Sheboygan one of the safest cities of its size in the United States.

Best Regards,

Mike Vandersteen, Mayor

Police & Fire Commission 2014-2015



From left to right: Secretary Andrew Hopp, Commissioner Val Schultz, Commissioner Robert Lettre, Sr., President James Pragatz (Deceased), Commissioner Henry Jung

2013-2014 Alderpersons



City of
Sheboygan
spirit on the lake.

District	Wards	Alderperson	Address	Phone
1	1-3	Ty Dassler	2425 N. 9th Street	918-5588
		John Belanger	2622 N. 3rd Street	946-2738
2	4-9	David Van Akkeren		287-3111
		Jodi Vander Weele	2110 Martin Avenue	980-5400
3	10-12	Darryl Carlson	917 Bluff Avenue	452-3196
		Mike Damrow	1955 N. 4th Street	918-2115
4	13-15	Kevin Matichek	1114 N. 9th Street	254-1410
		Mary Lynne Donohue	418 St. Clair Avenue	458-1027
5	16-18	Billy Thiel	1703 N. 37th Street	918-0033
		Julie Kath	1730 N. 35th Street	458-0775
6	19-21	Mark Hermann	1441 Parkview Terrace	452-3297
		Bryan Bitters	911 Georgia Ave	452-5195
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	452-1777
		Chief Administrative Officer James Amodeo		459-3315

SPD Table of Organization





Chief Domagalski's Message

On behalf of the men and women of the Sheboygan Police Department, I am pleased to share with you the Sheboygan Police Department's 2014 annual report. You will find statistics, charts and lists that sum up the department's activities and accomplishments. However, many of the most important things we accomplish cannot be expressed in a diagram or a list.

Over the past five years I have emphasized how important it is for members of the SPD to build relationships with the people they serve. In 2014 we continued to focus much of our energy toward building and maintaining these relationships, because we recognize that in a free society the forces of law can only operate with community support and that trust between the police and the public is essential for a safe city. The Sheboygan Police Department is working with you to reduce the levels of crime, fear and disorder through a community-based, neighborhood focused and preventive policing strategy that is problem-oriented and data-driven.

Our neighborhood policing plan is based on the belief that neighborhoods are the building blocks of cities and that no two neighborhoods are alike; each has its own strengths and weaknesses, its own needs and assets. We accept that one of our responsibilities is to be a building block of the community. Your neighborhood officers are committed to working with you to solve community issues by employing new ideas, building partnerships with stakeholders, and keeping focused on the best interests of your neighborhood's safety.

While we have had many successes, we are constantly looking for ways we can do even better. We seek best practices and new ideas from across the country and occasionally we freely borrow from the best and implement those we believe we can make work for us. As a department we will try new ideas, learn from those that don't work and continue to promote and improve on those that do. Our success is directly related to our strong partnerships with our neighborhoods and businesses. I would also like to thank the Mayor, Chief Administrative Officer, the City Council and the Police and Fire Commission for their support. Their leadership has been essential to our success.

Lastly, we are proud of all we have accomplished in 2014 and we look forward to working with you on the challenges that lie ahead.

Respectfully,

A handwritten signature in black ink, appearing to read 'Christopher Domagalski'.

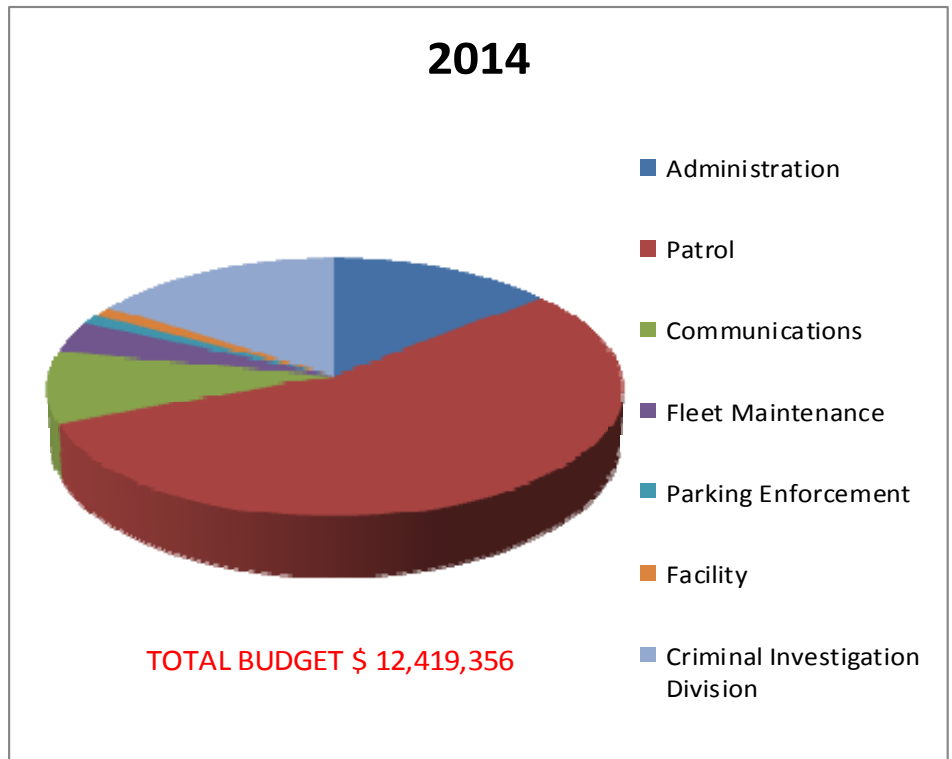
Christopher Domagalski

Chief of Police

Sheboygan Police Department



2014 Budget	
Administration	1,743,058
Patrol	6,831,278
Communications	1,111,018
Fleet Maintenance	467,953
Parking Enforcement	150,519
Facility	165,150
Criminal Investigation Division	1,950,380
Total Budget	12,419,356



Internal Investigations

Fifteen (15) internal investigations were conducted in 2014. Of those investigations, ten (10) were initiated by the Department, and five (5) were citizen complaints.

2014 INTERNAL COMPLAINTS

INVESTIGATIVE FINDINGS	#
SUSTAINED	7
NOT SUSTAINED	3
UNFOUNDED	0
EXONERATED	0
NO FORMAL COMPLAINT	0

2014 CITIZEN COMPLAINTS

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

- ***
- 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.

2014 Sheboygan Police Department Accomplishments

- ✓ Updated and published new policy manual, including the introduction of daily policy training bulletins.
- ✓ Established a Crime Analyst position in the department and obtained analytical software to better understand and use the data we collect.
- ✓ Provided Fair and Impartial Policing Training to all sworn personnel.
- ✓ Provided training to an additional 8 department members in Leadership in Policing (LPO) course.
- ✓ Provided Crisis intervention Training (CIT) to 17 department members.
- ✓ Graduated a department supervisor from the “Wisconsin Command College”.
- ✓ Updated in-squad video system.
- ✓ Added the use of Facebook and Nextdoor to our social media platforms.
- ✓ Increased the quality of reporting and oversight of use of force and vehicle pursuits.
- ✓ Re-organized the supervisory table of organization to increase efficiency and increase supervisory development opportunities.
- ✓ Led collaborative partnership that provided educational talks on heroin and prescription drug abuse to over 1300 county residents.
- ✓ Led collaborative partnership that provided educational presentations regarding drugs and alcohol, focusing on making good life choices to over 5000 High School students in Sheboygan County.
- ✓ Expanded the Police Explorer program and integrated them into our crime prevention efforts.
- ✓ Partnered with other agencies to organize the 3rd annual Wisconsin Problem Oriented Policing Conference.
- ✓ Worked collaboratively with partners to maintain a prescription drug collection box and drop off events.
- ✓ Participated in over 100 community outreach activities including 22 neighborhood meetings.
- ✓ Updated equipment for forensically gathering and analyzing computer and digital evidence.

2015 Sheboygan Police Department Goals

Goal # 1 – Reduce Crime, Fear and Disorder

Activities: Identify Prolific Offenders and work with Probation and Parole, Prosecutors and the Courts to connect them with support services and/or develop criminal cases for prosecution. Continue involvement in Criminal Justice Advisory Committee and activities that support the development of a treatment court.

Effectively apply Compstat principles in our daily work.

Focus on prevention and asking the next question to identify and solve problems.

Use crime analysis and Intelligence to create crime intelligence for use in directing police resource decisions

Continue partnership with building inspection and other partners to address blight.

Continue partnership with Tavern Safety Coalition with emphasis on TIPS training related to over serving.

Continue ongoing heroin initiative to educate public on heroin issues to reduce overdoses.

Expected Outcomes: Maintain or Reduce Part 1 Crimes including an overall Part 1 Crimes target of 1315.

Individual crime targets as follows: of Robbery > or = 15, Aggravated Assaults >= 90,

Burglary > or = 150 and Theft > or = 1000.

Total Accidents > or = 1550

Goal # 2 – Build Community Trust

Activities: Increase department messaging through the coordinated and timely release of information with an emphasis on Facebook to increase followers of social media.
Build Neighborhood capacity by continuing to promote Neighborhood Associations and Watch Groups.
Increase direct contact with citizens through meetings, park and walk and bicycle patrols.
Identify community issues and address through collaborative approach at the neighborhood level.
Work with our youth and schools to enhance safety and security for students.
Expand Crisis Intervention Team training and awareness to include continued collaboration with mental health providers to increase awareness of mental health issues and resources available in the community.

Expected Outcomes: A more informed community and greater awareness of department activity.

- Enhanced relationships and greater understanding of the Police Role across the community.
- Coordinate and hold more than 25 neighborhood meetings.
- Increase documented collaborative problem solving initiatives.
- Increase in measureable deployments of foot and bicycle patrols.
- Increase in Police legitimacy.

Goal # 3 – Create an Organization that Embraces Innovation and Creates Opportunities to Improve

Activities: Create Public Value.

- Identify areas of potential cost savings and/or process improvement.
- Work with City IT to complete ongoing implementation of Munis parking ticket solution.
- Maintain development of LEXIPOL policy and training module.
- Update in-squad computers and interview room video system.
- Continue training and planning for consolidated dispatch.
- Emphasize the connection of department values to daily decision making.
- Develop and host Crisis Intervention Training (CIT).
- Practice the judicious and impartial use of police authority. Integrate the Fair and Impartial policing curriculum into the PTO program.
- Develop warm zone training with the Fire Department.

Expected Outcomes: Operate within authorized budget.

- More efficient processing of parking tickets.
- More dependable systems and enhanced evidence.
- Successful transition to consolidated dispatch.
- Decrease in the use of force and increased police legitimacy.
- More effective response plan for mass casualty events.

Goal # 4 – Enhance Employee Culture and Morale and Create an Environment where Employees have a heightened sense of Pride in the organization.

Activities: Ensure Goals and Objectives are set for all Employees during evaluation process and tie evaluation to organizational goals.
Celebrate Successes of Organization.
Deliver key training across Divisions.
Continue ongoing efforts with implementation of Peer support group.
Continue Leadership in Police Organization training for all levels of the department.
Build and maintain effective working relationship with Patrol Association.
Implement culture survey within department to measure LPO progress.
Continue with ongoing efforts to use Biz library as a training tool for civilian employees and develop training plans for individual employees.

Expected Outcomes: Greater Camaraderie, Trust and Pride among all Police Department employees.

- Enhanced employee motivation, satisfaction and pride in the organization.
- Healthier and more resilient workforce.
- Stronger working relationships.

2014 New Hires



Officer Michael
Thielke



Officer Paul
Graening



Telecommunicator
Tracey Villa

Officer Michael Thielke was sworn in on March 17th, 2014 and Officer Paul Graening was sworn in on August 4th, 2014. Tracy Villa began employment in the SPD Communications Center in April.

2014 Promotions



Detective Eric
Edson



Sergeant Shannon
McKay



Sergeant Joel
Kuszynski



Captain Kurt
Brasser

Eric Edson was promoted to Detective on April 14th, 2014. Officers Shannon McKay and Joel Kuszynski were promoted to Sergeant on December 15th, 2014. Lt. Kurt Brasser was promoted to Captain on July 20th, 2014.

2014 Retirees

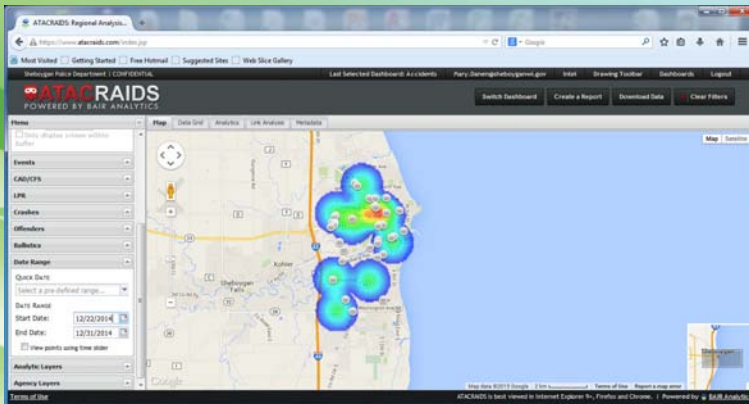


After nearly 29 years of service, Captain Bob Wallace retired from the Sheboygan Police Department in June of 2014.

New Technology



In 2013, the Sheboygan Police Department purchased ATAC (Automated Tactical Analysis of Crime) Workstation and ATACRAIDS (ATAC Regional Analysis and Information Data Sharing). ATAC Workstation and ATAC RAIDS provide powerful crime pattern analysis, predictive analytics, crime mapping and reporting to crime investigations and intelligence analysis. ATAC assists analysts in pattern identification, data mining, analysis and prediction of serial events, and communicating vital information efficiently.



Our crime analyst produces numerous reports throughout the work week by finding series, patterns, trends, and hot spots as they happen. These are generated into reports which are produced throughout the week. These reports explain the who, what, when, where, how and why of crime and incidents occurring in the community. With this information, we can develop effective tactics and strategies, intervening as soon as possible, preventing victimization and reducing crime.



Other reports include a burglary report for our criminal investigation division, as well as field interview and intelligence reports for sworn personnel.





Administrative Services Division

Captain Steve Cobb

The Administrative Services division encompasses the communications center, electronics/communications, the police fleet, and court services office. In addition, the division is responsible for administering a process for hiring new personnel, training and career development of current personnel, policy management, and building/facility maintenance.

Police personnel attended a wide variety of ongoing specialized training necessary to maintain state of the art skills and our ability to provide competent service. These training sessions include Technical Traffic Accident Investigation and Reconstruction, Evidence Technician Certification, Basic Crisis Negotiation Training, Emergency Tactical Response, Crime Prevention through Environmental Design, and many other areas of expertise.

Early in the year, the Sheboygan Police Dept. capitalized on a grant opportunity and sent Lieutenant Doug Teunissen and Sgt. Kurt Zempel to the Hartford, MA area to be trained as instructors in the national curriculum for the Fair and Impartial Policing series. Following their certification as instructors, Lt. Teunissen and Sgt. Zempel provided an 8 hour FIP training block to every officer of the Sheboygan Police Dept. and several officers from neighboring jurisdictions. The training focused on scientific and research based perceptions of bias in policing, and strategies for avoiding those biases during day to day police operations.

In 2014, we continued to provide "Leadership in Police Organizations" training to eight of our personnel. The course helps leaders understand and apply modern behavioral science and leadership theories that enhance human motivation, satisfaction, performance, and development to achieve organizational goals. It is also intended to help develop and achieve personal

leadership. We were proud to see Lieutenant Scott Mittelstadt develop as an LPO Instructor for the State of Wisconsin and take an integral role in the success of the LPO program throughout the state.

Lieutenant Bill Adams attended the Wisconsin Command College. The Wisconsin Command College is a joint venture between the University of Wisconsin Certified Public Manager Program and the Wisconsin Department of Justice. Command College consists of 240 hours of instruction that occur over the course of nine months. The Command College course teaches 17 different topics that support the National Certified Public Manager (CPM) core competencies, including systemic integration, managing work, integrity, leading people, developing self, public service focus, and change leadership.

Over two sessions in 2014, 17 officers and supervisors attended a 40 hour Crisis Intervention Team curriculum. The Crisis Intervention Team (CIT) program is a community partnership of law enforcement, mental health professionals, mental health consumers and their families. The goal is to help persons with mental disorders access medical treatment rather than place them in the criminal justice system due to illness-related behaviors. The course is 40 hours of in-classroom training. Officers are provided training on mental health signs and symptoms, appropriate medications and their side effects, a tour of local mental health facilities, the use of verbal de-escalation techniques, active listening skills and improved police tactics using safe restraint techniques that result in reduced uses of force. Since the initial training courses, the Police Department has partnered with several entities within Sheboygan County to develop a local curriculum. The goal is to continue CIT training into 2015 and to make the CIT course available to every sworn law enforcement officer in Sheboygan County.

Lexipol

In 2014, the Sheboygan Police Department published the new Lexipol policy manual. This policy manual is the product of a collaborative effort with Lexipol, a policy development company that specializes in police agencies. The policy content can roughly be divided into four areas of origin and importance: Federal Statute and Case Law, State Statute and Case Law, Regional Best Practices, and Discretionary Policy. Through the utilization of the law enforcement subject matter experts and legal professionals at Lexipol, our department will have a policy manual that is legally defensible and consistent with the best practices in contemporary law enforcement. The Lexipol knowledge management system is a web-based product that will enable our department to continually update and improve our department policy manual with the guidance and research provided by Lexipol's legal staff and subject matter experts. The service provides on-going policy training using daily training bulletins for all employees to train on different aspects of the policy manual daily. This will enable continuous improvement, keeping our agency and officers safe.



Management of the Police Facility

Although the police facility is still relatively young, it is beginning to require increasing attention to the maintenance and repair of mechanical and other systems. With the assistance of our City DPW personnel, Fleet Mechanic Dave Daniels, and Electronics Technician Russ Schreiner, we are able to maintain many systems in the most cost effective manner. Larger projects, or those projects with specialized skills, require that we contract out for services.

Hiring

During the latter part of 2014, the Administrative Division, in conjunction with the City of Sheboygan Police and Fire Commission, completed an eligibility list of police officer recruits/candidates. Several very well-qualified candidates were identified and this list will be utilized to fill vacancies within the Department's ranks should there be retirements or other opportunities in the near future.



The Administrative Division has continued to act as the liaison with the Dept. of Planning and Development, to collaborate on matters of code enforcement and neighborhood revitalization. The product of this collaboration is translated directly into information for our police officers to employ tactics that reduce crime and increase the vitality of neighborhoods throughout the city.





Criminal Investigation Division

Captain Kurt Brasser

The Criminal Investigation Division underwent some changes to assigned personnel in 2014. Captain Kurt Brasser was sworn in as Captain in July and was assigned to the Criminal Investigation Division, and Captain Veaser assumed command of the Patrol Division, having previously been assigned to CID. Officer Eric Edson, a former School Resource Officer at South High, was promoted to Detective in April.

The Criminal Investigation Division (CID) strives to serve the citizens of Sheboygan by providing expertise to resolve complex criminal cases and investigated several higher profile cases in 2014, including one homicide resulting in the arrest of a Sheboygan resident. In December, CID also investigated an attempted homicide involving a double shooting incident leading to the arrest of two individuals. In an ongoing effort to take an aggressive approach examining drug overdose incidents, the division investigated three fatal drug overdoses. Five individuals were ultimately arrested and charged for their various roles in connection with the deaths.

In 2014, the Criminal Investigation Division continued to work collaboratively with various outside agencies at both the State and Federal level. Several detectives are tasked to work closely with the Wisconsin Department of Justice ICAC (Internet Crimes against Children) task force. Following up on tips related to the distribution of child pornography led to the arrest of 7 individuals in 2014. The Sheboygan Police Department also participates in the US Marshal Fugitive Task Force in which a detective works closely with the Marshal Service to apprehend fugitives wanted for various violations of law. This collaborative effort led to the local arrest of a fugitive wanted in Illinois for homicide. Another detective serves as a member of the Milwaukee Federal Human

Trafficking Task Force. This detective served as a resource in numerous trafficking investigations for various law enforcement agencies and spoke at a number of law enforcement venues related to human trafficking. In 2014, she provided over 20 presentations to law enforcement, social service agencies, clergy, and other civic groups, related human trafficking. A joint investigation with the US Postal Service led the arrest of numerous suspects responsible for the theft of mail and subsequent fraud related to numerous incidents of identity theft throughout the area.

CID also strives to strengthen relationships within the retail community by working closely with a retailers group that meets routinely to exchange information, intelligence, and strategies targeting retail theft and fraud. The division also continued to focus on sex offenders residing in the community and worked closely with the Department of Corrections in 2014 to ensure compliance, notify the public when prolific offenders are released in the community, and investigate any related violations of city ordinance or state law.

CID combined resources with Sheboygan County Fire Investigation Team and Sheboygan Fire Department responding to eight suspicious fires in 2014, including one fatal.

In general, the division served 94 search warrants on various items and locations during the course of various criminal investigations including burglary, sexual assault, robbery, identity theft and fraud, forgery, and numerous others. The Division also handles all seizures related to criminal investigations. In 2014, this resulted in forfeiture actions and subsequent seizures of over \$9,000 in cash on one vehicle.

2014 Safety Town

Officers Hang Lor and Dana Fischer, while serving as School Resource Officers, collaborated with the Sheboygan Service Club and the Sheboygan Area School District to host Safety Town once again. Safety Town is a week-long program for children starting kindergarten in the fall. Officers Lor and Fischer worked alongside teachers to teach the children about pedestrian safety, poisons, strangers, guns, bus safety, fire safety, how and when to call 911, and much more. Children experience first-hand how to safely navigate the “streets” of Safety Town, a miniature town complete with traffic signs and buildings, while riding bikes and having fun.



2014 Junior Police Academy

In June of 2014, the Sheboygan Police Department held its annual Junior Police Academy, graduating 25 “recruits” from the program. Junior Police Academy is designed for middle-school aged students, ages 11-14. The week-long program covers basics of police operations including constitutional law, the court process, evidence collection, defense and arrest tactics, and traffic enforcement. Equally important, JPA enforces the Sheboygan Police Department’s core values: courage, leadership, accountability, teamwork, and integrity.





Patrol Division

Captain James Veaser

The Patrol Division consists of the majority of sworn officers within the Sheboygan Police Department. Uniformed officers are frequently the initial point of contact that the public has with law enforcement. The reasons for these contacts vary greatly; a traffic accident or violation, being a victim of a crime, or needing medical assistance. Typically, a citizen may only have contact with law enforcement once in their lifetime and the professionalism of the officers can have a lasting impact on the overall perception of the police department. The Patrol Division strives to ensure the contact is handled properly and provides the required service.

Over the last several years, an organized effort of neighborhood-based, community-orientated policing has resulted in building many positive relationships with the community. The Patrol Division has been at the forefront of this effort by connecting officers to 75 individual neighborhoods. Officers take pride in establishing relationships with residents of their neighborhood and assisting with solving problems that range from criminal activity to quality of life issues. The residents of these neighborhoods appreciate the relationships that are being established and are reminiscent of a policing style of the past.

The Patrol Division also monitors activity throughout the City of Sheboygan by dividing the city limits into three sectors; North, Central and South. Each sector encompasses a certain number of neighborhoods based on geographic area. A shift Lieutenant and two Sergeants are assigned to a sector and are typically from a separate shift. This ensures communication across shifts regarding activities within a sector and effectively informing officers in case a similar pattern occurs within their assigned sector. This exchange of information significantly increases the effectiveness of police strategies when solving a problem that could impact the city as a whole.

One goal of the Sheboygan Police Department is to reduce crime and the fear of crime in the City of Sheboygan. Uniformed officers are actively pursuing that goal by deploying tactically in order to effectively meet that objective. This involves Hot Spot Policing, targeting Habitual Offenders and identifying emerging crime trends. Communication between Divisions and Shifts within the Sheboygan Police Department assists with this overall effort. The Patrol Division is the front line “Eyes and Ears” of the department due to officers observing and communicating with members of the community. The information generated by uniformed officers drives police strategies and assists with meeting objectives.

Communication is very important to an effective Patrol Division within a community. The initial contact and perception by the public: patrol officers communicating with each other and residents, and sectors being situationally aware of what is occurring throughout the city. There are many examples of communications occurring that involve the Patrol Division: Neighborhood Meetings, Roll Call, working alongside city departments, and attending community events as a representative of the Sheboygan Police Department. This effort continues to build the trust the community has with the Sheboygan Police Department.

In 2014, a number of supervisors were re-assigned to new positions while others were promoted. Captain James Veaser was re-assigned to Captain of Patrol after serving for 8 years as the Captain of Detectives. Officer Shannon McKay and Officer Joel Kuszyński were promoted to Sergeant of Patrol, 2nd and 3rd shift. Lt. Michael Williams was re-assigned to 1st Shift Patrol while Sgt. Kurt Zempel was assigned to the MEG Unit. Sgt. Michael Stelter was re-assigned to the Street Crimes Unit while Sgt. Scott Reineke returned to the Patrol Division. The re-assignment of supervisory personnel results in further career development for that particular officer and benefits the department as a whole.

Absolutely 21 and Over

Since 2011, the Sheboygan Police Department has conducted an initiative called “ABSOLUTELY 21 AND OVER”. The overall objective is to reduce underage alcohol consumption in our community. The initiative is designed to prevent and protect minors from obtaining alcohol and to protect businesses from minors attempting to illegally obtain alcohol from their establishments. The effort benefits the whole community by proactively preventing alcohol-related problems and crimes in our community, especially during school breaks and holidays. The program is one part educational awareness and one part enforcement.

During the Christmas Holidays near the end of 2014, officers conducted 27 randomly picked business compliance checks utilizing Lakeshore Technical College Criminal Justice students. These underage students with valid photo identification would attempt to purchase alcohol from the businesses. If the businesses properly requested their identification prior to the purchase and refused, these businesses were congratulated for their diligence in preventing underage alcohol purchases and consumption. If not, various enforcement methods were levied. Of the 27 business checks, only four failed to follow proper identification protocols.

This year’s 15% failure rate was significantly down from prior years. In fact, the first year showed a failure rate of 43%. The program’s success has been a combination of educational awareness, enforcement, and cooperation between the police department and the business community. The original conception of “Absolutely 21 and Over” was headed by Officer B. Kehoe and is another example of individual officers within the Sheboygan Police Department solving problems and working with department members to address a quality of life issue in Sheboygan.

Throttle Management

In June of 2014, the Sheboygan Police Department initiated a project to identify and enforce exhaust system violations on all vehicles. Every year the Sheboygan Police Department receives numerous complaints of loud exhaust, often aggravated by excessive acceleration. This detracts from peaceful neighborhoods and creates a sense of disorder in our city. The idea was inspired by an effort in Washington County, WI, to address citizen complaints about illegal exhaust systems on motorcycles.

The purpose of the project was two-fold. First, identifying and enforcing violations of loud and/or defective exhaust and excessive engine acceleration; and second, educating violators in regards to applicable laws pertaining to exhaust systems. Violators were also asked to use “throttle management” and drive with caution and respect to our neighborhoods. Further community outreach was achieved through a press release and social media notifications.

At the end of the four month project, we found that traffic stops related to exhaust enforcement doubled from the previous year. We again plan to focus on exhaust violations in 2015.

Sheboygan County Chamber of Commerce “Top Young Professional of the Year”

In 2014, Sgt. Kurt Zempel was selected from a number of other young professionals within Sheboygan County to receive the Sheboygan County Chamber of Commerce “Top Young Professional of the Year”. Zempel is the first Sheboygan Police Officer to receive this award and the department was proud of this accomplishment. It is a reflection of the high standards and professionalism of not only Kurt but other members of the Sheboygan Police Department.

His submission for consideration involved his work with the DDACTS (Data-Driven Approaches to Crime and Traffic Safety) program, being nominated for the UW-Oshkosh Distinguished Masters Research Award for his field project, “Putting Police in the Box: The effectiveness of Data-Driven Law Enforcement”, receiving the prestigious UW-Oshkosh Steven Hintz award which recognizes academic excellence and community involvement, and participating in the county wide Heroin Initiative as a core committee member. This, along with his police duties, co-commander of the Emergency Response Team, Chairperson of the Explorer Post, supervisor of the crash/crime reconstruction team, member of the Honor Guard, coordinator of the SPD Podcast program, and daily Shift #2 activities led to recognition by the Sheboygan County Chamber of Commerce. Kurt remains active in the community along with being dedicated to his church and family.



Crash and Crime Reconstruction Unit

In response to the need for greater expertise when investigating serious crimes and motor vehicle crashes, the Sheboygan Police Department maintains a Crash and Crime Scene Reconstruction Unit. The reconstruction unit responds to major crash and crime scenes and utilizes modern technology and investigative techniques to document and diagram the location of evidence at the scene.

This includes the use of a Total Station measuring device to obtain laser measurements of points on scene from which a three-dimensional computerized diagram can be generated. Once measurements of the evidence on-scene are obtained, reconstruction team members build a CAD diagram of the incident scene. This proves useful not only for assisting investigators in determining the underlying cause of crashes, but is also a useful aid for

courtroom presentation of the specific location of evidence at a crime scene.

The reconstruction unit has assisted in the investigation of fatal and serious motor vehicle crashes where felony charges were a possible result, as well as at major crime scenes including homicide investigations. The unit includes three traffic crash reconstructionists who received training through programs at the Wisconsin State Patrol Academy and Northwestern University, as well as personnel with experience in surveying and computer-aided drafting (CAD). Members of the unit have extensive investigative experience which is critical in identifying relevant evidence and its significance to the investigation.



Motorcycle Unit

The Sheboygan Police Department has had a Police Motorcycle Unit since 2000. The Motorcycle Unit, often called "Motor Units," is instrumental in supplementing the patrol division. Officers ride the police motorcycle from April-October (weather permitting). The Motor Unit currently has one 2008 Harley-Davidson Road King Motorcycle. Officers ride a combined average of approximately 1000 miles per year. There are 7 officers currently assigned to the Motor Unit.

Officers who are selected to the Motor Unit must perform at a high level, and demonstrate they are capable of handling this added responsibility. They apply to become a member of the unit to a Special Teams Selection Committee. Once an officer is selected, they attend a Police Motorcycle Operator Course co-sponsored by Northwestern University Center for Public Safety & Harley Davidson. This intensive 80-hour program develops the coordination, skill and confidence necessary for the officer to operate a police motorcycle safely and efficiently.

Motorcycle officers are assigned to geographic districts throughout the city on a daily rotation. They handle all

duties/responsibilities that they would when patrolling in a squad car. Yet, Motor Officers are also tasked with addressing specific traffic related problems and/or projects where the Motor Unit would be beneficial. The size and maneuverability of a police motorcycle makes it the ideal tool for addressing traffic problems and working to minimize traffic crashes.

In addition to these duties, Motor Officers also participate in parades and numerous community events. These are wonderful opportunities to interact with citizens and develop positive relationships with community groups.





Honor Guard

The Sheboygan Police Department Honor Guard is a ceremonial unit within our department that represents the police department at formal, government and festive events. Most importantly, the Sheboygan Police Department Honor Guard 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.

In 2014, the Honor guard participated in 5 law enforcement funerals, 3 parades, and 4 other local events in which the national colors were presented and posted.

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

From left to right: Lt. Michael Williams, Sgt. David Anderson, Sgt. Bradford Riddiough, Sgt. Terry Meyer, Lt. Scott Mittelstadt, Cpt. Kurt Brasser, Officer Matthew Heimerl, Officer Michael Wynveen, Sgt. Joel Kuszynski

Not pictured: Sgt. Zempel, Officer Ryan Schmitt

Emergency Response Team

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 17 officers and two patrol sergeants. There are 13 operators who serve perimeter, breaching and entry functions during high-risk calls. The team also has four 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, suspects 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.

In 2014, team leader Shannon McKay and operator Joel Kuszynski were promoted to Sergeant of Patrol, creating two

openings on the team which were filled by new operators Spencer Wilson and Ryan Walloch. Officer Kent Huibregtse has replaced Sgt. McKay as the team leader, with Officer Brandon Kehoe stepping in as assistant team leader. The team also added Officer Rebecca Rupnick as a fourth crisis negotiator.

In 2014 the ERT conducted advanced training at several vacant properties in Sheboygan, including school emergency response training at the now-vacant Washington School. Team members again participated in the National Night Out Walk Against Crime in August, and provided a demonstration for middle school students participating in the Junior Police Academy.



2014 Statistics: Deployments: 1 Call Outs: 2 Demonstrations: 2

Sheboygan County MEG Unit

The Sheboygan County MEG Unit consists of officers from the Sheboygan Police Department, Sheboygan County Sheriff's Department, and Plymouth Police Department. Other agencies in the County provide additional resources and work alongside the MEG Unit during investigations. The MEG Unit is a full-time unit which conducts undercover operations while investigating major drug dealing activities in our county. The Sheboygan Police Department is the lead agency for the MEG Unit and provides a supervisor and an investigator.

The MEG Unit conducts joint investigations with other agencies and task forces at the local, state and federal level including Wisconsin Department of Justice, DEA and the US Postal Service. MEG Unit Investigators are also an integral part of the community's education and prevention efforts regarding drug use and associated problems. In 2014, the MEG Unit provided 13 community talks to schools and professional groups concerning drug awareness and its impact on the community, as well as ways to protect themselves and report drug crimes.

The MEG Unit continued its focus on the heroin problem and its associated impact on the community, with seizures of more than 18 grams of heroin in 2014 and 10 drug trafficking organizations disrupted by MEG Unit investigations. Several large-scale conspiracy investigations into heroin dealers and their associates were initiated in 2014, and in some instances investigators have uncovered related human-trafficking crimes.

In 2014, the MEG Unit initiated approximately 75 new drug investigations which led to the arrest of 45 people charged with 151 drug related crimes. Investigators served over 15 warrants during undercover operations and seized cash, vehicles, guns, cocaine, marijuana, heroin, methamphetamine and various prescription pills. Over \$8,800 in proceeds from illegal drug activity were forfeited to the MEG Unit in 2014. The MEG Unit also discovered and eradicated 5 illegal marijuana grow operations with a total of 89 plants destroyed.



Street Crimes Unit

The 2014 Sheboygan Police Department Street Crimes Unit (SCU) consisted of four City of Sheboygan Police Officers and one City of Sheboygan Police Sergeant. SCU was established in the mid 2000's to address the changing criminal activity in the City of Sheboygan.

In 2014, SCU focused its efforts on people, places, and activities that were repeatedly having a negative impact in neighborhoods and the community. These efforts involved traffic stops, field interviews, intelligence gathering, search warrants and arrests.

During 2014, SCU officers conducted over 50 knock and talks. Knock and talks are used when information is obtained from tips or interviews that there may be possible criminal activity, wanted people or behavior occurring that could disrupt a neighborhood. A knock and talk is where one or more police officers approaches a private residence, knocks on the door, and talks with the

people inside about the reason why officers are there in hopes of stopping the behavior.

Over the past couple of years a major focus for SCU was intelligence gathering. In 2014, SCU officers conducted over 30 intelligence interviews and hundreds of field interviews. The intelligence gained from these interviews is evaluated and disseminated to the Sheboygan Police Department as a whole.

SCU works together with patrol officers, detectives, and outside agencies to assist in investigations, apprehensions, intelligence gathering and arrests. At the end of 2014, a number of SCU officers were either re-assigned back to Patrol due to completion of their 3 year assignment or recent promotions. In 2015, Sgt. Michael Stelter will be the newly assigned supervisor along with three new SCU members. The Unit is an opportunity for officers to learn new skills and become more proficient in criminal investigations subsequently benefitting them in the future.

School Resource Officers

The school resource officers are an integral part of the Criminal Investigation Division. Working in partnership with the Sheboygan Area School District, school resource officers provide security in the schools, investigate violations of law, and foster a positive relationship with the community. Each of the Resource Officers is trained to utilize the Step Wise Forensic interview technique allowing them to collaborate with Social Services to effectively interview children who may be victims of crime.

School Resource Officers routinely provide presentations to students teaching internet safety, active shooter, bullying, and other important topics. By working closely with school administrators, faculty, and students School Resource Officers routinely identify and resolve problems within the School District and strive to provide a safe learning environment for the community.

In January of 2013, Officer Kunding recognized a truancy issue at South High School. After identifying the issues contributing to the truancy problem,



Officer Hang Lor , Officer Dana Fischer , Officer Rebecca Rupnick,
Officer Andrew Kunding

Officer Kunding identified the various stakeholders and then spearheaded a plan that collaborated efforts with school staff and the Sheboygan Municipal Court. By focusing efforts and resources on students with truancy issues, Sheboygan South saw a 17% decrease in unexcused absences and a 49% decrease in tardiness across the entire student body from the inception of the program to January of 2015.

K-9 Unit



The Sheboygan Police Department has two single purpose canine teams on patrol. Officer Trisha Saeger is partnered with K9 Bud and Officer Todd Danen is partnered with K9 Kramer. Both canines specialize in the detection of drugs.

In 2014, Sheboygan Police canines were involved in 257 deployments. The K9 teams were also used to identify

drug money, and assisted in the seizure of over \$11,000.

In 2014, K9 Bud and K9 Kramer's deployments resulted in 167 arrests for marijuana, cocaine, heroin, methamphetamine, or drug paraphernalia. Other miscellaneous arrests were for possession of drugs with intent to deliver, operating while impaired (drug driving), probation violation arrests, bail jumping violations, etc.

The Sheboygan Police Department not only recognizes the importance of drug interdiction, but also the need for drug prevention and drug education. In 2014, Sheboygan's K9 teams continued to provide demonstrations to schools, citizen police academies, youth organizations, 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.

Number of Law Incident Complaints for the City of Sheboygan Police Department in 2014: 23,885

This is a 3 % reduction of law incidents in comparison to 2013.

Note: In 2013, there were 24,577 law incident complaints.

Information Services Division

The Information Services Division of the Sheboygan Police Department continues to provide support for our Patrol Division and the Criminal Investigation Division.



We continue to move forward with modern technology, acquiring analytical software for a newly-created Crime Analyst position.

Records Division responsibilities are:

- ◆ Processing law incident reports
- ◆ Traffic citations
- ◆ Ordinance citations
- ◆ Criminal complaints
- ◆ Traffic warnings
- ◆ Entering property information

- ◆ Fingerprint submission
- ◆ Managing In-squad video recordings
- ◆ Accident reports
- ◆ Parking tickets
- ◆ Incoming mail
- ◆ Open records requests

In 2015, Records Division personnel will begin preparing to take on additional front desk duties as a result of joint dispatch in Sheboygan County.

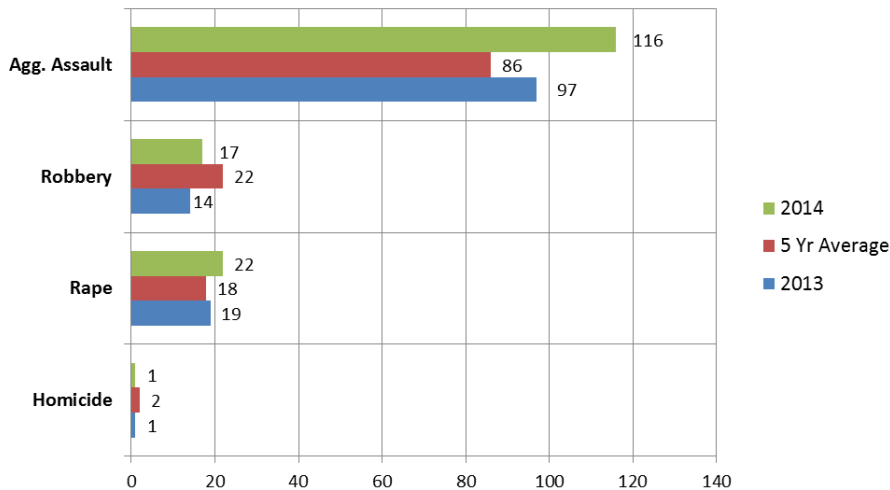


Part I Crimes

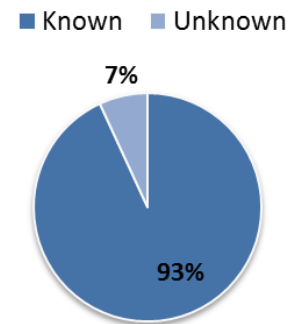
	Murder	Rape	Robbery	Agg Assault	Burglary	Theft	MV Theft	Arson	Total Part I Crimes
2009	2	18	28	51	312	1539	49	7	2006
2010	1	20	22	69	216	1234	44	3	1609
2011	0	16	26	89	231	1165	50	5	1582
2012	3	19	21	126	262	1212	43	5	1692
2013	1	19	14	97	187	1023	31	6	1378
Average	2	18	22	86	242	1235	43	5	1653

	Murder	Rape	Robbery	Agg Assault	Burglary	Theft	MV Theft	Arson	Total Part I Crimes
2014	1	22	17	116	161	1082	24	12	1435
5 YR Average	2	18	22	86	242	1235	43	5	1653
Difference (%)	-50%	22%	-23%	35%	-33%	-12%	-44%	140%	-13%

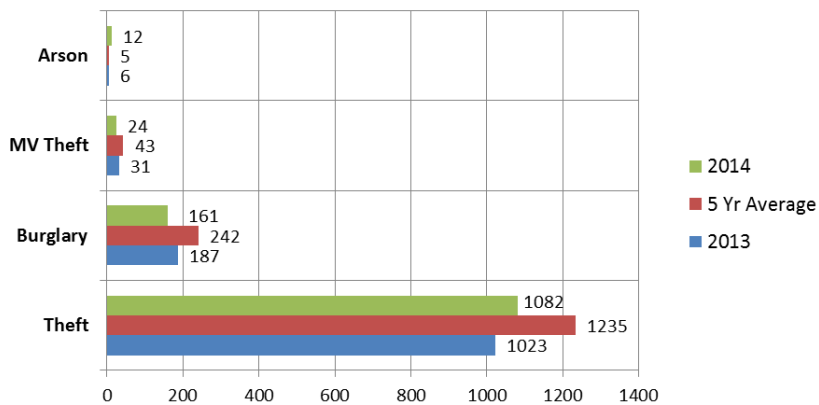
Violent Crime



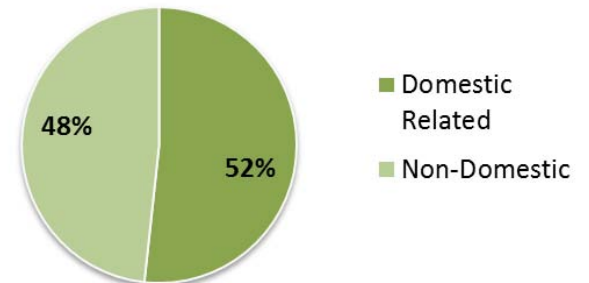
Relationship



Non-Violent Crime



Aggravated Assault





Operating While Under the Influence 2014 Arrests

Alcohol	237
Controlled Substance	13
Absolute Sobriety	4
Total Arrests	254

Did You Know...

- ✓ 493 people died on Wisconsin roads in 2014. Some deaths were caused by speeding or not wearing a seat belt, while others were caused by drunk driving.
- ✓ Wisconsin has the highest rate of drunk driving in the nation.

– Wisconsin Department of Transportation

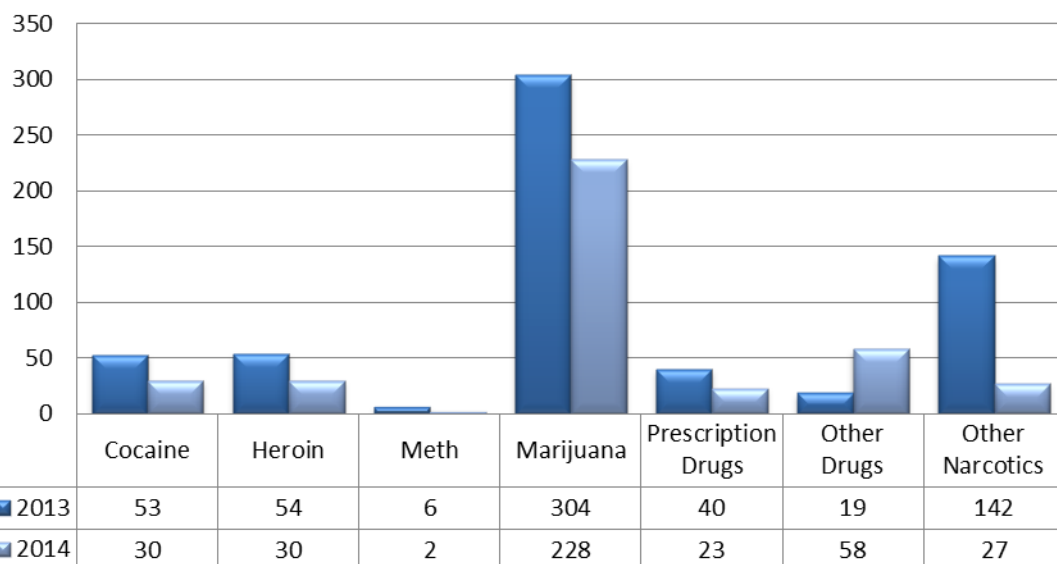
2014 Drug Arrests



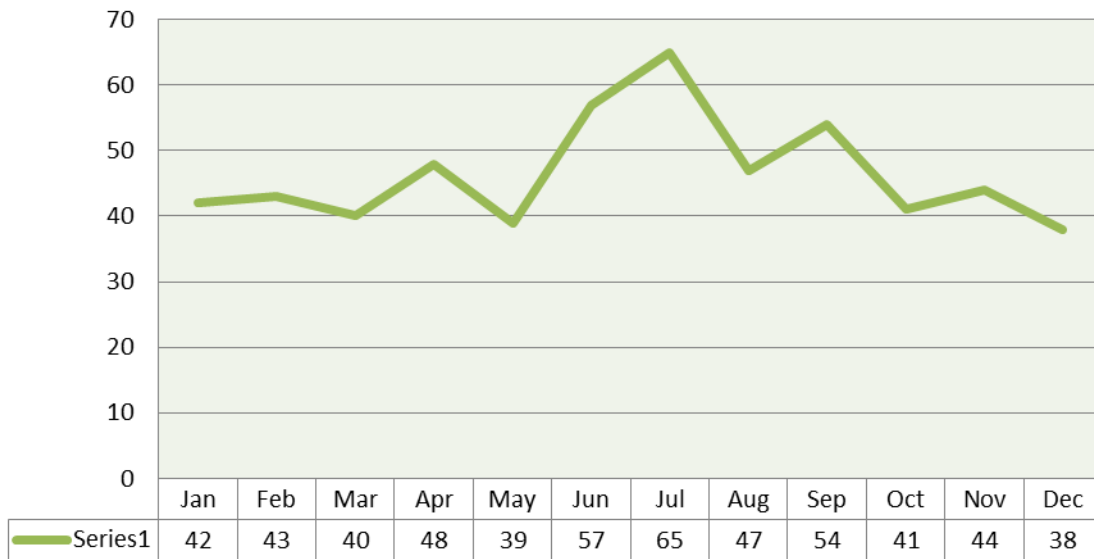
Amphetamine/LSD	17
Cocaine	30
Heroin	30
Marijuana	228
Methamphetamine	2
Other Narcotics	27
Other Drugs	58
Prescription Drugs	23
Paraphernalia	266
Drug Trafficking	35
Total Arrests	716

The 2014 drug arrests include the Sheboygan Police Department and the Sheboygan County MEG Unit.

Drug Arrest Comparison



Domestic Incidents

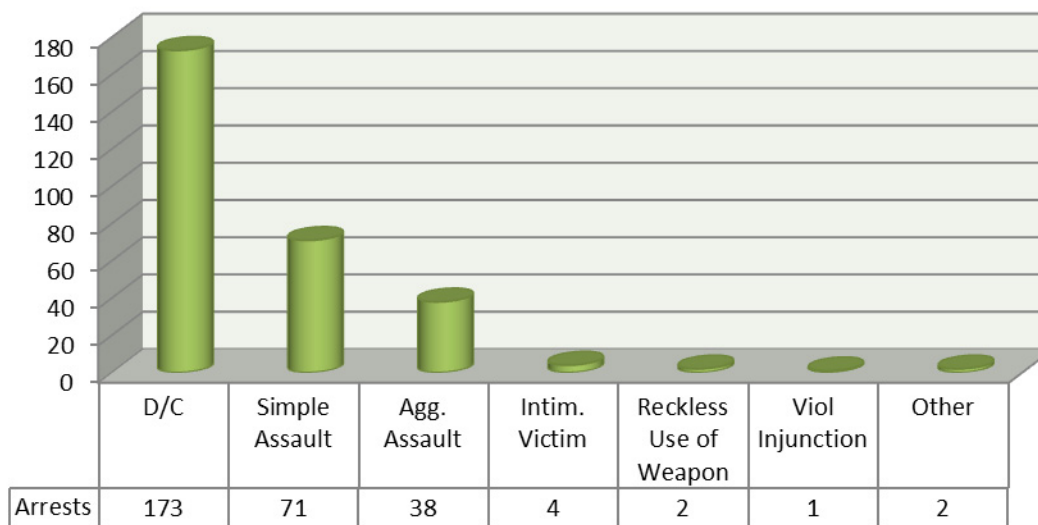


✓ In 2014, we had a reported 558 domestic disturbance incidents.

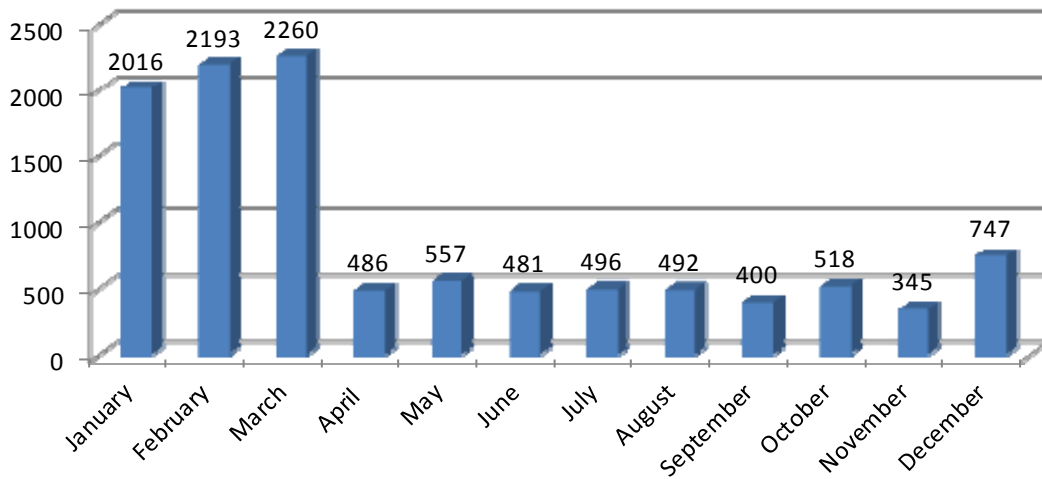
✓ Of these 558 incidents, 291 arrests were made.

A domestic abuse incident means the parties involved in the incident are an adult person against his or her spouse, or former spouse, against an adult with whom the person resides or formerly resided or against an adult with whom the person has a child in common. (WI § 968.075)

Domestic Violence Arrests



Monthly Issuance of Parking Ticket Violations 2014



2014 Total Tickets Issued - 10,991



Accidents
Investigated
1,720

Value Property Stolen

\$735,672

Value Property Recovered

\$1,922

Percent Recovered

11%



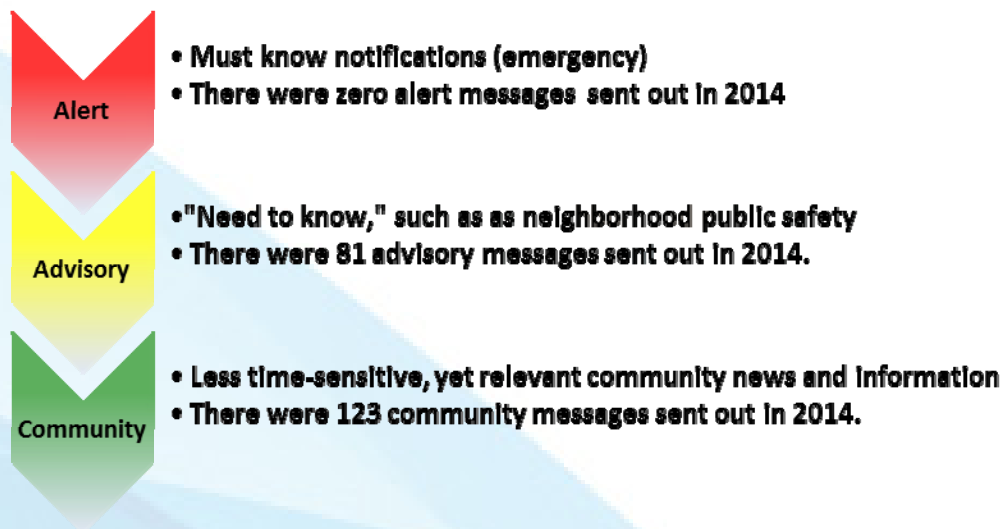
SEARCH WARRANTS

98 search warrants
were conducted in
2014.

2014 Social Media



The Sheboygan Police Department utilizes the following social media venues to disseminate information to the public; Nixle, Twitter, Nextdoor, Facebook and You Tube. Nixle is a community information system that is available via email, your cell phone by text message, and over the web via Twitter and Facebook. The Sheboygan Police Department sends out three types of messages via the Nixle Platform:



In March 2014, the Sheboygan Police Department joined Facebook and Nextdoor. Nextdoor is a social networking venue for neighborhoods in the United States. It allows residents to connect with people who live in their neighborhood. The department shares information regarding public safety, upcoming events and other initiatives, programs and services our agency participates with neighborhoods on Nextdoor. The City of Sheboygan has 34 neighborhoods that have launched with Nextdoor.



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".



Telecommunicator Jennifer Schlein resigned from our department effective February 15, 2014. She had been employed as a telecommunicator with our department since June 5, 2000.

On 04/28/2014, our department hired Tracey A. Villa as a full time telecommunicator. She completed her training in September, 2014, and has been 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 as well as providing customer service to citizens who walk in to the police department. The desk telecommunicator also assists with overflow telephone calls from the Communication Center.

In 2014, the Sheboygan Police Department accepted the responsibility of licensing dogs and cats for the City of Sheboygan.

During 2014 numerous school and civic groups toured the 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.

In 2014, Telecommunicator Alicia Wimmer and Kelli Kisiolek attended and graduated from Leadership in Police Organization (LPO) training. This training consisted of a total of three full weeks over a span of three months.

In October, 2014, Telecommunicator Sarah O'Connor spent a week in Rhinelander, WI, attending Communication Training Officer (CTO) training.

During 2014, in anticipation of the upcoming Sheboygan County Joint Dispatch consolidation, telecommunicators from the Sheboygan Police Department received several weeks of dispatch training at the Sheboygan County Sheriff's Department. Similarly, Sheboygan County Sheriff's Department telecommunicators received several weeks of dispatch training at the Sheboygan Police Department. Upon completion of the training, these telecommunicators will be utilized at both departments to maintain their dispatching skills. In 2015 additional telecommunicators from both departments will also receive the same training.



Communications/Electronics & Fleet Services

Communications and Electronics Technician Russ Schreiner is responsible for the maintenance of a broad range communication and electronic systems for the police and all city departments.

He is also responsible for maintenance of the city's 911 communication center. Russ is also heavily involved with the county-wide radio system upgrade project and serves on the project technical review committee. He also is involved with the planning of the county combined dispatch center project.

Russ also assisted the fleet mechanic with the set-up of five new Ford SUV squads.

Fleet Operations Mechanic Dave Daniels has provided service to the department for the last 25 years.

In 2014, the Fleet Division built the second tier of Crown Victoria Police Interceptor replacements with the 2014 Ford SUV Interceptor.

The Ford Crown Victoria's have been the vehicle of choice for the past 20 years, however the remaining vehicles will be replaced in 2015.

In 2014, the in-car video system was upgraded using Coban Technologies.



Property & Evidence

In 2014, Evidence/Property Officer Julie Lamb continued to monitor the Property and Evidence section of the Criminal Investigation Division. This section of the police department continued to be a hub of activity.

Property & Evidence Numbers in 2014:

3,930 property & evidence items brought in

- ✓ 327.5 items per month
- ✓ 2 items per hour

210 bicycles tagged in

121 bicycles donated to Rebike

571 items sent to the Milwaukee Crime Lab

- ✓ 207 cases
- ✓ 26 trips

1,675 evidence disposition forms sent out

97 phones donated to Call to Protect

Community Service Officers

The Sheboygan Police Department Community Service Officers (CSO's) are assigned to the Patrol Division. There are two CSO's who are non-sworn personnel but do have appointed limited enforcement powers which involve investigative functions. The CSO's support the mission of the police department by not only the enforcement of parking regulations, but addressing quality of life issues in the community. They are very much part of the department's neighborhood policing initiatives which involves partnering with other city departments such as Building Inspection and the Department of Public Works.

The Community Service Officers provide a wide range of support services, such as, enforcement of residential parking regulations, prohibited and time zone parking violations, 24 hour and meter parking violations, with a special emphasis on parking enforcement around our community's schools.

A large part of the CSO's duties is seeking out and enforcement action of abandoned vehicles. This issue affects the quality of life in neighborhoods within the community. As they patrol neighborhoods for abandoned vehicles, they also observe other nuisances which they will address themselves or partner with the Neighborhood Officer. This contributes to the maintenance of the neighborhoods for the residents,



contributes to eliminating disorder and crime, and contributes to the quality of life for the entire community.

Additional duties of the CSO's include recovering stolen and abandoned bicycles and property; assisting with disabled motorists, traffic control, traffic studies; being involved in the community's special events, parades, festivals, along with lending assistance to locating lost or missing children investigations.

Of special note is CSO Meller who helps manage and oversee the deployment of the department's speed trailer, along with the collection of data and its analysis. He is also a non-sworn member of the department's Crash and Crime Reconstruction Unit. CSO Yang is called upon by members of the department and other city departments to assist in language translation during calls for service, investigations, and education.

School Crossing Guards

There are six part-time School Crossing Guards and one substitute School Crossing Guard that are appointed by the City of Sheboygan and employed by the Sheboygan Police Department. School Crossing Guards are strategically stationed at six of the community's elementary schools that have the busiest and most congested school crossings in the city. They become part of the school's community by working closely with the elementary schools staff and getting to know the children and their parents who use them in crossing the



street on their way to and from school. The substitute School Crossing Guard has to be familiar with all of the six schools intersections that they may cover.

The School Crossing Guards work independently and in all weather conditions when the school is open in order to provide a safe crossing. They are on duty as the children head out of their homes to school and at the dismissal of the school day. The Neighborhood Patrol Officers and the Community Service Officers lend support to the School Crossing Guards with observation, traffic control and enforcement of the school zones.

In addition, the School Crossing Guard also observes their area for any suspicious people, activity, or children trouble, such as bullying, to provide a safe environment for children and their parents. If they observe traffic violations in their school zones, they can report them to the department and patrol officers can take enforcement action.



2014

VIPS Staff



Connie Mehan, Marilyn Bohren, Jason Lawrence, Ethel Pillman, Tom Riemann
Kristi Lawrence, Jeanne Pethan, VIPS Coordinator Penny Weber, Mary Ann Dickfoss

The goal of the Volunteers in Police Service (VIPS) is to enhance the capacity of law enforcement to provide services to the community.

The Department has nine volunteers, led by VIPS Coordinator Penny Weber, who provide a variety of support services. VIPS volunteers do not receive any compensation for their service.

Our VIPS staff 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 514 city subpoenas and collecting traffic data.

VIPS collects and sorts all drugs from the prescription drug drop off box. During 2014 they collected 1,452 pounds of prescription drugs and related items.

VIPS supports the detective division by doing civilian fingerprinting two afternoons each week and collecting data about retail theft. In 2014 they fingerprinted 157 individuals.

Our VIPS staff also acts as role players for training exercises and assists in Municipal Court by doing clerical work, and acting as a court monitor twice a month during evening court.

If you would like more information about the volunteers or would like to volunteer, please contact Penny Weber, Coordinator at 459-3338 or penny.weber@sheboyganwi.gov.

2014 Service Hours

Subpoena Service	460.50	Retail Theft Data Collections	15.25
Court Services - Clerical	302.50	Role Play for Training	13.25
Municipal Court -Clerical, Court Monitor	252.75	Special Event Signs, Parade Monitor	11.75
Prescription Drugs Sort	227.75	Replenish Forms	8.75
Neighborhoods, community groups	96.50	Other	33.75
WI Data Collection	69.00	Coordinator	159.50
Records-Clerical	65.50		
Community Policing Tasks	48.00	Total Volunteer Hours in 2014	1,870.25
Fingerprints	46.25		
Assessment Center assistance	25.75		
Duplicate Internal Forms	16.75		
Tours	16.75		

Explorer Post 2881

The Sheboygan Law Enforcement Explorer Post had another great year in 2014 and we are very thankful for the department's support. After the annual "Open House" in October, the membership increased to 26 Explorers. The post is open to young men and women ages 14 (and completed the 8th grade) to 21 with an interest in learning more about careers in the field of Law Enforcement. These young adults are provided opportunities to see the work of law enforcement, first hand, and consider the many career options available.

The group is overseen by Sgt Kurt Zempel. Officer Alex Jaeger is the lead advisor and Officers Fickett, Stephen, Walloch, Wilson, and Knez are associate advisors. Brittany Zemba, a former Explorer of our post who works as a corrections officer at Kettle Moraine Correctional Facility, is an adult advisor who can provide unique experiences from her employment to the post. Vong Lao, a former explorer who turned 21 this year and is a graduate of Lakeshore Technical College's Criminal Justice Program, has rejoined our post as an adult advisor as well.

The Explorers are very appreciative of the guest speakers from the police department who have presented their special assignment/duties. These demonstrations/presentations have sparked a great deal of career interest, helping our Explorers focus their career and educational goals.

The Post was able to participate in the 2014 Fox Valley Explorer Competition, competing against roughly 20 Explorer Posts from throughout the state of Wisconsin. Our practicing in traffic stops proved beneficial as the participants earned a 2nd place award.

This year, the post's advisors held a "cook-out" dinner at the Kiwanis Park shelter for the Explorers and their families. During the dinner, many of the Explorers received awards for their dedication, commitment, leadership, and skill. They were then able to demonstrate some of the skills they had learned including a mock traffic stop, handcuffing, and professional communication. This was very well received and will most likely be a yearly event.

The "group outing" this year was held at I-Combat in Waukesha. This is an indoor laser tag facility that has structures and rooms that provide realistic opportunities for participants to practice their room clearing, team building, communication, sound tactics, and weapon control. These scenarios proved difficult and very intense, but the group had a lot of fun with plans to make another trip there.

Community Engagement in 2014:

Bicycle Rodeo: The Explorers assisted Officer Fickett in the bicycle safety course for area youth. This provided them an opportunity to build upon their leadership and communication skills and there was a great turn out in 2014.

Independence Day Bike Corral / Information Booth: The Explorers led the police department's first ever Bicycle Corral program during the Independence Day festivities. This program promoted/encouraged the use of non-motorized transportation for attendees of the festivities at Deland Park as well as the South Pier area. The goal was to increase positive contacts and lower the amount of vehicular traffic in a congested area. Explorers maintained information booths and bicycle corrals for attendees to obtain information and have their bicycles kept secure while taking part in the day's events

Alzheimer's Walk: For several years now, Explorers from our post have been requested by the organizers of the Alzheimer's Walk that originates in Kohler and utilizes the Old Plank Road Trail that parallels State Highway 23. The Explorers assist with traffic control, parking, and providing direction to participants which provides them additional opportunities to build upon their communication skills.

Parade Duty: Explorers volunteer to prepare the holiday/event parade routes, placing "No Parking" signs along the route. Explorers assist the police department by barricading traffic routes and ensuring that traffic will not pass through the parade. The volunteers then assist in clearing the route of signage and barricades.

National Night Out Walk Against Crime: Explorers assist the Sheboygan Countywide Crime Stoppers in the annual neighborhood walk. This walk encourages community stakeholders to participate in drawing awareness for the need to unite as a community to combat and prevent crime. Explorers assisted in blocking traffic for participants, speaking with and greeting attendees, and one Explorer braved the heat dressed as McGruff the Crime Dog. Participation in this event built upon the Explorers' communication and leadership skills.

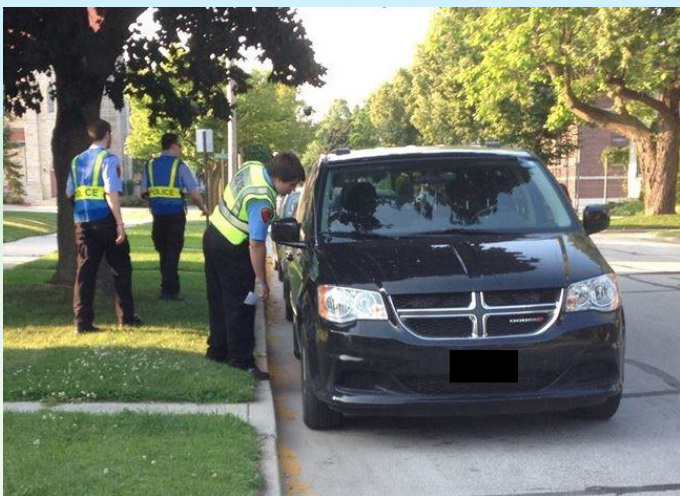


Explorer Post 2881 Vehicle Courtesy Check Program

2014 saw the implementation of a new project to help reduce crime in Sheboygan. The Sheboygan Police Department's vehicle courtesy check program, conducted with the help of the Sheboygan Law Enforcement Explorer Post, were intended to reinforce the simple steps vehicle owners can take to substantially reduce their chances of becoming a victim of theft. Law Enforcement Explorers inspected vehicles to look for obvious risk factors, such as unlocked doors and valuables in plain view, leaving a "report card" on all inspected vehicles letting owners know how they did. Neighborhood police officers would then follow up immediately with owners of failing vehicles to encourage them to correct the risk factors and hopefully prevent a crime from occurring.

So far, the program has conducted inspections six times -- twice in each of three neighborhoods which were identified as being "hotspots" for thefts from vehicles, one of the most preventable types of crime. Historical data shows that vehicle owners who leave valuables in sight inside an unlocked vehicle are far more likely to have their property stolen, but the opposite is true as well -- removing valuables and locking vehicles significantly lowers the chance of a theft occurring.

In total, 869 vehicles were inspected, with hundreds of owners and residents contacted by officers and Explorers in the targeted neighborhoods to discuss crime prevention. The numbers of passing and failing vehicles were compared from the first and second rounds of inspections to see if risk factors for thefts from vehicles were impacted.



In the first round of inspections, more than 41% of vehicles received failing grades, due to factors ranging from cash or electronics sitting out in open vehicles or even keys in the ignition. During repeat inspections of the same "hotspot" neighborhoods, the rate of failing vehicles dropped dramatically, to less than 16%. That translates to more than a 50% reduction in failing vehicles for each of the three neighborhoods.

The Sheboygan Police Department plans to continue the vehicle check program as part of our strategy to engage with community members most impacted by crimes to work together toward greater improvements in crime reduction, prevention and security.

Community Outreach

National Night Out

National Night Out began in 1984, in an effort to promote police-community partnerships and send a message to criminals letting them know that neighborhoods are organized and fighting back. On August 5th, 2014, over 37.8 million neighbors across 16,124 communities in celebration of National Night Out. In Sheboygan, there was music, food trucks, local law enforcement, Sheboygan Fire Department as well as many activities for the kids. This year's National Night Out featured guest speakers were Chief Christopher Domagalski, Sheriff Todd Priebe, and Mayor Michael Vandersteen.



Bicycle Rodeo

The bicycle rodeo is a safety based program that focuses on handling skills and safe operation of a bicycle on city streets and sidewalks. The courses have been designed to target elementary school age children, but are open for any child from 6 to 14 years old.

Bicycle helmets were provided for children who do not have a helmet.



Making Spirits Bright

December 1, 2014, several employees and family members from the Sheboygan Police Department volunteered at the Making Spirits Bright Holiday Light Display at Evergreen Park. The light display is organized by the Sheboygan County Rotary Clubs as a food drive for the Sheboygan Food Bank. This year over 20,000 cars drove through the light display, and over 70,000 pounds of pantry items were collected for the Food Bank. Numerous volunteers were involved over the holiday season, and the Sheboygan Police Department was proud to be represented by the employees and their families willing to brave the cold for a great cause.



Law Enforcement Torch Run

Every June, officers and civilian staff from the Sheboygan Police Department join law enforcement agencies from across Wisconsin for the Law Enforcement Torch Run. Each volunteers his or her time to raise funds for Special Olympics, an organization which provides year-round sports opportunities for athletes eight years and older with intellectual disabilities. Volunteers ran, biked, or drove from the Sheboygan Police Department to Sheboygan Falls, Kohler, Plymouth and Elkhart Lake. From there, several volunteers made the trek to Stevens Point to join thousands of other law enforcement personnel and athletes from around Wisconsin in the annual Special Olympics state summer games.

Last year, Officer Dean Wendlandt again volunteered his time as head coach for the City of Sheboygan swim team. Our local athletes practiced hard for many weeks, which paid off when several were awarded medals at the state games- including some for 1st place! In addition, Officer Brian Krueger volunteered his time to organize the Sheboygan leg of the Torch Run, which brought together personnel from organizations throughout Sheboygan County to raise money for Special Olympics. Officer Dana Fischer has also participated in Special Olympics events throughout the year, including rappelling and volunteering in the "Over the Edge" events at Lambeau Field and Miller Park.



Christmas 2014



Lunch Buddies

Employees of the SPD often have the opportunity to act as mentors and role models for the youth of our community. Sometimes this occurs informally while working their regular assignments and sometimes formally through programs administered by the department or other agencies. A good example of this in action in 2014 was the participation by several of our employees in the Lunch Buddies Program sponsored by the Big Brothers Big Sisters of Sheboygan County.

Volunteers for this opportunity are screened by the Big Brothers Big Sisters. Then they are paired up with an elementary school child who may benefit from meeting with someone who can provide them with companionship and guidance. Mentors try to meet with the child they are paired with on a weekly basis. These interactions take place at our local elementary schools and can include activities like eating together, talking, playing games and forming a one-on-one relationship with the child.

Employees of the department are encouraged to participate in programs like the Lunch Buddies to help our cities' children who may be in need. According to Big Brothers Big Sisters some of the positive results for the child from these interactions are usually improved self-confidence, an increased ability to express feelings, improvements in decision making, and better school performance and attendance for the child.

Another benefit from these meetings for the community is increased access by other children and school faculty to our employees. This should result in increased security and safety in and around the elementary schools. Not only because of our presence, but also because it provides an opportunity for adults to express problems or concerns to us which leads to collaborative problem solving. Our personnel involved in this program find it to be a very rewarding experience and often they mentor more than one child over time.

Gateway Sheboygan Project

In 2010 the Sheboygan Police Department, the City Planning Department, the Common Council, Mayor, City Administrator, Sheboygan Neighborhood Pride and a group of committed residents and businesses in the Gateway Neighborhood partnered to transform and revitalize the Gateway Neighborhood. Along the way a neighborhood association was founded and additional partners

were added; including Habitat for Humanity, US Bank and Kohler Co. All of us are committed to the goal of building livable and healthy communities.

In 2014 we began to see some of the hard work begin to sprout new life. We are thankful to our partners that worked with us to reduce crime in this neighborhood, as well as replace problem properties with new community friendly properties that will generate neighborhood well-being. We are also excited to work with the new families that will be calling this neighborhood their home. We are grateful that they have chosen to become stakeholders in this neighborhood. We look forward to working with them to increase the social capital and cohesion necessary for the neighborhood to thrive.





Sgt. Dave Anderson is pictured here with his lunch buddy.



Officer Charlet Endsley and her lunch buddy share a smile.

Partnerships with Local Schools

During 2014 the Sheboygan Police Department again prioritized the goal of building greater community trust. In order to achieve this it was decided to prioritize activities that would increase the number of direct contacts that we have with our citizens, not during calls for service, in hopes to foster even greater collaboration. Another priority was to increase our interactions at local schools to enhance the security and safety in and around their buildings.

Officers who work during school hours have been attending public roll calls, walking through their neighborhoods, patrolling around the schools, providing security talks, participating in the Lunch Buddies Program, and working with school officials on various safety and educational projects. Here is an example of one officer's efforts to try and help us achieve these goals.

In the beginning of the 2013-2014 school year a public roll call was held at the Leadership Academy Charter School. This school is located in the Gateway Neighborhood which has been prioritized for revitalization by the City of Sheboygan. After this occurred, individual officers interacted with several different classrooms of students. This led to a discussion between the neighborhood officer

Charlet Endsley and Principal Henseler about how the children could benefit from being around our officers on a more regular basis.

Since then, Officer Endsley has been meeting with each of the classrooms from the school once a month. Principal Henseler describes these interactions as "having a huge positive influence on the children". According to Henseler, "One third of the children at the school come from a poor socioeconomic status and for some of the students their only other interactions with law enforcement before this have not been positive experiences".

Officer Endsley's presentation topics have varied but many are related to safety and also the education of children about the profession of law enforcement. The SPD supports these types of activities because we hope to increase the chances that these children will be comfortable interacting with police officers and maybe even encourage some of them to consider pursuing a career in law enforcement. We would hope in the long term that some of these children will see the investment our officers make in our community and chose to make that same commitment here in Sheboygan in the future.

2014 Sheboygan Police Benevolent Association Service Awards



The Sheboygan Police Benevolent Association Awards Ceremony was held on Friday, March 14th, 2014 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.



Detective Tamara Remington

Police Officer of the Year Awards:

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.



Officer Charlet Endsley

Life Saving Awards:

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



Officer Dustin Fickett



Officer Todd Danen

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.

***The Gateway Neighborhood
Association***



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.



Captain Bob Wallace



Officer Brent Vreeke



Sgt. Shannon McKay



Officer Jason Pacey



Officer Steve Schnabel



Officer Matt Heimerl



Cassandra Wohlgemuth



Mary Danen

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.



SPD ANNUAL REPORT 2014

The Sheboygan Police Department's 2014 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.



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