

FOX VALLEY METRO POLICE DEPARTMENT



2014 ANNUAL

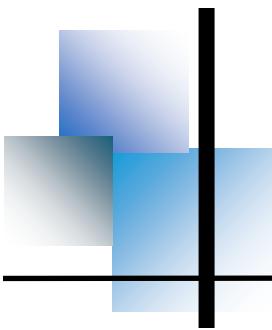
REPORT

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LITTLE CHUTE, WI 54140

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WWW.FVMPD.ORG



Mission

Partnerships in Policing



Guiding Principles

Compassion

Respect and empathy for each individual's dignity through listening and understanding.

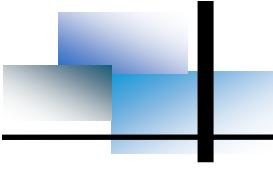
Integrity

Bound by the Law Enforcement Code of Ethics serving with courage and fairness.

We are dedicated to our oath to uphold the public trust.

Professionalism

*Committed to providing the highest quality of police service and leadership
to the community with dedication and objectivity.*



2014 VILLAGE OFFICIALS

Kimberly Village President:

Charles Kuen

Kimberly Village Trustees:

Lee Hammen



David Opsteen

Mike Hruzek

Peggy Weber

Marcia Trentlage

Dave Hietpas

Adam Hammatt

Kimberly Village Administrator:**Little Chute Village President:**

Michael Vanden Berg

Little Chute Village Trustees:

Jim Hietpas



John Elrick

Larry Van Lankvelt

Bill Peerenboom

Skip Smith

Brian Joosten

James Fenlon

Little Chute Village Administrator:**Combined Locks Village President:**

John Neumeier

Combined Locks Village Trustees:

Ruth Wulgaert



Beth Sewall

Richard Strick

Roger Kirch

Jim Ponto

Justin Krueger

Sean Hutchinson

Combined Locks Village Administrator:

FOX VALLEY METRO POLICE COMMISSION

Commission President:

Charles Rundquist (Kimberly)

Commission Vice President:

Mark Van Thiel (Combined Locks)

Commission Secretary:

Bill Van Berkel (Little Chute)

Commissioners:

Scott Schommer (Little Chute)

Laurie Verhagen (Combined Locks)

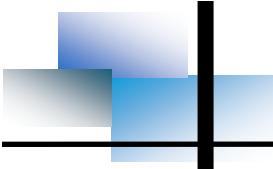
Kerry Ruhnke (Kimberly)



FOX VALLEY METRO POLICE

2014 DEPARTMENT SWORN STAFF

Title	Name	Serving Since
Chief of Police	Erik Misselt	July 6, 2009
Captain of Operations	Scott Lund	February 17, 2003
Captain of Administration	Ray Lee	August 4, 1997
Lieutenant	Mark Ulman	April 7, 1999
Lieutenant	Jeffrey Steeber	April 22, 2005
Lieutenant	Jeremy Slotke	March 16, 2005
Officer	Daniel Thorson	February 19, 1990
Officer	Scott Dawson	July 1, 1994
Officer	Jeffrey Nett	September 25, 1995
Officer	Brady Boucher	August 14, 1998
Officer	James Brandt	July 5, 2000
Officer	Randall Lefeber	January 15, 2001
Officer	Edmund Slinde	July 29, 2002
Officer	Duane Dissen	December 30, 2002
Officer	Daniel Running	April 14, 2003
Officer	Michael Grumann	June 9, 2003
Officer	Brandon Stahmann	September 20, 2006
Officer	Laura Oster	June 12, 2007
Officer	Mark Wery	February 18, 2008
Officer	Philip Serres	April 9, 2008
Officer	Scott Van Schyndel	February 16, 2009
Officer	Tiffany Tesch	May 12, 2009
Officer	Aaron Wanserski	February 28, 2011
Officer	Ryan Peterson	March 11, 2012
Officer	Michael Gostisha	March 12, 2012
Officer	Alia Swingle	April 29, 2012
Officer	Michael Lambie	April 30, 2012
Officer	Austin Weisnicht	October 14, 2013
Officer	Nick Tripoli	May 13 2014
Officer	Justin Grones	July 14, 2014



FOX VALLEY METRO POLICE

2014 DEPARTMENT SUPPORT STAFF

Title	Name	Serving Since
Administrative Assistant	Paula Stanislawski	February 16, 2004
Tele-Communicator	Fran Diedrick	December 15, 2010
Tele-Communicator (Part-time)	Ann VandenHeuvel	May 23, 2005
Tele-Communicator (Part-time)	Inge Murphy	July 14, 2014
Tele-Communicator (Part-time)	Gabriela Blaszczyk	July 21, 2014
Crossing Guard (LC)	Linda Doering	February 15, 1988
Crossing Guard (LC)	Jean Seidl	August 28, 2001
Crossing Guard (LC)	Lisa Garnett	March 1, 2005
Crossing Guard (LC)	Laurie Miller	January 22, 2007
Crossing Guard (LC)	Eugene Kobussen	March 14, 2008
Crossing Guard (LC)	Amanda Subert	February 25, 2013
Crossing Guard (LC)	Deborah VanDeHey	November 5, 2013
Crossing Guard (LC)	Gina Cisneros	October 14, 2013
Crossing Guard (KIM)	Gail Vandera	November 30, 1999
Crossing Guard (KIM)	Virginia Huisman	August 29, 2001
Crossing Guard (KIM)	David Kielgas	January 22, 2007
Crossing Guard (KIM)	Kathy Heier	August 14, 2008
Crossing Guard (CL)	Luella Opsteen	October 1, 1998
Crossing Guard (CL)	Sue Manti	December 26, 2007
Crossing Guard (CL)	June Subert	December 11, 2009

Office of the Chief of Police

“Leadership is the capacity to translate vision into reality”
Warren G. Bennis



Chief Misselt

Welcome to the 2014 Fox Valley Metro Police Department's annual report. As I reflect back on 2014, I think of, dare I say it, stability?

2014 was a difficult budget year, but if you've read previous editions of our annual reports, every year is challenging from a budget perspective. So that being said, I'm happy to report that overall, 2014 seemed to settle in to be a relatively stable year for us.

We recovered from some of our vacancies that we were carrying and were finally fully staffed by the end of 2014. At risk of tempting fate, I have been very impressed with the caliber of officers that we have been able to hire as a result of our last three hiring processes. The four officers that we hired in 2012 and the one hired in 2013, have all proven themselves to be outstanding hires. I feel like the two officers that we hired in 2014, Officer Tripoli and Officer Grones, will continue this streak of building a strong and professional work force. The anticipated return of Officer Weisnicht from military deployment in the fall of 2015 will complete the circle.

I am proud of the progress of the Fox Valley Metro Police Department as a police service organization over the last five years. The widespread, omnipresent but desperately needed changes of the first four years or so of my tenure have taken hold in the culture and fiber of the department. 2014 seemed to demonstrate this more than any other year. Our COP/POP districts are up and running and the concept is proving itself every day. Problems or issues that are geographically centered, whether related to a particular neighborhood, street or a specific residence, are immediately tackled by an officer or group of officers assigned to that area and they maintain ownership of it throughout.

Our nuisance abatement program continues to hold accountable the few residents in our villages that engage in criminal and nuisance behavior at the expense of the majority of our residents that do their share and simply want to live a safe and decent quality of life. To me, this is part of our core business and why we exist, namely to ensure that justice is done and our communities are desirable places to live and work. To this end, I think that our department does an exceptional job every day.

With that being said, I'm also very proud of the fact that, one and all, our employees have fully embraced the concept of continuous improvement and are always looking at our practices with a critical eye. I see and hear suggestions for better ways of handling a particular process or procedure on a regular basis. What is most encouraging and exciting to me is that these ideas come from all levels of the organization, regardless of rank, sworn or non-sworn status. I personally believe that no matter how good you think you are doing something, there will always be the potential for improvement, whether driven by a great idea or some technological, or other advancement that now makes an improvement in process or service attainable. I feel strongly that the culture of our department ensures that these opportunities will be pursued now and in the future.

In closing, I thank you, the reader, for taking the time to read the 2014 Fox Valley Metro Police Department Annual Report. I hope that you will find it informative and supportive of my belief that the Fox Valley Metro Police Department is truly a progressive and professional police department that is worthy of the trust placed in it by the citizens of our villages.

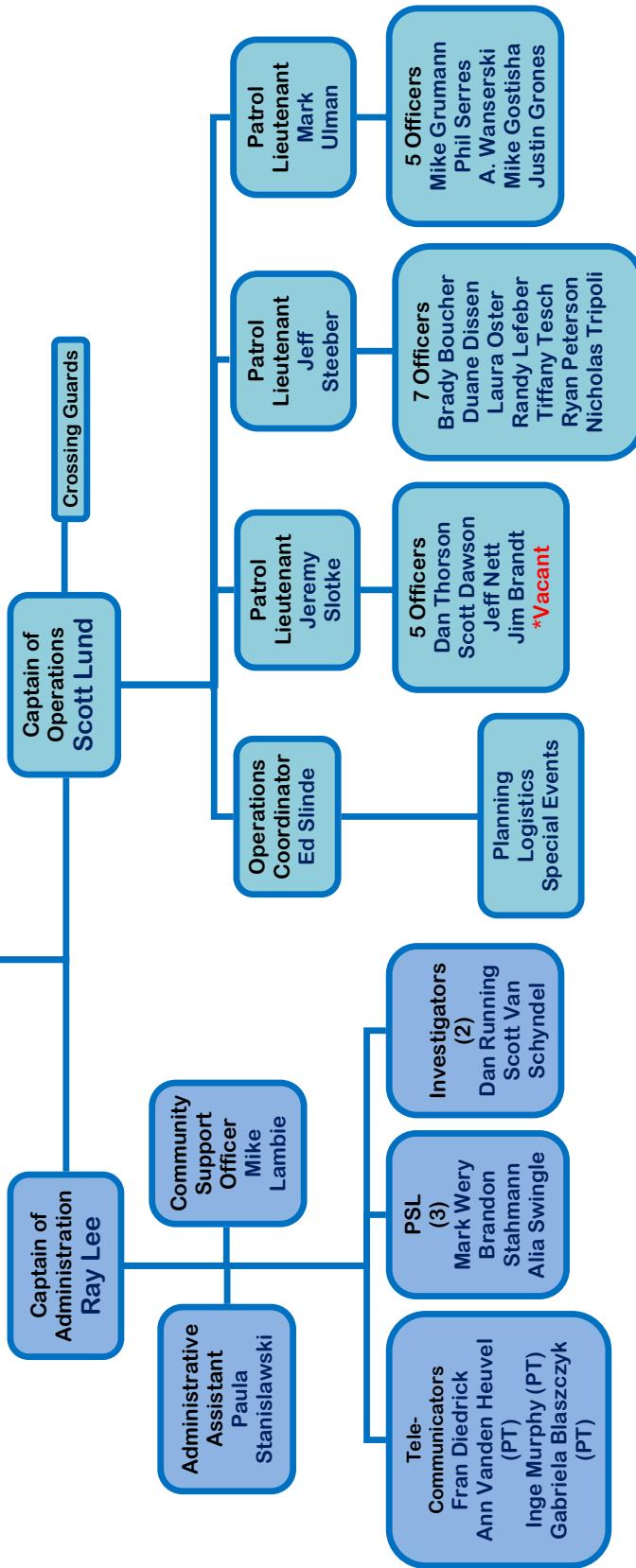
A handwritten signature in black ink, appearing to read 'Chief Misselt'.

Fox Valley Metro Police Department Organizational Chart 2015



Sworn Staff: Authorized 30
Civilian Staff: 2 FT, 3 PT

Chief of
Police
Erik Miselt



*Austin Weisnicht: Currently deployed since Oct 2014

Last Updated: January 2015

Administration

Administrative Services is led by Captain Raymond Lee who oversees several aspects of department operations including:

- Investigative Services
- Police School Liaison Program
- Records and Telecommunications
- Hiring and Recruitment
- Community Support
- Court Services
- Training
- Uniform Crime Reporting

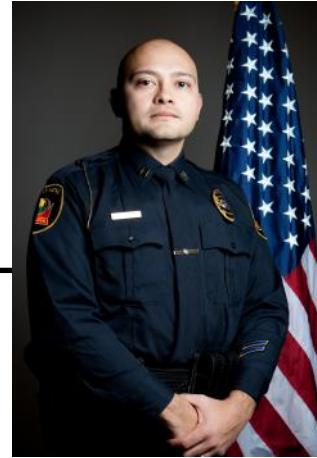
Administrative Services is staffed by two investigators, three police school liaison officers (PSL), one community support officer, two full-time and three part-time civilian administrative staff.

Investigators and PSL officers are trained in general investigations and sensitive crimes. Officers in these five to seven-year assignments provide follow-up and specialized investigative services, personnel background investigations, scene threat assessment, as well as safety and crime prevention presentations in area schools. Outreach and education through presentations in the Little Chute Area and Kimberly Area School Districts include Search and Seizure law, Alcohol and Other Drug Abuse and Awareness, Anti-Bullying, Internet Safety, Halloween Safety, Rules of the Road, and Sexual Assault Prevention and Awareness.

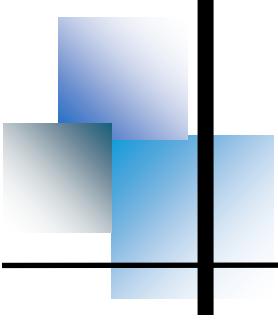
2014 saw the investigative unit involved in several intensive, complex and traumatic criminal investigations. Major cases involving drug trafficking, sexual assault, attempted homicide, human trafficking, child enticement and child pornography were investigated and resulted in successful prosecutions in Outagamie County Circuit Court.

Investigators also sit on many regional task forces and partner with community stakeholders in several multi-disciplinary efforts including the Lake Winnebago Area M.E.G. Unit, Tri-County Gang Task Force, Domestic Violence Intervention Team, Sexual Assault Response Team, Child Death Review Team, Victim Crises Response Team of the Fox Cities, and the Fox Valley Regional Investigators Group.

2014 was a very busy year for training; officers attended specialized training in a number of areas including investigating cybercrime, fraud investigations, domestic abuse prevention and investigation, leadership in police organizations, internal investigations, and child abuse and maltreatment investigations. The department training unit also conducted three Unified Tactics training sessions in 2014. During these sessions, officers completed refresher training on use of force techniques, decision making, emergency medical care, and professional communications. Officers also attended biannual updates on pursuit driving and integrated new statewide guidelines for handgun qualification into an already robust firearms program.



Captain Lee



Administration

Finally, while Fox Valley Metro Police Department spent the majority of the year understaffed, by years-end the department welcomed several new employees into the law enforcement family. Officer Justin Grones and Officer Nicholas Tripoli began their policing careers and are both currently assigned to Operations working uniformed patrol. The clerical staff dealt with the elimination of a full-time employee position replacing it with two part-time clerical staff. Gabriela Blaszczyk and Inge Murphy are now part of the clerical team.



Investigations

The Investigations Unit is under the direct supervision of the Captain of Administration. Currently, there are two officers assigned to Investigations. The Investigations Unit is responsible for the management, control and disposition of property that is found, recovered or seized by the Fox Valley Metro Police Department. This includes submitting evidence to the Wisconsin State Crime Lab for analysis and identification.

The Investigations Unit handles all open records requests for video and photographic evidence made by the general public, the District Attorney's Office, and defense attorneys. They are also responsible for preserving videos from the interview rooms at the Fox Valley Metro Police Department, squad cars, and Personal Video Recorders worn by patrol officers when the video is deemed to have evidentiary value.

When there is a need for a search warrant or subpoena to be drafted, the Investigations Unit is responsible for drafting these court orders, or assisting Operations in drafting them to ensure that the required terms and elements are included in the document.

There were numerous large cases that the Investigations Unit assisted in or investigated in 2014. These included burglaries, sexual assaults, physical assaults, armed robbery, and several death investigations including suicides, unexplained child deaths, and other death scenes.

The number of drug cases continue to rise in our communities. In these types of cases there is typically a lot of follow up work to be done including serving search warrants, doing surveillance, and working in conjunction with the Lake Winnebago Area Meg Drug Enforcement Unit. While investigating these types of cases in 2014, the Investigations Unit found it was common to have the suspects involved in other crimes to help facilitate their drug habits and/or dealing both inside and outside the Fox Valley Metro Police Department's jurisdiction.



Administration

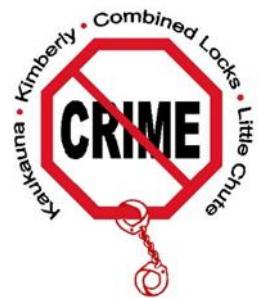
Community Support

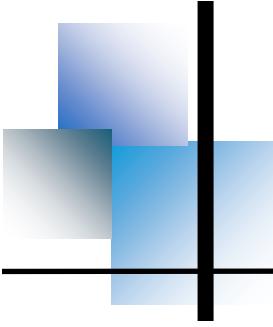
The Community Support Officer coordinates the department's crime prevention strategies including Neighborhood Watch, and Chronic Nuisance Abatement program. The Community Support Officer is also the point-of-contact for citizens, and serves as the department's liaison for outside agencies such as Quad Cities Crime Stoppers, Lake Winnebago Area Metropolitan Group (drug unit), Victim Crisis Response Team, Sex Offender Registry, and media outlets. The Community Support Officer manages the Department's Facebook and Twitter pages.



Due to budget concerns in 2014, the Community Support Officer position was vacant. The duties of the Community Support officer were distributed among various patrol officers and investigators. We are happy to report officers were still able to participate in ten community events.

As of December 8, 2014, Officer Michael Lambie was assigned the Community Support Officer role and will be filling this position going into 2015. Officer Lambie is planning many new community involved activities and presentations as we move forward into 2015.



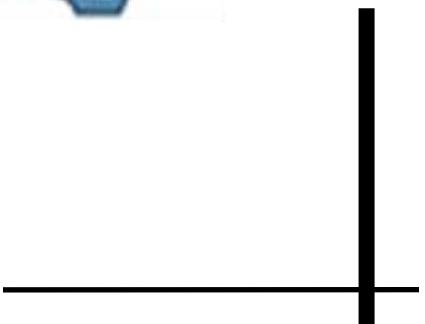


Administration

Police School Liaison Program

The Fox Valley Metro Police Department's Police School Liaison (PSL) program serves to collaborate with the Kimberly and Little Chute School Districts, Outagamie and Calumet County Human Services, and other community organizations to provide a safe and secure environment for the students of our communities. In addition to this, our PSL officers serve as the main investigators for physical and sexual abuse crimes against children. The Fox Valley Metro Police Department staffs three PSL officer positions. Officer Stahmann oversees J.R. Gerritts Middle School, Westside and Janssen Elementary Schools, Mapleville Intermediate School and Kornerstone Charter School in Kimberly and Combined Locks. Officer Wery oversees Kimberly High School and Officer Swingle oversees the Little Chute Area School District. In addition to the work performed in the public schools, these officers also work with the parochial schools on an as-needed basis.

The goal of the Fox Valley Metro Police Department PSL program is to form effective partnerships with school personnel, Human Services, and other related juvenile and family training programs to best serve the youth and families of our school districts. This is accomplished on the front line by the relationship that the PSL program builds with the school personnel and the families. The additional time that the PSL officer is able to spend with the juvenile, compared to a patrol officer, and the knowledge that they gain of the family dynamics, allows the PSL officer to offer more individualized support and assistance to the child and their family.



Administration

Little Chute PSL Program

The Fox Valley Metro Police Department PSL program serves Little Chute High School, Little Chute Middle School and Little Chute Elementary School with ages ranging from 4 to 18 years, including Kindergarten to 12th grade. Officer Alia Swingle has just completed her first year serving as a PSL Officer for the Little Chute Area School District. Her primary goal is to provide a safe learning environment, educate youth about law enforcement's role in society, and establish rapport to allow open lines of communication. She has developed several presentations addressing a range of issues, such as, respect for self and others in the elementary school, social media concerns in the intermediate/middle school, and underage drinking/drug abuse in the high school.

The notable accomplishment for the Little Chute PSL program in 2014 has been the initiation and development of safety committees for each school building.

Our PSLs put on a bicycle safety rodeo at the police department during the open house to instill bicycle safety skills and supply the youth of the community with helmets. In the spring, Officer Swingle developed an updated bicycle safety lesson which was presented at Little Chute Elementary School. Officer Swingle also assisted Kimberly PSL Officer Brandon Stahmann with a bicycle rodeo held at Janssen Elementary School in Combined Locks.

In the fall, Officer Swingle updated the Halloween safety lesson and presented it to several classes in the elementary school. She arranged for K-9 units to be brought into the high school and intermediate/middle school, furthering a feeling of safety in the building.

Throughout the school year, Officer Swingle gives classroom presentations on many topics. She has developed several presentations addressing a range of issues, such as: "Respect for Self and Others"; "Theft: It's Not a Little Thing"; and "Drinking/Drugs: Are they Really Fun?" She continues to address theft, bullying, and cyber safety issues at all levels. Officer Swingle has successfully established an environment that allows students to approach her with concerns they have inside and out of school. This environment has given her the opportunity to help make positive changes in the lives of many students and their parents in the Little Chute Area School District.

Officer Swingle's goals for 2015 are to work with the Kimberly PSL officers to renew and revive the Junior Academy, continue to develop the safety committee plan, work with the district to revamp policy, and continue to build a lasting and trusting relationship between the students in the district and Law Enforcement.



Officer Swingle face painting at the department's open house.

Administration

Kimberly PSL Program

The Fox Valley Metro Police Department serves Kimberly High School, J.R. Gerritts Middle School, Kornerstone Charter School, Maplevue Intermediate School, and Janssen and Westside Elementary Schools, with ages ranging from 4 to 18 years of age. The main objective of the Kimberly PSL program is to promote prevention through education and communication. We are able to treat mistakes and infractions that juveniles may make and turn them into a learning experience. By doing this, these young people learn the potential consequences for their actions, and the PSL officer is able to counsel them on appropriate behaviors and responses.

Officer Stahmann gives presentations to students at the elementary, intermediate, and middle schools and the topics include:

- Bicycle Safety
- Internet Safety/Digital Citizenship
- Halloween Safety
- Community Safety
- Bullying and Harassment

Officer Wery gives presentations to students at the high school. Some of the topics presented to the students are:

- Drugs and Alcohol
- Constitutional Law
- Law Enforcement's Role in the Community

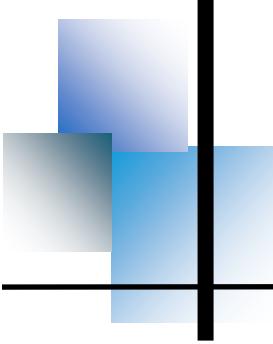
The primary advantage of the PSL officer role for the police department and the school district is the relationship that the PSL officer is able to form with the students and their families. By forming positive relationships, the PSL officer builds trust and credibility, which allows them to work closely with students and their families to help solve issues and concerns. This helps students to see the PSL officer as more approachable and someone who strives for their well-being. Students are more comfortable coming to the PSL officer and reporting illegal activity and things that make them feel unsafe. This makes the school environment safer for all.

The notable accomplishments for the Kimberly PSL program in 2014 include: bringing awareness to parents through school newsletters regarding social media risks to youth; instructing a mini-course at J.R. Gerritts Middle School called Police Investigations, where 7th and 8th grade students learn about various areas of law enforcement; Police K9 searches of the high school and middle school to ensure our school zones are drug free; the 'Reality Store', a convention for high school students to learn how to become productive members of the community; participation in the Kimberly School District "Life Force" health fair; and teaching high school and middle school students the risks associated with drug and alcohol use.

The goal for 2015 is to implement a Junior Police Academy, where students from the Kimberly and Little Chute School Districts can learn and participate in a class designed to teach students about a career in law enforcement.



Officer Wery and Officer Stahmann with Kathy Verstegen of Kimberly School District at the distracted driving presentation at Kimberly High School



Operations



Captain Lund

The Fox Valley Metro Police Department's Operations Section is composed of Patrol, the Field Training Program, the Honor Guard, Special Events Coordination and the School Crossing Guard Program. Operations are the starting point for the department's mission of "Partnerships in Policing." Officers strive to collaborate with our community members, service organizations and our criminal justice system partners to resolve problems.

We hoped in 2014 we would see a reduced operational tempo for the department. Those hopes were not realized as our operational tempo maintained its pace since 2012. We have a new normal based on the last three years. The members of the Operations section performed their duties with professionalism and compassion. In 2014 we hired two new officers, Officer Nicholas Tripoli and Officer Justin Grones. They successfully completed their field training period in late 2014. Officer Weisnicht, who was hired in 2013, was deployed in fall 2014 in support of Operation Enduring Freedom. We await Officer Weisnicht's safe return to the department in 2015. I am proud of all the Operations section officers' exemplary work in 2014.

The Operations section's consistent performance would not be possible without the leadership and guidance of Lieutenant Mark Ulman, Lieutenant Jeff Steeber, Lieutenant Jeremy Slotke and Officer Edmund Slinde.

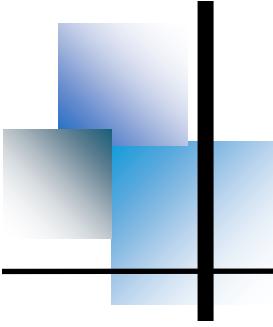
In 2013, the department evaluated how we deliver our core services. One change implemented in January 2014 was the creation of Community Oriented Policing (COP)/ Problem Oriented Policing (POP) Districts. The Villages of Combined Locks, Kimberly and Little Chute were divided into six districts. Officers are assigned to a district for a minimum of two years. The beauty of a blended policing approach is it allows each district to partner with their district members (residences and businesses) and partners, to address problems.

The COP/POP committee evaluated the department's progress and reported that officers were able to recruit new Neighborhood Watch captains. The officers also met with current watch captains to explain our goals moving forward.

Officers within the Northwest group were able to conduct a successful project analyzing storage unit burglaries within their district.

Members from all groups were able to contact and update business listings within our jurisdiction, assisting officers with identifying key holders in emergency situations and building a better relationship with our business owners.

Our social media websites have also progressed immensely within the past year. They have evolved as a critical tool to assist in solving crimes.



Operations

The Fox Valley Metro Police Department Operations section goals for 2015 are:

- Better communication within the department and with the public
- The fundamental focus on community involvement
- Implement Coffee with a Cop
- Participate in National Night Out (NNO), which is on August 4, 2015.

Through these events, we hope to achieve our long term goals by developing stronger relationships within our community, and growing a strong group of Neighborhood Watch captains to anchor and spread our Neighborhood Watch program.

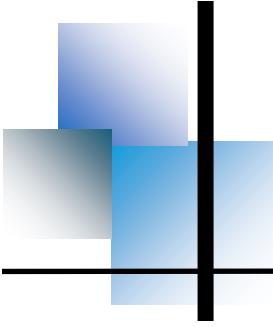
Patrol

Patrol comprises the largest segment of Operations. Patrol is the backbone and core of every police department. The vast majority of citizen contacts with the department start with patrol officers. Patrol officers work around the clock, 365 days a year. The department recognizes and appreciates the dedication of our patrol officers working holidays and missing important family functions.

Patrol is currently comprised of 17 Patrol Officers, three Patrol Lieutenants, one Operations Coordinator and one Operations Captain. Patrol officers and Lieutenants work three different nine-hour shifts to provide 24-hour coverage for the villages. Below are some examples of what Patrol Officers do:

- Respond to calls for service
- Random and directed patrol
- Investigate criminal offenses
- Assist citizens
- Animal control
- Crime prevention
- Traffic, local ordinance and state statute enforcement
- Community problem-solving and partnerships, including Nuisance Abatement
- Traffic collision investigation and looking for ways to reduce the number and severity of crashes
- Compliance checks of licensed establishments
- Working with Probation & Parole to verify client compliance





Operations

Patrol — Day Shift

In 2014, Lieutenant Jeremy Slotke supervised the day shift.

In addition to their daily responsibilities, responding to calls for service and performing traffic and ordinance enforcement activities, each of day shift officers also has a unique skill and individual task they are responsible for. Some of those individual responsibilities include; police fleet maintenance coordinator, lead COP officer for respective districts, field training officer, and membership in the Community-Oriented Policing committee.

As a team, the day shift routinely worked in conjunction with the department's investigations unit, assisting with the abatement process and in some cases, the service of search warrants to address issues of nuisance properties within the villages.

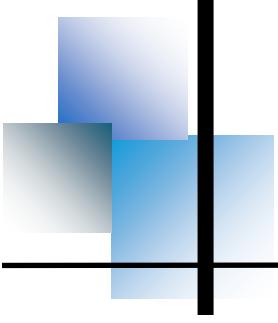
Additionally the day shift officers have focused their efforts on numerous community oriented and crime prevention efforts;

- Performing physical security checks on businesses in the industrial parks and downtown.
- Being present on site at local banks and credit unions when employees are arriving to open.
- Performing physical security checks on the homes of residents who were on vacation.
- Performing addition patrols in specific locations based on extra patrol requests from citizens.
- Performing foot patrols in parks, the YMCA, and locations where children are known to congregate, being visible and performing traffic enforcement in school zones while children are heading to school.



In 2014, the Fox Valley Metro Police Department added three new officers to the patrol unit. Two of the day shift officers are field training officers and logged countless hours training these new officers during their 12-week field training period.

Day shift officers also individually focused on providing directed patrol to parking issues around Kimberly High School, updating business security call lists, and recruiting citizens into the Neighborhood Watch program.



Operations

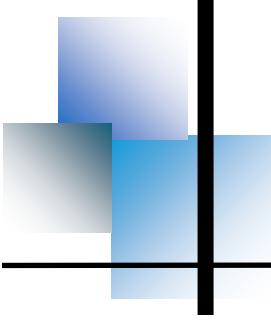
Patrol — Afternoon Shift

In 2014, Lieutenant Jeff Steeber supervised the afternoon shift. The afternoon shift focused on:

- School zones, with the emphasis of interacting with the kids at school, while enforcing and deterring traffic and ordinance violations. Officers also communicated with the crossing guards in each school zone to better understand and address recurring problems. Parking concerns continued to be the most common area of concerns around many of the schools in the Villages.
- Afternoon shift officers were active in community policing and problem oriented policing projects, specific to their assigned districts. Examples include:
 - ◊ The analysis and response to repeated complaints of semi traffic and speeding on Park Street in Combined Locks. Responses to the complaints included the addition of signage in the area and specific directed patrols with the goal of eliminating or significantly reducing violations.
 - ◊ Officers began to update the police department's list of business contact information. The purpose of this is for the officers to have the most current information to contact business owners in the event there is a problem discovered at the property. This process also gives business owners the opportunity to communicate with the officers of their district about any concerns they may have. This project began in the late portion of 2014 and will continue into 2015.
 - ◊ The recruitment of two new neighborhood watch captains.
- With the vacancy of the Community Support Officer position in 2014, Officer Laura Oster was assigned as the point of contact for all chronic nuisance abatements as outlined in Village ordinances. Officer Oster worked with the rest of her shift to successfully conduct seven nuisance abatements on properties throughout the Villages. Specific violations addressed included:
 - ◊ Repeated ordinance violations
 - ◊ Illegal drug possession and delivery
 - ◊ Repeated loud noise

Officer Oster worked in partnership with property owners to address lease violations at the rental properties. As a result, several chronic nuisance tenants were removed from two problem properties and there was a reduction or elimination of police calls for service at all seven nuisance properties.



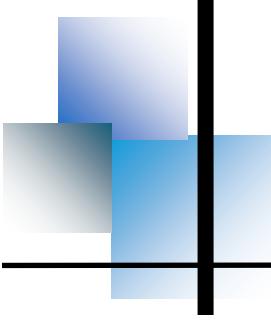


Operations

- Officers were active in traffic enforcement with the focus on the reduction of traffic violations and crashes. This approach at proactive traffic enforcement also led to several significant drug arrests. Examples include:
 - ◊ A traffic stop on a known drug user and dealer which resulted in the seizure of marijuana, bath salts, and \$2,000.00 in cash related to the distribution of the drugs. One arrest was made in this case.
 - ◊ A traffic stop for an equipment violation which led to the officers obtaining a search warrant for the vehicle and seizing 13 grams of methamphetamine, a stolen handgun from a different jurisdiction, and other drug paraphernalia. Three arrests were made in the case.
 - ◊ A traffic stop that led to further surveillance at an individual's residence over the course of the following few weeks. Afternoon shift officers then worked with the Investigations Unit and obtained a search warrant on a residence used for the distribution of methamphetamine. Two arrests for warrants and drug charges were made in this case.
- Officers from the afternoon shift were active in warrant apprehensions for subjects who failed to appear in court or failed to pay fines. An example includes the following case:
 - ◊ Locating and incarcerating an individual with a significant felony drug warrant, who was known to carry a handgun.

In addition, to proactive policing efforts, another notable call for service on afternoon shift involved the burglary to a residence in the Village of Kimberly where two handguns were stolen. Information led officers to discover one of the handguns at a person's residence in Kimberly. Further investigation uncovered the location of the second handgun at an associate's residence in Town of Buchanan. The weapons were recovered and both subjects confessed to the burglary and were arrested on charges related to the incident.

The afternoon shift conducted their duties with the focus on community policing and problem oriented policing efforts in an attempt to reduce the recurrence of criminal activity, traffic accidents and overall police calls for service.



Operations

Patrol — Night Shift

In 2014, Lieutenant Mark Ulman was the night shift supervisor.

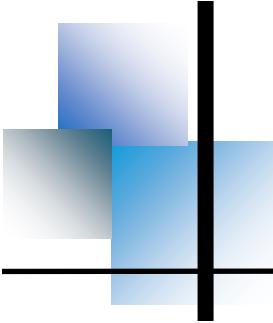
In addition to their daily responsibilities, responding to calls for service and performing traffic and ordinance enforcement activities, each of the night shift officers also had additional tasks they were responsible for during the 2014 calendar year.

Officer Boucher facilitated the updating of the business key holder information lists for the three villages. The information was then uploaded into the county's computer-aided dispatch program (CAD). Officer Grumann is a specially-trained Drug Recognition Expert (DRE) Officer and assists officers and neighboring law enforcement agencies on traffic stops when there is a need to determine when the drivers are impaired from substances other than alcohol.



Officers Aaron Wanserski and Michael Gostisha received specialized training on the use of the new county-wide digital radio system. Officer Wanserski and Officer Gostisha were responsible for training the rest of the department in the use of both the new portable radios carried on the officer's person and the mobile radios in the squads. Officer Michael Lambie received specialized training on the use of the new Motorola P1 CAD system obtained by the Outagamie County Communications Center. Officer Lambie was responsible for training all Fox Valley Metro Police Department officers in the use of the MDC-portion of the new system that was installed in all department patrol vehicles.

In addition to supervising the night shift officers in 2014, Lieutenant Ulman received his Crisis Intervention Training (CIT) certification. CIT officers receive specialized training enabling them to better understand and deal with citizens who suffer from mental illness and struggle with suicidal ideation. Lieutenant Ulman also became a member of the Outagamie County Peer Support Team steering committee. The mission of the peer support team is to provide members of the law enforcement community who may be suffering from emotional, personal, physical, or stress-related difficulties access to high quality support services. Additionally in 2014, Lieutenant Ulman became a member of the Outagamie County Emergency Response Team (ERT), also known as SWAT, and functions as a team operator and the team's tactical paramedic.



Operations

In 2014, as a result of the officers' proactive crime prevention efforts, they found and secured 116 unlocked doors on commercial businesses and 250 open garage doors in residential neighborhoods throughout the three villages. The officers' efforts likely prevented several business and home owners from being victims of a burglary. The night shift officers also stopped, arrested, and removed from the village streets and highways, 102 drivers who were impaired by the effects of alcohol and or drugs, making the roadways safer for all who use them and likely preventing several operating while intoxicated (OWI) related accidents. The officers also participated in several OWI Task Force grants which put additional officers on the road specifically for OWI enforcement activities.

Additionally, the night shift is responsible for monitoring and policing the activities at our local licensed establishments. The officers conducted 192 scheduled walk-throughs and compliance checks at the bars and taverns in the three villages resulting in the issuance of ten citations for no licensed bartender on site and sale to an underage person. Additional random checks and calls for service to the bars resulted in several more citations and arrests for outside consumption, loud noise/music, and fights.

Lastly, the night shift officers monitor the street lights throughout the villages to ensure they are working properly to promote safety and reduce crime. In late September, officers surveyed the Village of Kimberly and identified more than 30 street lights that were not working. A list of the defective lights was forwarded to the utilities and within 48 hours all repairs were completed.

Noteworthy / significant incidents:

- A domestic that occurred at Dutch Harbor Estates, in which an individual pointed a shotgun at a family member and Officer Grumann. This person is still in jail awaiting trial.
- In the area of Rosehill Road, false burglary complaints were made by two cousins. They made three false reports of prescription medications being taken from their apartment. Through interviews, both admitted to filing false reports and were arrested and charged with obstruction.
- An armed robbery at Dwyers Food Mart where, as a result of solid investigative work, the suspect was identified, located, arrested and charged with armed robbery.

Operations

School Crossing Guards

The crossing guards provide safe crossings for school children at designated intersections throughout the villages. The crossing guards receive annual training in the spring to update them on current laws, policies, and procedures and to ensure the school zones remain safe for children and the crossing guards.

Our crossing guards do a great job ensuring the safety of our children. Crossing guard appreciation week is typically the second week of January. When you see them, please take the time to thank the Villages' crossing guards for the outstanding job that they do.



Ride-Along Program

The Fox Valley Metro Police Department offers people the opportunity to ride with patrol officers. Ride-alongs are a way to educate people on what police officers do. Ride-alongs also allow the department to build relationships with people. We encourage people to participate in the ride along program.

In 2014, the Fox Valley Metro Police Department had 20 ride-alongs.

Officer Boucher and Officer Wanserski with Officer Cerncic and Officer Kaefer for a ride along. Officer Cerncic and Officer Kaefer are from the City of Graz, population 270,000, in Austria.



Operations

Honor Guard

The Honor Guard unit, established in 1995, represents every member, past, and present, of the Fox Valley Metro Police Department. The honor guard serves as one of the public faces of the department. The Honor Guard is composed of officers and supervisors who are selected to serve in this unit and is the standard for discipline and professionalism of the department.

In 2014, the Honor Guard participated in five events:

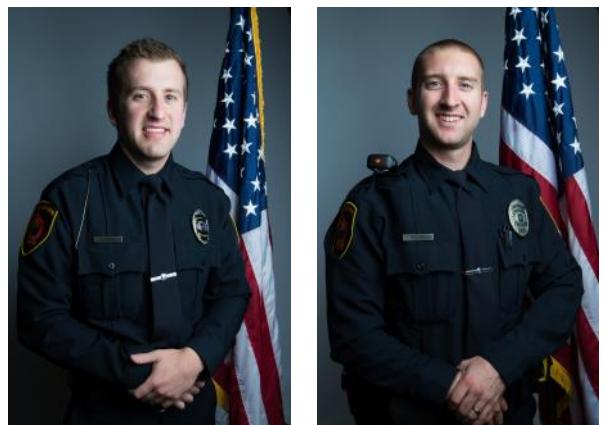
- On May 1, 2014 our Honor Guard presented and posted the State and National colors during the National Day of Prayer ceremonies at St. John Church in the Village of Little Chute.
- On June 7, 2014 members of our Honor Guard marched in the Great Wisconsin Cheese Festival Parade.
- On June 14, 2014 members of our Honor Guard marched in the 62nd annual Appleton Flag Day Parade.
- On September 27, 2014 members of our Honor Guard presented the colors at the first Appleton Walk Like MADD event.
- On October 1, 2014 members of our Honor Guard marched in the Kimberly Homecoming Parade.



Field Training Officer Program

The purpose of the Field Training and Evaluation Program is to train new officers so they are prepared for solo patrol at the conclusion of their training cycle. The Fox Valley Metro Police Department has nine certified Field Training Officers (FTOs). FTOs serve a vital and important role in the selection and training of probationary officers. The field-training program is coordinated by Lieutenant Jeff Steeber and overseen by the Captain of Operations. A probationary officer's field training consists of 12 weeks of intensive training and daily performance evaluations. Probationary officers are challenged mentally and physically during their field training period.

In 2014, Officer Nicholas Tripoli (left) and Officer Justin Grones (right) completed field training.



Operations

Bicycle Patrol Program

The department currently has three police mountain bicycles and seven certified bike officers.

A major goal of our bicycle patrol program is outreach and education. The Fox Valley Metro Police Department conducts bicycle rodeos yearly. A bike rodeo is a bicycle safety clinic featuring bike safety inspections (and optionally quick tune-ups), and a short safety lecture about the rules of the road. This is followed by a ride on a miniature "chalk street" course set up in a parking lot where young cyclists are shown where and how to apply the rules. The focus of a bike rodeo is cycling safety for young cyclists.



In addition to the bicycle rodeos, our bicycle officers assisted with traffic control during the Great American Cheesefest parade and the Fox Cities Marathon. Our bicycle officers are also utilized in patrol activities during Cheesefest and Paperfest.

Police Vehicle Fleet

During 2014, our marked patrol fleet consisted of the nine Ford Police Interceptors. Our unmarked cars, which are used by Investigators, Community Support, PSL Officers and Command Personnel, consisted of a 2013 Ford Fusion Hybrid and two 2011 Ford Fusion Hybrids.



Operations

Special Events Coordination

The department assists the Villages of Combined Locks, Kimberly and Little Chute with the coordination of special events. Residents of Combined Locks, Kimberly and Little Chute are fortunate to have many unique and exciting events that enrich the quality of life in their communities. 2014 was a very active year with special events.

The following are the special events that the Fox Valley Metro Police Department assisted with in 2014.

Great Wisconsin Cheese Festival

Paperfest

Memorial Day Parade

Fox Cities Marathon

Light the Lights Tournament

Every 15 Minutes

Halloween

Walk to Defeat Cancer

Nick's Ride to Remember

US Venture Open

Big Green Sustainability Festival

Rock Cancer

Kermis Festival

Walk for Autism

Little Chute Kiwanis Christmas Parade

Little Chute Wellness Walk

St. Pat's Run

Veterans Day Parade

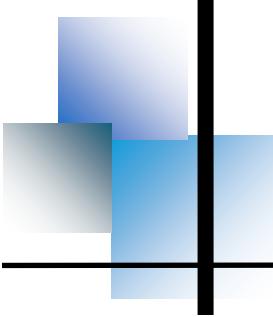
JRG Rocks Run



Paperfest

US Venture Open
DRIVE CHANGE





Operations

Awards

In 2014, Officer Michael Lambie was the recipient of the department's 2013 Officer of the Year. The Department Awards Committee selects the Officer of the Year based on nominations from the department. Here are a couple comments about Officer Lambie:



Officer Lambie continues to go above and beyond what is asked of him on a daily basis. He has a no-quit attitude, and that attitude is reflected in the quality of work he produces. He is always very professional and respectful to everyone he comes into contact with. Officer Lambie has always been a reliable officer on calls for service. When I am responding to a call with Officer Lambie, I know things will be done correctly and efficiently. Officer Lambie continues to show Fox Valley Metro Police Department in a positive light and is a

great asset to this department. Officer Lambie has committed himself to the department's Mission and Guiding Principles, carrying out his duties in a professional manner, with integrity, and showing compassion to the community members he encounters. He makes sound decisions and clearly shows his initiative and job knowledge.

Officer Daniel Thorson was awarded the department's Distinguished Service Medal. Officer Thorson received this award for his actions on a call with a suicidal person where a firearm was discharged. Officer Thorson communicated with the distraught person. Officer Thorson was able to get this person to exit their residence, without the firearm, and turn themselves in. 'This incident was resolved without violence or injury, I fully believe, due to Officer Thorson's negotiation efforts.' This is the second time, in the last two years, Officer Thorson negotiated an armed person from their residence.



Officer Michael Grumann and Officer Philip Serres received an award from Mothers Against Drunk Drivers in recognition of their continued efforts to remove intoxicated drivers from the roadways.



Police Unity Tour

In 1962, President John F. Kennedy designated May 15th as National Peace Officers Memorial Day, and the calendar week in which May 15th falls as National Police Week. During this week, fallen officers all over the nation are remembered and memorialized throughout the United States. Every year several events take place in Washington D.C. at the Law Enforcement Memorial, including the arrival of the “Police Unity Tour.”

The Police Unity Tour started in 1997 with 18 members riding their bicycles from New York City to Washington D.C. to raise funds for the National Law Enforcement Officer’s Memorial Fund. The Police Unity Tour is now in its 18th year and consists of more than 1,600 riders. The ride always occurs during “National Police Week” in May every year.

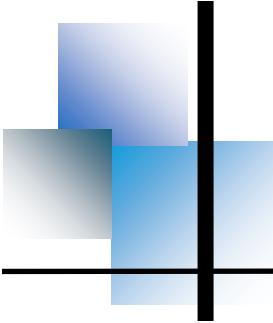
The Police Unity Tour’s mission is two-fold, our motto “We Ride for Those Who Died,” is our main mission. We work hard to ensure that the over 19,000 Law Enforcement Officers killed in the line of duty are never forgotten. Secondly, we raise money for the National Law Enforcement Officer’s Memorial Fund (NLEOMF). The NLEOMF maintains the memorial wall in Washington D.C. and continues to raise awareness of the officers killed in the line of duty.

Over the four day and 300+mile ride from New Jersey to Washington D.C., we ride two-by-two which



stretches the length of our group to over two miles at times. We are followed by support vehicles and lead by police motorcycles and a lead vehicle. The police motorcycles provide extra sirens and lights to not only protect the riders but to garner attention to the group. The operators of the motorcycles often stop traffic to allow safe passage of the riders, during which time the motorcycle operators hand out pamphlets about who we are and our cause. As the motorists wait for us to pass by they eventually see our support trailers that finish the line of riders.





The Wisconsin Riders consist of 25 law enforcement officers and one survivor from many different agencies including the West Bend Police Department, the Washington County Sheriff's Office, Fond Du Lac Police Department, Jackson Police Department, Greenfield Police Department, Fitchburg Police Department, Fox Valley Metro Police Department, Hartford Police Department, Fox Point Police Department, Menomonee Falls Police Department, Slinger Police Department and the Wisconsin State Patrol.

In 2014, Officer Aaron Wanserski and Captain Scott Lund participated in the Police Unity Tour. Each officer started training for this event in January. In addition to the training, each officer is required to raise \$1,750.00 in order to participate in this event. All money raised is donated to the NLEOMF. In 2014, the Police Unity Tour donated \$1.91 million to the NLEOMF. Since 1997, the Police Unity Tour donated over \$18 million to the NLEOMF.

In 2014, the Wisconsin Riders rode in honor and memory of Officer Donald Bishop, Town of Brookfield Police Department, end of watch April 13, 2013.



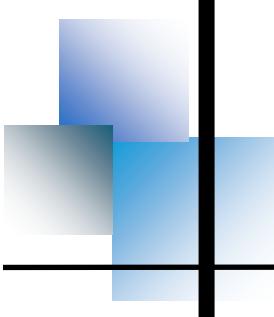
Community Outreach

Wisconsin Special Olympics 2014 Torch Run—Officer Tesch, Officer Slinde, Officer Dissen, Chief Misselt, Captain Lund, Officer Oster, Officer Alger from Green Bay Police Department, Officer Serres, and Officer Boucher



Cops Gone Wild! At Buffalo Wild Wings for Wisconsin Special Olympics - Officer Serres, Officer Tesch, and Officer Lambie.

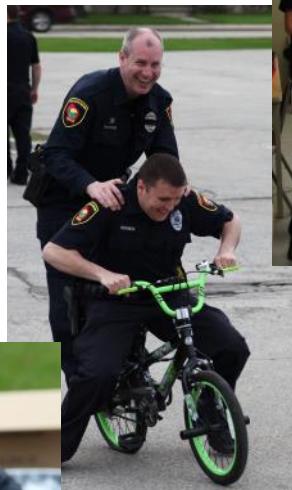




Chief Misselt presents the Civilian Letter of Appreciation Award to Gerald "Tiger" Schumann (left) and Andrea Rudolph (right) for partnering with the FVMPD, providing vital information which led to convictions in two violent crimes.



2014 Fox Valley Metro Police Department's Open House -
A good time had by all!





Law Enforcement Oath of Honor

On my honor, I will never betray my badge, my integrity,
my character or the public trust.

I will always have the courage to hold myself and others
accountable for our actions.

I will always uphold the Constitution, my community, and
the agency I serve.



Officer Justin Grones, Officer Nick Tripoli, and Officer Austin Weisnicht
(left to right) being sworn in at a department meeting by Chief Erik Misselt.