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# 2012 ANNUAL REPORT



**Mission:**  
Partnerships in Policing

**Guiding Principles:**  
Compassion, Integrity, Professionalism



# **FOX VALLEY METRO POLICE**

## ***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.*



## 2012 VILLAGE OFFICIALS

**Kimberly Village President:****Kimberly Village Trustees:**

Charles Kuen  
Lee Hammen  
David Opsteen  
Mike Hruzek  
Peggy Weber  
Marcia Trentlage  
Dave Hietpas  
Adam Hammatt

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

Michael Vanden Berg  
Jim Hietpas  
Tammy Frassetto  
Larry Van Lankvelt  
Bill Perenboom  
Bob Berken  
Skip Smith  
Chuck Kell

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

John Neumeier  
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:****Commission Vice President:****Commission Secretary:****Commissioners:**

Charles Rundquist (Kimberly)

Mark Van Thiel (Combined Locks)

Bill Van Berkel (Little Chute)

Scott Schommer (Little Chute)

Laurie Verhagen (Combined Locks)

Kerry Ruhnke (Kimberly)



## Fox Valley Metro Police

### 2012 Department Sworn Staff

<b>Title</b>	<b>Name</b>	<b>Serving Since</b>
<b>Chief of Police</b>	Erik Misselt	July 6, 2009
<b>Captain of Operations</b>	Scott Lund	February 17, 2003
<b>Captain of Administration</b>	Ray Lee	August 4, 1997
<b>Lieutenant</b>	Mark Ulman	April 7, 1999
<b>Lieutenant</b>	Randall Lefeber	January 15, 2001
<b>Lieutenant</b>	Jeffrey Steeber	April 22, 2005
<b>Lieutenant</b>	Jeremy Slotke	March 16, 2005
<b>Officer</b>	Daniel Thorson	February 19, 1990
<b>Officer</b>	Lance Steidl	January 31, 1991
<b>Officer</b>	Scott Dawson	July 1, 1994
<b>Officer</b>	Jeffrey Nett	September 25, 1995
<b>Officer</b>	Brady Boucher	August 14, 1998
<b>Officer</b>	James Brandt	July 5, 2000
<b>Officer</b>	Jason Danen	August 29, 2001
<b>Officer</b>	Edmund Slinde	July 29, 2002
<b>Officer</b>	Duane Dissen	December 30, 2002
<b>Officer</b>	Daniel Running	April 14, 2003
<b>Officer</b>	Michael Grumann	June 9, 2003
<b>Officer</b>	Brandon Stahmann	September 20, 2006
<b>Officer</b>	Laura Oster	June 12, 2007
<b>Officer</b>	Mark Wery	February 18, 2008
<b>Officer</b>	Philip Serres	April 9, 2008
<b>Officer</b>	Scott Van Schyndel	February 16, 2009
<b>Officer</b>	Tiffany Tesch	May 12, 2009
<b>Officer</b>	Joseph Alger	February 15, 2010
<b>Officer</b>	Aaron Wanserski	February 28, 2011
<b>Officer</b>	Ryan Peterson	March 11, 2012
<b>Officer</b>	Michael Gostisha	March 12, 2012
<b>Officer</b>	Alia Swingle	April 29, 2012
<b>Officer</b>	Michael Lambie	April 30, 2012



## Fox Valley Metro Police

### 2012 Department Support Staff

<b>Title</b>	<b>Name</b>	<b>Serving Since</b>
<b>Administrative Assistant</b>	Paula Stanislawska	February 16, 2004
<b>Tele-Communicator</b>	Fran Diedrick	December 15, 2010
<b>Tele-Communicator</b>	Sandra Hanson	July 5, 2011
<b>Tele-Communicator (Part-time)</b>	Ann VandenHeuvel	May 23, 2005
<b>Court Officer (Part-time)</b>	Ray Reimann	March 16, 2007
<b>Crossing Guard (LC)</b>	Tamara Spidle	November 14, 2004
<b>Crossing Guard (LC)</b>	Linda Doering	February 15, 1988
<b>Crossing Guard (LC)</b>	Jean Seidl	August 28, 2001
<b>Crossing Guard (LC)</b>	Lisa Garnett	March 1, 2005
<b>Crossing Guard (LC)</b>	Phyllis Janssen	January 18, 2007
<b>Crossing Guard (LC)</b>	Laurie Kappell	January 22, 2007
<b>Crossing Guard (LC)</b>	Mary Friebel	January 7, 2008
<b>Crossing Guard (LC)</b>	Eugene Kobussen	March 14, 2008
<b>Crossing Guard (KIM)</b>	Gail Vandera	November 30, 1999
<b>Crossing Guard (KIM)</b>	Virginia Huisman	August 29, 2001
<b>Crossing Guard (KIM)</b>	David Kielgas	January 22, 2007
<b>Crossing Guard (KIM)</b>	Kathy Heier	August 14, 2008
<b>Crossing Guard (CL)</b>	Luella Opsteen	October 1, 1998
<b>Crossing Guard (CL)</b>	Sue Manti	December 26, 2007
<b>Crossing Guard (CL)</b>	June Subert	December 11, 2009



## Office of the Chief of Police

As I considered 2012 for this report, Bruce Tuckman's 1965 Forming-Storming-Norming-Performing model of group development came to mind. In Tuckman's model, the group comes together, gets a sense of each other and how they interact (forming).

The competition of ideas and confrontation of points of view then takes hold in the group (storming), followed by general agreement on the team's mutual goals and plans (norming). Finally, the group begins to get the job done smoothly and effectively and individual team members are motivated and knowledgeable (performing).



My appointment in mid-2009 began the process of "forming" with department personnel getting to know me and me, them. Certainly within three to six months, as exhibited by elimination of supervisory positions and changes in organizational structure came the "storming" stage. In 2010, we began "norming" as the organization began to change its culture and came to understand expectations of how business was going to be conducted. I think we continued to fluctuate between "storming" and "norming" through 2010 and 2011 as we not only adopted but began to "live" our mission and guiding principles, not to mention completing a merger.

The reason I think of 2012 in this way is because I have difficulty considering any one year in vacuum; in my view, 2012 was just the latest stage in a continuum of development for the Fox Valley Metro Police Department.

So, did 2012 bring us into the "performing" stage? I think so.

In 2012, I witnessed a more cohesive and effective organization. As the rough spots of the first full year of the merger with the Combined Locks Police Department smoothed out, I saw our officers and staff reach a common understanding of how we do business.

Two new Lieutenants were promoted and four new Patrol Officers were hired. A new Community Support Officer took over for one of the promoted officers and several new Police School Liaison Officers were assigned. While this might seem like fairly mundane personnel changes, it is the fact that they were viewed as relatively mundane that makes them remarkable. All staff had the opportunity for input on the promotions, which they took advantage of, as did our community partners regarding the Police School Liaison Officer positions. The result being that the transitions were smooth and seamless, which was not always the case historically.



## Office of the Chief of Police

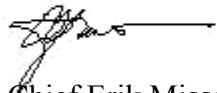
As 2012 progressed, I found that the ideas for addressing community issues, engaging our communities and addressing crime issues came increasingly from all areas of the department and the community, not just from command staff. I saw leadership and motivation to be more efficient and effective, developing all across the organization. Individual officers have developed strategies for neighborhood problems and have taken steps to communicate regularly with their co-workers and community members as they address crime or nuisance issues, most times without a need for direction from supervisors. One of those ideas was dividing our villages geographically and assigning a group of officers, across shifts, to each of those areas. These officers will take responsibility and ownership for working with citizens and business in those areas to address problems or concerns. This work started in 2012 and will continue into 2013 and beyond.

In short, I believe that 2012 began to show the results of the changes that have been made in our Department's culture and mindset. I see the Fox Valley Metro Police Department "performing" as an organization and individual teams. Needless to say, I am very proud of this organization.

To quote Mr. Tuckman: "Structural issues have been resolved, and structure can now become supportive of task performance" (Tuckman, 1965).

In other words, and in my opinion, the Fox Valley Metro Police Department, our employees and the communities we serve are now "performing" better than ever to make our Villages safe and pleasant places to live.

In closing, I hope that you will find this annual report for 2012 informative and reflective of the fact that I believe that the Fox Valley Metro Police Department provides top quality police service for the Villages of Kimberly, Little Chute and Combined Locks and will continue to do so in the future.



Chief Erik Misselt

***"Leadership is the capacity to translate vision into reality" – Warren G. Bennis***



## Administration

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

- Investigative Services
- Police School Liaison Program
- Community Support
- Records and Telecommunications
- 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 one part-time civilian administrative staff, and one part-time court officer.

Investigators and PSL's are trained in general investigations and sensitive crimes with specialization in drug and arson investigations. Officers in these five to seven year assignments complete case investigations, personnel background investigations, and safety and crime prevention presentations in area schools.

2012 was yet another year of change and transition within Administrative Services. Officer Scott Van Schyndel was assigned to Community Support to replace Officer Jeff Steeber who was promoted to Lieutenant. At the conclusion of the year Investigator James Brandt ended his assignment in Investigations and was replaced by Officer Duane Dissen.

2012 also marked the first full calendar year of a return of Fox Valley Metro Police Department law enforcement services to Kimberly High School. Officer Mark Wery assisted school administration with many projects and initiatives including "Every 15 minutes" an intensive educational experience where students and first responders conduct a mock crash to illustrate the dangers associated with driving while impaired and texting.

The Investigations Unit conducted investigations involving several serious and wide-ranging incidents including vehicular homicide, prostitution, home invasions and numerous complaints of illegal drug use and distribution. The Fox Valley as a whole has seen a resurgence of heroin as a preferred street drug and our communities were not immune to this trend. Officer Van Schyndel works directly with the Lake Winnebago Area MEG (LWAM) unit to combat illegal drugs in our area.



**Captain Lee**



## Administration

Records and Telecommunications perform many of the behind the scenes functions that keep Fox Valley Metro Police Department operating smoothly. This unit encompasses communications, records, information technology services, and general customer service. The Records and Telecommunications staff consists of Fran Diedrick, Ann Vanden Heuvel, and Sandy Hanson. Court Services is staffed by the department court officer Ray Reimann. Officer Reimann provides court security in Little Chute, Kimberly and Combined Locks municipal courts.



As Training Coordinator, the Administrative Captain is responsible for overseeing the training process, which includes planning and scheduling in-service training, processing training requests for employees to attend various trainings (i.e. interview classes, evidence technician training, leadership training, etc.), and maintaining training records for all employees.

Fox Valley Metro Police Department hosted basic and advanced training in Interview and Interrogation and department personnel completed annual training/recertification in legal update, Firearms and Defense and Arrest Tactics training. Five officers also attended a week long training to become NAMI (National Alliance on Mental Illness) Crisis Intervention Team officers.



Finally, 2012 saw the hiring of four new officers to bring Fox Valley Metro Police Department to full-approved strength for the first time in over a decade. The hiring process is a time consuming and exhaustive process coordinated through Administrative Services. Police Officer candidates undergo a rigorous progression of testing and evaluation which saw a field of over 100 qualified candidates vie for the 4 open positions.



## Administration

### 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 also 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.

Investigators are involved in the sex offender relocation program as well. They attend review hearings and address any violations of sex offenders residing in prohibited areas.

With the addition of four new Patrol Officers in 2012, the Investigations Unit conducted extensive background checks on the four candidates during the final stages of the hiring process. Background checks for crossing guards and citizens applying for a bartender's license are also conducted by the Investigations Unit.

At the end of 2012 Officer Brandt ended his assignment in the Investigations Unit. Officer Dissen was chosen to fill Officer Brandt's position. Due to this change, an audit of the property held by the Fox Valley Metro Police Department was done.

### Community Support

The Community Support Officer coordinates the department's crime prevention strategies and efforts. This officer serves as the department's resource officer and point-of-contact for citizens of the community. The Community Support Officer is the department's representative and liaison to outside agencies including the Quad Communities Crime Stoppers, Lake Winnebago Area Metropolitan Group (drug unit) , Victim Crisis Response Team, Domestic Violence Intervention Team, the Fox Valley Gang Task Force, and media outlets. This officer is the coordinator of the crime prevention programs including Neighborhood Watch, Citizen's Police Academies, Chronic Nuisance Abatement, and gang intervention. The Community Support Officer also coordinates the department's illegal drug investigation and education efforts.

On July 9<sup>th</sup> Officer Scott Van Schyndel took over the Community Support position. Jeff Steeber who was the former Community Support Officer was promoted to Lieutenant.





## Administration

### **2012 Highlights**

- 2012 was the start of a Community/Problem Oriented Policing project. It will be fully implemented in the second quarter of 2013. Officers will be assigned special areas in all of the Villages to help be closer to the community and have faster response times to problems that arise and to hear what citizens want from the police in their specific area.
- The Fox Valley Metro Police Department initiated 7 nuisance & drug abatements and 4 landlord assists on 11 different residential properties throughout Little Chute, Kimberly and Combined Locks. Some of the violations that led to the abatements included illegal drug sales (marijuana, cocaine, heroin, ecstasy, and pharmaceuticals), loud and unnecessary noise, underage alcohol parties, warrants, zoning violations, and other ordinance violations. The abatements and landlord assists led to the eviction of problem tenants, the source of repeated police calls for service, from all 11 of the residential properties. A vast majority of the evicted tenants have since moved to other jurisdictions.
- In 2012, the Fox Valley Metro Police Department participated in the hiring process of members for the Victim Crisis Response (VCR) Team. The VCR Team is a volunteer organization designed to assist local police departments in providing support services to victims, witnesses and family members of crime victims. It provides immediate comfort, support and referral information to individuals who have been victimized by crime or involved in a critical event or trauma.
- Throughout the third and fourth quarter of 2012 the Fox Valley Metro Police Department participated in 14 different community events, including tours of the police department, and safety presentations.
- In partnership with the DEA, the Fox Valley Metro Police Department hosted two Take-Back Initiatives on April 28<sup>th</sup> and September 29<sup>th</sup>. The events gave citizens the opportunity to safely dispose of unwanted or accumulated prescription medications. When added to the collections from DEA's previous four Take-Back events, more than 2-million pounds (1,018 tons) of prescription medications were removed from circulation nationwide. Wisconsin was fifth overall in the total amount collected and destroyed, behind the much larger states of California, Texas, New York and Pennsylvania.
- Over the course of 2012 Fox Valley Metro Police has fingerprinted 35 people. This service is provided free of charge for residents and people who work within the Villages.
- A Facebook page was started to further reach out to the community. The Fox Valley Metro Police Department tries to stay up-to-date with technology to keep the community informed. Facebook is used as an outlet to let residents know what is going on in the community and to also get helpful information and reminders out.
- In the summer of 2012 the department started a new neighborhood notification system. Fox Valley Metro Police Department is attempting to keep residents and neighborhoods informed of what is happening and is now personally handing out releases letting them know if we were in the neighborhood for any major reason that residents should know about. This information includes the execution of warrants, drugs, theft, damage to property, or other incidences where a large amount of rescue services were in a neighborhood. With the officers actually handing out the releases this gives residence time to be face to face with an officer and to share questions or concerns with the police.





## 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. Fox Valley Metro staffs three PSL positions. Officer Stahmann oversees JRG Middle, Westside and Janssen Elementary, Mapleview Intermediate and Kornerstone Charter Schools in Kimberly and Combined Locks. Officer Nett oversees the Little Chute School District and Officer Wery oversees Kimberly High School. 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. The PSL program has started regularly scheduled staff meetings with Outagamie County Youth and Family Services, representatives of the Child Advocacy Center, the Family Training Program, and the Outagamie County District Attorney's office to improve our working relationships and collaboration on some of the more challenging youth and families in our communities, with the goal of developing services that maximize the benefits to the child and their family. This is accomplished on the front line by the relationship that the PSL officer 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.

The PSL Program also is there to promote prevention through education and communication. The PSL Officers are able to treat mistakes and infractions that the juvenile may make and turn them in to a learning experience. By doing this, the juvenile learns the potential consequences for their actions and the PSL Officer is able to counsel them on appropriate behaviors and responses.

### **Kimberly PSL Program**

Fox Valley Metro Police Department serves Kimberly High School, JRG Middle School, Kornerstone School, Mapleview Intermediate School, Westside Elementary School, and Janssen Elementary School with ages ranging from 4 years to 18 years of age.

PSL Officer Stahmann gave presentations to students at the elementary, intermediate, and middle schools. Some of the topics presented to the students were:

- Bike Safety
- Drugs and Alcohol
- Halloween Safety
- Community Safety
- Internet Safety/Digital Citizenship
- Bullying and Harassment

PSL Officer Wery gave presentations to students at the high school. Some of the topics presented to the students were:

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



## Administration

The primary advantage of the PSL role for the police department and the school district is the relationship that the PSL officer is able to form with the students and the 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 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 2012 include: instructing a mini-course at JRG called Police Investigations, where 8<sup>th</sup> grade students learned about various areas of law enforcement; the continued work with a group of at risk students; and the Every 15 Minutes Program, where high school sophomores and juniors got a first-hand look at the realities of an OWI fatality.

The goal for 2013 is to host a Junior Police Academy, continue to work with at-risk youth, put on a bicycle safety course, and continuing efforts on making each school a safe environment for students and staff.

### **Little Chute PSL Program**

Fox Valley Metro Police Department serves Little Chute High School, Little Chute Middle School and Little Chute Elementary School with ages ranging from 4K to 12th grade. Officer Nett is currently in his fifth year serving as a PSL officer for the Little Chute School District.

The notable accomplishments for the Little Chute PSL program in 2012 have been completing a joint Junior Academy with Kimberly School District, performing a bicycle safety rodeo at the police department open house to teach bike safety skills and supply the youth of the community with helmets. In the spring PSL Nett gave bicycle safety presentations to students at Little Chute Elementary School and at St. John's Elementary School. PSL Nett assisted Kimberly PSL Brandon Stahmann with a Bicycle Rodeo held at Janssen Elementary School in Combined Locks. In the fall Halloween safety presentations were given to students at the Elementary School. Throughout the school year PSL Nett gives classroom presentation on topics such as bullying, the effects of alcohol and drugs, drunk driving, and internet safety. Another noted accomplishment was that a K-9 drug dogs have been brought into the high school, middle school/intermediate school, and the high school parking lot.

The goal for 2013 is to host another Junior Academy, hold a bicycle safety rodeo, and further develop programs and methods to more effectively assist at risk youth.



## Operations



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 solve problems.

2012 came and went; it seems, in the blink of eye. Operations performed at a constant increased operational tempo in 2012. During the first half of 2012, the department was five patrol officers short with four open patrol officer positions and Officer Steidl deployed in Afghanistan. Officers in the operations section did a fabulous job completing the department's mission with a reduced staff.



**Captain Lund**

During this time, the department was completing a hiring process to fill four of the five patrol officer positions. Officer Ryan Peterson and Officer Michael Gostisha started with the department in March 2012. Officer Alia Swingle and Officer Michael Lambie started with the department in April 2012. The department was extremely fortunate to hire four officers in a single hiring process. I am happy to report Officers Peterson, Gostisha, Swingle and Lambie all passed their 12-week field-training period. Officers Peterson, Gostisha, Swingle and Lambie are doing an excellent job on solo patrol. The department and the villages of Combined Locks, Kimberly and Little Chute are fortunate to have these four highly motivated officers at their disposal. In June, the department welcomed Officer Steidl back from his 12-month Afghanistan deployment with the United States Army Reserve.

In July, Officer Jeff Steeber and Officer Jeremy Slotke were promoted to the rank of Patrol Lieutenant. With these promotions, the department started a formal field training program for supervisors. The supervisory field training program is approximately ten weeks long. During the supervisory field training program the newly promoted supervisor is partnered with an existing supervisor to mentor them. Also, during the supervisory field training program the new supervisor must successfully pass written tests to demonstrate their knowledge and comprehension of various department policies, procedures and programs. The department also implemented a continuing education curriculum for Lieutenants and Captains.

Lieutenant Steeber and Lieutenant Slotke successfully completed the supervisor field training program. The dedication and sacrifices of Lieutenant Mark Ulman and Lieutenant Randy Lefebre were greatly appreciated in the training of Lieutenant Steeber and Lieutenant Slotke. Without the work of Lieutenant Ulman and Lieutenant Lefebre the department would not have been able to implement a supervisory field training program or a continuing education curriculum for supervisors.



## **Operations**

In May, Outagamie County law enforcement agencies collaborated with the Wisconsin Department of Transportation Bureau of Transportation Safety to form an Operating While Intoxicated (OWI) Task Force. Fox Valley Metro Police Department is a participant in this OWI Task Force. The department participates in multiple task force deployments each month.

The deployments rotate through various municipalities in Outagamie County focusing specifically on preventing or arresting individuals for OWI. The OWI Task Force is having an effect on an individual's choice to drink and drive. There were Facebook posts talking about where the OWI Task Force was operating. We heard from numerous citizens and residents about how the OWI Task Force was affecting if they went out, who would drive, would they take a cab, rent a limo, etc. because they did not want to get arrested for OWI. All of these are good things. The department will continue its participation in the OWI Task Force in 2013.

## **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, 4 Patrol Lieutenants, and 1 Operations Captain. In October 2012, the department reassigned one Patrol Lieutenant to an Administrative Lieutenant position. The Administrative Lieutenant position allows the three Patrol Lieutenants to focus on the supervision and education of patrol officers. Patrol Officers and Lieutenants work 3 different nine-hour shifts to provide 24-hour coverage for the villages. Below is an example to what Patrol Officers do:

- Responding to calls for service
- Random and directed Patrol
- Traffic, local ordinance and state statute enforcement
- Investigate criminal offenses
- Assist citizens – vehicle & residential lock outs
- Animal control
- Crime prevention
- 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**

### **Day Shift**

In 2012, Lieutenant Mark Ulman supervised the day shift.

In addition to their daily responsibilities, responding to calls for service, and performing traffic and ordinance enforcement activities, each of the day shift officers also has a unique skill and individual task they are responsible for. Those individual responsibilities include; preliminary breath test unit maintenance and calibration, portable police radio maintenance and light repairs, police vehicle maintenance coordinator, and Defense and Arrest Tactics (DAAT) / firearms instructor.

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

Additionally the day shift officers logged hundreds of hours engaged in building security and community policing activities which included;

- Performing physical security checks on business in the industrial parks and the downtowns
- 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 children are known to congregate
- Being visible and performing traffic enforcement in school zones while children are heading to school



### **Afternoon Shift**

In 2012, Lieutenant Jeremy Slotke supervised the afternoon shift. The afternoon shift focused on:

- Consistent contact with the business community working to improve quality of life issues. A special emphasis was on businesses that sell alcohol, tobacco and the hotel industry.
- Compliance checks and random walk-throughs have proven to be successful in quelling the number of complaints the department received for fights, broken bottles, and other disorderly behaviors at various village drinking establishments
- Continuing our partnership with The Wisconsin Department of Correction, Probation and Parole Division to conduct routine joint patrols at local drinking establishments, community festivals, and probationer's residences, looking for probationers who were in violation of the terms and conditions of their probation.



## **Operations**

The second goal focused on quality of life issues in the villages. The officers maintained close contact with the citizens so the department is aware of their concerns. The department accomplished this goal by:

- Initiating the abatement process
- Working with citizens to focus on reckless driving issues in residential neighborhoods and road work areas.
- Working with other village and statewide entities to properly address concerns brought forth by the community.

The third goal involved the officers routinely being present in areas where children are known to congregate, such as schools, parks, the YMCA, etc. Officers interact with the children in these environments, and ensure their safety while they are there.

### **Night Shift**

In 2012, Lieutenant Jeff Steeber supervised the night shift. The night shift was:

- Proactive in crime prevention efforts. The Officers:
  - Focused their attention to building security checks to businesses throughout the Villages looking for unsecured doors and other concerns that could make them a target of crime.
  - Focused on unlocked vehicles parked on the street and open garage doors. These are often targets for crimes of opportunity.
    - ◆ On 08/31/2012, Officers responded to the area of Jeffrey Street in Combined Locks for a report of three juveniles, wearing backpacks, rummaging through vehicles. The juveniles left in a vehicle but were located and stopped by Officers. It was discovered the juveniles were in possession of a large amount of stolen items including MP3 players, GPS units. Officer Jason Danen conducted follow up on the incident and discovered items were stolen from vehicles in Kimberly, Combined Locks, Kaukauna and the Town of Buchanan on that evening as well as on prior evenings. The items were returned to the owners and all three of the juveniles were identified and charged.

- Proactive in traffic enforcement to help make the roadways safer to the public.
  - The Officers focused their attention on OMVWI enforcement including alcohol and drug impairment.
  - The Officers actively participated in the Outagamie County OWI Task force within Little Chute, Combined Locks and Kimberly as well as surrounding jurisdictions.





## Operations

### Bicycle Patrol Program

The department currently has 3 police mountain bicycles and 13 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 safety lecture about the rules of the road (10 to 15 minutes). 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 were also utilized in patrol activities during Cheesefest and Paperfest.

### Field Training Officer (FTO) 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 11 certified Field Training Officer's (FTOs). Field Training Officers 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.

Probationary officers field training is 12 weeks of intensive training and daily performance evaluations. Probationary officers are challenged mentally and physically during their field-training period. In 2012, Officers Peterson, Gostisha, Swingle and Lambie completed field training.

The department's field training officers were taxed in 2012 with four officers in field training at the same time. It is extremely hard for a department our size to train four officers simultaneously. The field-training officers did an exceptional job constantly training probationary officers from March to July. The department is fortunate to have such a high quality field training officer group to accomplish this important mission.





## **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 the public face 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. The department purchased new honor guard uniforms in 2012. This is the first update or change in the honor guard uniform since 1995.

In 2012 the, Honor Guard participated in seven events.

- On March 9, 2012, members of our Honor Guard traveled to Colby, Wisconsin to pay their respects at the funeral of fallen Marathon County Deputy Jamison Kempmeyer, who was killed in the line of duty.
- On May 3, 2012, our Honor Guard presented and posted the State and National colors during the National Day of Prayer ceremonies at St. John's Church in the Village of Little Chute.
- For the ninth straight year, our Honor Guard led the annual Great Wisconsin Cheese Festival Parade, held in the Village of Little Chute on June 2, 2012.
- On June 9, 2012, members of our Honor Guard marched in the 62<sup>nd</sup> annual Appleton Flag Day parade.
- On August 7, 2012, members of our Honor Guard traveled to Milwaukee, Wisconsin to pay their respects at the funeral of fallen Milwaukee County Deputy Sergio Aleman, who was killed in the line of duty.
- On August 17, 2012, members of our Honor Guard participated in the dedication of the Gerald Monk Memorial at the Waupaca County Sheriff's Office.
- On December 29, 2012, members of our Honor Guard traveled to Brookfield, Wisconsin to pay their respects at the funeral of fallen Wauwatosa Police Officer Jennifer Sebena, who was killed in the line of duty.



## Operations

### School Crossing Guards

The Crossing Guards provide safe crossing for school children at designated intersections throughout the villages. The Crossing Guards receive yearly 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.

In 2012, the Villages of Combined Locks, Kimberly and Little Chute consolidated their crossing guard programs under the umbrella of the Police Department. This consolidation ensures a streamlined and consistent oversight and operation of the villages crossing guard programs.



Please thank the Villages' crossing guards for the outstanding job they do. Our crossing guards do a great job ensuring the safety of our children. Crossing guard appreciation week is typically the second week of January. I ask anytime you have contact with our crossing guards you thank them for their dedication to the children and our community.

### Ride-along

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. I encourage people to participate in the ride along program.

In 2012, the Fox Valley Metro Police Department had approximately 26 ride-alongs. The Fox Valley Metro Police Department has an ongoing partnership with Fox Valley Technical College where Police Science interns ride about four hours each with officers from the department. In 2012, the department had 14 student interns ride along with officers.





## 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. The department appreciates the opportunity to assist in these events. 2012 was a very active year with special events

The following are the special events the Fox Valley Metro Police Department assisted with in 2012.

- Great Wisconsin Cheese Festival
- Paperfest
- Kermis
- Walk for Autism
- Every 15 Minutes
- Windmill Lift
- Rum Chatta Run
- Rock Cancer Benefit
- Fox Cities Marathon
- Walk to defeat ALS
- LC Wellness Walk
- Mill Town Corn Roast
- Big Green sustainability Festival
- Memorial Day Parade
- Pink Ribbons and Iron Horses
- Little Chute Kiwanis Christmas Parade
- Halloween
- Mary's Pop Inn Corn Roast
- Veterans Day Parade





## Operations

### Police Vehicle Fleet

In 2012, the Fox Valley Metro Police Department put in place the long awaited replacement of the aging Crown Victoria Police Interceptor (CVPI) with the new Next Generation Police Interceptor (NGPI). Five of the new vehicles were put into service with an all-new graphics design and have lived up to their billing. The three sedans and two utilities are all-wheel drive, have reverse sensors and use a Bluetooth system that allows officers to use their cellphones through the car, hands-free which is a useful safety feature in the busy communications environment of modern patrol cars.

During 2012, our patrol fleet consisted of the five new NGPIs and the two remaining CVPIs. In 2013, the two remaining CVPIs will be replaced with one NGPI Sedan and one NGPI Utility which will complete the modernization of our patrol fleet. The two CVPIs will have their service extended an additional year for School Liaison Officer use in order to provide a marked police car presence at our schools. As the NGPIs age, they will be rotated out of patrol and replace the CVPIs as Police School Liaison cars.

Our unmarked cars, which are used by Investigators, Community Support, PSL Officers and Command Personnel, consisted of two 2011 model Ford Fusion Hybrids and one 2005 Dodge Intrepid in 2012. In 2013, the Intrepid will be replaced by a 2013 Ford Fusion Hybrid, although it will remain in service at least one additional year to supplement PSL Officers vehicle needs.

**The new Next Generation Police Interceptor (NGPI)**



**Graphic symbol representing the three Villages**





## Photos





## Training and Service

In addition to answering calls for service, investigating crimes and ensuring a peaceful and safe community as typically associated with a full-service professional police department, Fox Valley Metro Police Department is proud to go above and beyond and be true to our Mission of ***Partnerships in Policing*** by providing the following services and staff expertise:

- Routine patrol Vacation house checks
- Nixle-Public Information Service
- Neighborhood watch program
- Annual bike rodeo
- Vehicle lockouts
- Officers certified in First Aid/CPR/AED
- Safety programs and security at festivals
- Background checks on all village bartenders and door-to-door solicitors
- Photo I.D.'s for bartenders and door-to-door solicitors
- Hand out Halloween Candy for children
- Conduct Halloween Safety Program in schools
- Officers active in Law Enforcement Torch Run Events-Special Olympics
- Provide Citizen academy
- Provide Women's Self-Defense course
- Driver license checks for all village employees
- Background investigations of new village employees
- Certified Taser Instructor
- Representation on Domestic Violence Intervention Team, Sexual Assault Response Team, and Child Death Review Team
- Business Courtesy Checks
- Certified evidence technicians
- Two full time Investigators
- Full time Community Support Officer
- Police School Liaison Program
- Certified Firearms and DAAT Instructors
- Member of MOCIC
- Member of Fox Valley Gang Task Force and LWAM (MEG)
- Bicycle patrol
- Manage/supervise crossing guards
- Certified EVOC Trainer
- Certified CPR Instructor
- Instructors in all Unified Tactics disciplines v

## Fox Valley Metro Police Department Organizational Chart 2012



**Sworn Staff: Authorized 30  
Civilian Staff: 3 FT, 1 PT  
Court Officer: 1 PT**

**Chief of  
Police  
Erik Misheit**

**Administrative  
Assistant  
Paula  
Stanislawski**

**Captain of  
Administration  
Ray Lee**

**Court Officer (PT)  
Ray Reimann**

**Community  
Support  
Officer  
Scott Van  
Schyndel**

**Captain of  
Operations  
Scott Lund**

**Crossing Guards**

**Patrol  
Lieutenant  
Mark  
Ulman**

**Patrol  
Lieutenant  
Randy  
Lefever**

**Patrol  
Lieutenant  
Jeff  
Steeber**

**Investigators  
(2)  
Jim Brandt  
Dan Running**

**PSL  
(3)  
Jeff Nett  
Mark Wery  
B. Stahmann**

**Tele-  
Communicators  
Fran Diedrick  
Sandy Hanson  
A. Vandenheuvel (PT)**

**5 Officers  
Dan Thorson  
Scott Dawson  
Lance Steidl  
Duane Dissen  
Alia Swingle**

**7 Officers  
Laura Oster  
Phil Serres  
Tiffany Tesch  
Joe Alger  
A. Wanserski  
Mike Gostisha  
Mike Lambie**

**5 Officers  
Brady Boucher  
Jason Danen  
Ed Slinde  
Mike Grumann  
Ryan Peterson**

**Planning  
and  
logistics**



## Police Unity Tour

In 1962, President John F. Kennedy designated May 15<sup>th</sup> as National Peace Officers Memorial Day, and the calendar week in which May 15<sup>th</sup> 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 17<sup>th</sup> 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 2 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.





## Police Unity Tour

The Wisconsin Riders consist of 24 Law Enforcement Officers from many different agencies including West Bend Police Department, Washington County Sheriff's Office, Fond Du Lac Police Department, Jackson 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 2012, Officers Brady Boucher, Ed Slinde and Scott Lund participated in the Police Unity Tour. These were the first officers from the Fox Valley to participate 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 \$1,650.00 in order to participate in this event. All money raised is donated to the National Law Enforcement Officers Memorial. In 2012 the Police Unity Tour donated 1.65 million dollars to the National Law enforcement Officers Memorial. Since 1997, the Police Unity Tour donated over 12 million dollars to the National Law Enforcement Officers Memorial.

In 2012, the Wisconsin Riders rode in honor and memory of Officer Craig Birkholz, Fond Du Lac Police Department, end of watch March 20, 2011.



## 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.



**Officers Michael Lambie, Alia Swingle, Michael Gostisha, and Ryan Peterson  
being sworn in by Chief Erik Misselt**