

# ***2013 Annual Report***



## **FOX VALLEY METRO POLICE DEPARTMENT**

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# *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.*



## **2013 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

Skip Smith

Brian Joosten

James Fenlon



**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*

### *2013 Department Sworn Staff*

<i>Title</i>	<i>Name</i>	<i>Serving Since</i>
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	Lance Steidl	January 31, 1991
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	Jason Danen	August 29, 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



## **Fox Valley Metro Police**

### **2013 Department Support Staff**

<b>Title</b>	<b>Name</b>	<b>Serving Since</b>
<b>Administrative Assistant</b>	Paula Stanislawski	February 16, 2004
<b>Tele-Communicator</b>	Fran Diedrick	December 15, 2010
<b>Tele-Communicator</b>	Sandy 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>	Laurie Miller	January 22, 2007
<b>Crossing Guard (LC)</b>	Eugene Kobussen	March 14, 2008
<b>Crossing Guard (LC)</b>	Amanda Subert	February 25, 2013
<b>Crossing Guard (LC)</b>	Gina Cisneros	October 14, 2013
<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**

I ended my commentary about 2012 with a quote from Bruce Tuckman's 1965 model of group development where he described the performing stage of group development in this way: "Structural issues have been resolved, and structure can now become supportive of task performance". While that is undoubtedly true and certainly indicative of where we are at as an agency, for the 2013 report I might add my own addendum at the end of that quote which would state "...despite the budget". I guess that, in the final analysis, that is the purpose of creating a highly functioning organization, namely so that you can deal with the things like the budget.



As a result, in this annual report I will move from the 1,000-foot level discussion of group dynamics to the street level details of finance and service.

The effect of the new laws and restrictions placed on local governments by the State of Wisconsin in the form of Acts 10 and 20 really became apparent for the police department (and other Village departments) in 2013. Despite the relatively healthy financial standing of the Villages that we serve, our municipalities are restricted by formulas on the revenue and spending side that often preclude adding staffing or increasing services, no matter how much sense it makes, or the need for it. In short, most municipalities in the state are faced with balancing cuts to services that include public safety, streets, sewers and infrastructure to name a few.

For your police department, this has made it more difficult for us to absorb the usual ups and downs that can be found in any organization, and for the first time, cut services to the public. As a Chief of Police, the last thing that I want to do is cut services. However, good choices which avoid cuts are few and far between these days.

For example, the department has not been able to replace one of our patrol officers that was allocated to fill the Police School Liaison position at Kimberly High School in 2011. This is despite the fact that the school district pays 100% of the officer's base salary during the school year. Additionally, 2013 marked another year where the department struggled to keep up with Federal and State reporting requirements as well as ever increasing open records requests. As a result, the department hired a temporary clerical contractor to catch up, as we were unable to create a part-time clerical position due to budget constraints. The use of the contractor worked well and reports were submitted on time but this came at the cost of using some of our budgeted overtime dollars, thus reducing the amount available to patrol. This in turn required us to reduce daily patrol staffing requirements, and consequently, some non-essential services. As with any system or organization, everything is connected.



## **Office of the Chief of Police**

I do not offer this information to be cynical or ask for sympathy for the police department; all Village departments face similar challenges. I offer this information to provide context and to try and explain cuts in services that no one wanted. I think that it is important for the reader to know that, ever since my appointment as Chief in 2009 and through all of challenges identified above, we have taken numerous steps to be the most efficient, yet effective, police department that we can be. Some of these examples follow:

In the short term, we learned that our newest Officer, Austin Weisnicht has been scheduled for military deployment, in fall of 2014. Rather than short patrol, we made the decision to not fill the Community Support Officer position for the time being until we can complete a hiring process to replace a recent vacancy. At that time we will reconsider how staffing looks and make the decision on how soon we fill the Community Support position.

From a more long term and structural perspective, we have significantly slimmed down our ratio of management to line personnel. When I became Chief in 2009, the department had 25 total sworn officers, with eight supervisors in the form of a Chief, Assistant Chief and six Lieutenants. In patrol, this meant a little over three officers for each Lieutenant and a department ratio of two officers to one supervisor! We now have 30 total sworn officers and six supervisors in the form of a Chief, two Captains and three Lieutenants. In patrol, this is a ratio of over five officers for each Lieutenant and a ratio of four officers to every one supervisor department-wide. This not only helps keep sworn staffing on the front line where it belongs and is more efficient but it is more in keeping with standards in our business.

In terms of budget and cost to the taxpayers, we continue to be one of the most efficient departments in the state, delivering high quality service at very low cost. During budget preparation in 2013, I completed a cost comparison between our budget and that of agencies in the Fox Valley of similar size. My calculations found that the average expenditure per person for us was \$170 per person (per year) as compared to \$205 per person in those jurisdictions. I then examined budgets from similar sized agencies state-wide and found that they spent \$226 per person. In terms of total budget, this means that in 2013, Fox Valley Metro had \$441,000 less in our annual budget than the other Fox Cities' agencies and \$718,000 less than similar agencies state-wide! According to latest report from the Wisconsin Taxpayers Alliance, Fox Valley Metro's average expenditure per person is \$167 per year compared to the average \$288 state-wide, which supports the data that I found during my own analysis.

In my opinion, this data makes it clear that we are operating as efficiently as we possibly can. While national pundits have made it fashionable to beat the "government is too big and costs too much" drum, when it comes to the Fox Valley Metro Police Department, that tune doesn't play here in our Villages. Without a doubt, our efficiency is a good thing and in my role as a taxpayer, I applaud it.

However, there is a cost to this efficiency. As with business, there is a point where forcing further "efficiencies" reaches a point of diminishing returns, when product and service begin to suffer and the company's core business begins to erode.



## **Office of the Chief of Police**

As demonstrated by our need to cut staffing requirements and the attendant reduction in services, just to contract for needed clerical work, there is no “cushion” in our budget or operations. The aforementioned pundits love the phrase “cut the fat in government”. As the numbers show, our department has no “fat” and hasn’t for years, meaning that when we cut, we cut “muscle and bone”. Stepping away from the physiological metaphor, this means that with more budget cuts, service cuts are inevitable.

As a Chief and a taxpayer, this means that my biggest concerns going forward do not revolve around the organizational structure, philosophy or work ethic but around our ability to continue to deliver the high quality services that our communities have come to expect. More and more, I find myself having to watch for and combat the stress and burnout in our staff that can come from these pressures. I say these things at risk of being perceived as being a “negative nelly” but I do not see it that way. I strongly believe that it is my duty to not only celebrate our successes and the work that our people do, but also to offer a cautionary note when it is warranted.

I will close by saying that I am extremely proud of the people of the Fox Valley Metro Police Department and the work that they do, day in and day out. I am also appreciative of the support and positive comments that we receive from the citizens in our communities in the form of cards, letters and phone calls and even Facebook posts. Budget issues notwithstanding, we all, employees and citizens alike, have a great thing going here as you will see in the following pages of this report. The Fox Valley Metro Police Department will continue to strive to provide the best police service in 2014 and beyond.

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

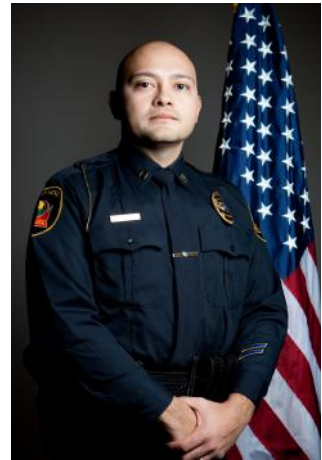
Administrative Services is staffed by two investigators, three police school liaison officers (PSL), one community support officer, two full-time and one part-time civilian administrative staff, and one part-time court officer.

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.

2013 saw the conclusion of Officer Jeff Nett assignment as PSL with Little Chute Area School District. Officer Nett conducted several weeks of training with his replacement, Officer Alia Swingle, who began her assignment on January 1st of 2014.

December, 2013 brought further transition as Officer Scott Van Schyndel moved from the role of Community Support Officer into a General Investigator position. Due to a reallocation of personnel the Community Support position will remain vacant for the foreseeable future.

Finally, Officer Ray Reimann retired from his position as Court Officer for the Little Chute, Kimberly and Combined Locks municipal courts rounding out changes to the Administrative Services staff for 2013.



**Captain Lee**





## Administration

2013 proved to be a challenging year for the Investigations Unit. Investigators investigated several serious incidents including the successful arrest and prosecution of an attempted homicide case, prostitution sting operations, the apprehension of a prolific bar burglar wanted throughout the Fox Valley and on-going work in support of federal investigations into human trafficking. The investigative staff continued enforcement and prevention partnerships with regional, state and federal agencies throughout the year.



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, pursuit driving, Firearms and Defense and Arrest Tactics training. Officers have also received specialized training in the National Incident Management System (NIMS), the investigation of child abuse and sexual assault cases, domestic abuse investigations, Leadership in Police Organizations, and First-Line Leadership schools for new supervisors.

2013 also saw the hiring of one new officer to fill an existing vacancy. Officer Austin Weisnicht, a native of the Shawano area, joined the department in September.

## 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 and also assists with investigations. 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, Homicide Prevention Team, Fox Valley Security Officers Association, 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.





## **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 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.

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 the Patrol Division in drafting them to ensure that the required terms and elements are included in the document.

On several occasions throughout the year, the Investigation Unit teamed up with other Law Enforcement Agencies including the FBI, the City of Appleton Police Department, and the Grand Chute Police Department to conduct prostitution "stings". There was a need for these stings due to a recent increase in human trafficking throughout the state. By "combining forces" and working together with members from each of the agencies listed, the stings were able to be done without causing a strain on the resources of any one particular agency. Numerous arrests came from each of these sting operations.

In line with the human trafficking mentioned above, a large amount follow up was done on a human trafficking case carried over from 2012. This investigation was done in conjunction with state and federal agencies including the Wisconsin Department of Criminal Investigations, the FBI, and the Department of Homeland Security.

With assistance from the Patrol Division, the Investigations Unit investigated numerous business burglaries, resulting in the arrest of a suspect responsible for burglaries throughout Outagamie County. In addition to the burglaries, the Investigations Unit responded to several death scenes which were determined to be suicides. These incidents were investigated thoroughly in order to give some "closure" to the surviving families and to help answer the question of why these individuals committed suicide. Several sexual assaults were investigated as well, resulting in arrests of the persons responsible for the assaults.

The investigations listed above were in addition to the more "typical" incidents and crimes investigated such as fraud, theft, battery, and serious traffic crash scenes



## **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, Maplevue Intermediate and Kornerstone Charter Schools in Kimberly and Combined Locks. Officer Wery oversees Kimberly High School and Officer Swingle oversees the Little Chute 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. The PSL program attends staff meetings with Outagamie County Youth and Family Services, representatives of the Child Advocacy Center, 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.





## **Administration**

### **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. 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 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.

PSL Officer Stahmann gives 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



The primary advantage of the PSL Officer role for the police department and the school district is the relationships that the PSL Officer is able to form with the students and their families. By forming positive relationships, the PSL 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 2013 include: bringing awareness to parents through school newsletters regarding social media risks to youth, instructing a mini-course at JRG called Police Investigations, where 7<sup>th</sup> and 8<sup>th</sup> 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. The goal for 2014 is to build a positive relationship between the school district and the Quad Communities Crimestoppers organization in order to help solve crimes in our communities. Also, continuing efforts on making each school a safe environment for students and staff.



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## Administration



### Little Chute PSL Program

Fox Valley Metro Police Department serves Little Chute High School, Little Chute Middle/Intermediate School and Little Chute Elementary School with ages ranging from 4K to 12th grade. Officer Jeff Nett was in his fifth year serving as a PSL Officer for the Little Chute School District. The primary goal of the PSL program, especially in the middle and elementary schools, is to educate the youth. We are able to treat mistakes and infractions that the juvenile may make as a learning experience. By doing this, the juvenile learns the possible negative consequences for their actions, and the PSL Officer is able to counsel them on appropriate behaviors and responses.

The notable accomplishments for the Little Chute PSL program in 2013 was a bicycle safety rodeo held at the police department during the open house to teach bicycle safety skills and supply the youth of the community with helmets. In the spring PSL Officer Nett gave bicycle safety presentations to students at Little Chute Elementary School and at St. John's Elementary School. PSL Officer 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 Little Chute Elementary School. Throughout the school year PSL Officer 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 K-9 drug dogs have been brought into the Little Chute High School, Little Chute Middle School/Intermediate School, and the high school parking lot.

In the spring of 2013 PSL Officer Nett organized a Women's /Self Defense Class that was open to any female student in the upcoming graduating class. The instructors for the class were three officers from the Fox Valley Metro Police Department who have specialized training in self-defense. Ten students participated in the class that was held at Little Chute High School. The classes consisted of three classes and each class was three hours long.

In the fall of 2013 PSL Officer Nett gave a presentation and training to the entire district faculty on what to do if an active intruder entered the building. During the school year active intruder drills were performed at each school with the students and faculty taking part in the drill. These drills allowed the school and the police department to identify any security deficiencies.

The goal for 2014 is to continue to further develop programs and methods to more effectively assist at risk youth.



## Operations

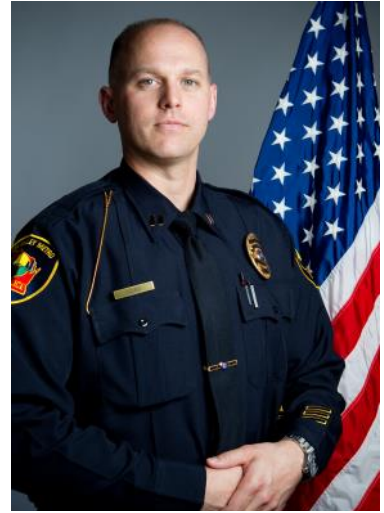
The Fox Valley Metro Police Department's Operations Section is composed of Patrol, the Field Training Program, the Honor Guard, Special Events Coordination and the School Crossing Guard Program. Operations are the starting point for the department's mission of "Partnerships in Policing." Officers strive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

2013 was here and then it was gone, reminiscent of 2012. The members of the Operations section performed their duties with professionalism and compassion. In 2012, we hired four new officers, Officer Ryan Peterson, Officer Michael Gostisha, Officer Alia Swingle and Officer Michael Lambie. I am happy to report that all four officers successfully completed their one-year probationary period. Officers Peterson, Gostisha, Swingle and Lambie have performed their duties exceptionally well. I am proud of all the officers, in the Operations section for exemplary work in 2013.

In July, Lieutenant Jeff Steeber and Lieutenant Jeremy Slotke completed their first year as Patrol supervisors. Lieutenant Steeber and Lieutenant Slotke continue to exceed expectations for new supervisors. The Operations section's consistent performance would not be possible without the leadership and guidance of Lieutenant Mark Ulman, Lieutenant Steeber and Lieutenant Slotke.

This year continued the trend of change in Operations. There were two major changes in 2013. In supervision, one Patrol Lieutenant position was eliminated. With this re-organization, the Operations Coordinator position was created. The Operations Coordinator performs functions related to operations planning, special event planning, scheduling, staffing, program management and basic crime analysis. Officer Ed Slinde was selected to be the department's first Operations Coordinator.

The second change was the department's research in how we delivered our core services. A committee was formed to look at how services are currently delivered and what, if any, changes are needed to focus on the department's mission of "Partnerships in Policing" and our guiding principles. The committee is Lieutenant Jeremy Slotke, Officer Lance Steidl, Officer Ed Slinde, Officer Laura Oster, and Officer Scott Van Schyndel. Each member of the committee volunteered for this undertaking. The committee solicited ideas and input from all department members. The committee attended multiple trainings and conferences across the state. The trainings and conferences focused on multiple types of policing philosophies, which included examples of Community-Oriented Policing, Problem-Oriented Policing, Hot Spot Policing, and Situational Policing. The committee decided the best policing model for the department was a blend of the different styles.



**Captain Lund**



## **Operations**

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. Each Patrol Lieutenant supervises two districts. Each district has a district lead that coordinates the activities of their district and works with the district's Patrol Lieutenant to carry out the district's activities. The beauty of a blended policing approach is it allows each district, to partner with their district members and partners, to solve problems. The committee conducted training sessions with officers throughout the fall with an implementation date of January 1, 2014. More will be reported in the 2014 annual report.

### **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, 3 Patrol Lieutenants, 1 Operations Coordinator and 1 Operations Captain. 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
- 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 Activities for 2013**

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, Badger Tracs State electronic citation and accident report system and lastly, 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 cases, the service of search warrants to address issues of nuisance properties within the villages.

Additionally the day shift officers responded to more than 2,500 calls for service and logged more than 800 hours engaged in building security and community policing activities which included;

- Performing physical security checks on businesses 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 additional 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 2013 The Fox Valley Metro Police Department added one new officer to the patrol unit. Two of the day shift officers are also field training officers and logged extensive hours training this new officer during his 12-week field training period.

Officer Lefeber and Officer Slinde updated the State of Wisconsin electronic traffic citation and accident reporting system/program, Badger Tracs, in all of the department's desk top computers and the squad car mobile data computers to the newest version, Version 10. This was quite an undertaking.

Day shift officers performed security surveys of the parks in all three villages, assessing lighting, signage and conducting directed foot and bicycle patrols to reduce vandalism, violations and to improve safety for everyone who uses the parks.

During the late night and early morning hours of August 6-7, 2013 a line of severe thunderstorms raced across Wisconsin, producing wind damage and tornadoes in the east-central part of the state. Hundreds of homes, businesses and farm buildings were damaged. Thousands of trees and power lines were downed, leaving tens of thousands of people without power. Kimberly and Combined Locks were two of the communities that were hit by these tornados. Officers from all three shifts responded and checked the welfare of those whose homes were damaged. They also closed off roadways due to hazards, cleared roadways to allow utility crews access, and in many case simply stopped and talked with residents to listen as they described how the storm had affected them.



## Operations

### Afternoon Shift

In 2013, Lieutenant Jeffrey Steeber supervised the afternoon shift. The afternoon shift focused on:

- Areas where children were often present or congregate such school zones and parks. The focus was interactions with the kids to build a positive rapport while enforcing and deterring traffic and ordinance violations. Officers took the opportunity to educate kids on safety, including the use of bicycle helmets, bicycle safety and seatbelt use.
- Chronically nuisance properties, which were the source of repetitive complaints and calls for service. In addition, Officers worked with Community Support to build cases for nuisance abatement on problem properties.
- Reducing traffic crashes at numerous intersections throughout the Villages by providing specific directed patrols to enforce and deter traffic violations.
- Developing a partnership with Innovative Services and Haven of Hope, community agencies who work with developmentally and cognitively disabled individuals. This partnership helped build trust between the clients and Officers to aid with any future contacts.
- Compliance checks and random walk-throughs at village licensed establishments to deter ordinance or criminal violations consisting of fights, alcohol violations, and other disorderly behaviors and to take enforcement action when necessary.
- The afternoon shift conducted their duties with the focus on community policing efforts in an attempt to reduce calls for service and criminal violations.







## Operations

### Night Shift

In 2013, Lieutenant Jeremy Slotke 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.
    - ◆ Officers responded to multiple burglaries both of bars and businesses this summer. Through solid investigative work at all levels, Fox Valley Metro Police Department Officers were able to locate the suspect who committed the burglaries.
  - Focused on unlocked vehicles parked on the street and open garage doors. These are often targets for crimes of opportunity.
    - ◆ Officers assisted the Kaukauna Police Department with apprehending a group of individuals who came to the valley to burglarize homes and vehicles. Fox Valley Metro Police Department night shift officers communicated with Kaukauna Police Officers and were able to track the suspects down so they could be apprehended.
  - Conducted bar checks and undercover alcohol buys to ensure licensed establishments were abiding by all the rules placed on them.
- 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.
    - ◆ FVMPD night shift officers were responsible for getting 111 alcohol and drug impaired drivers off the roadways, making our villages a safer place to drive.
  - Actively participated in the Outagamie County OWI Task force within Little Chute, Combined Locks and Kimberly as well as surrounding jurisdictions.

### Noteworthy Calls For Service

- ★ Officers assisted in a kidnapping and reckless endangering safety case that started in Kaukauna. An adult male had taken his mother hostage at gunpoint and was forcing her to drive to Appleton to kill his father. Officers were called because the mother got free and ran into a gas station. Officers secured the scene, notified the father to go to a safe location, and assisted in locating the suspect.
- ★ Officers responded to a report of a female being assaulted and stabbed in her apartment, through solid investigation were able to prove that the incidents being reported never occurred. Officers contacted Crisis Services to get the female some help.
- ★ Officers responded to a serious hit and run crash where the driver and passenger of the vehicle fled on foot. Officers found blood in the vehicle consistent with one of the parties being seriously injured. Officers searched the area and located the driver who was subsequently arrested. They also located the passenger and ensured the passenger was not in need of medical assistance.



## 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 optional quick tune-ups), and a 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 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 ten 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.



**Officer Austin Weisnicht**

Probationary officer's 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 2013, Officer Weisnicht completed field training.



## **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 2013 the Honor Guard participated in these events.

- On May 2, 2013, 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.
- On June 8, 2013, members of our Honor Guard marched in the 62<sup>nd</sup> annual Appleton Flag Day parade.



## 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 that school zones remain safe for children and the Crossing Guards.

In 2013, 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.



### 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. We encourage people to participate in the ride along program.

In 2013, 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 2013, 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. 2013 was a very active year with special events

The following are the special events the Fox Valley Metro Police Department assisted with in 2013.

- Great Wisconsin Cheese Festival
- Paperfest
- Kermis
- Walk for Autism
- Every 15 Minutes
- St. Pat's Run
- Rock Cancer Benefit
- Fox Cities Marathon
- Walk to defeat Cancer
- LC Wellness Walk
- Big Green sustainability Festival
- Memorial Day Parade
- Light the Lights Tournament
- Little Chute Kiwanis Christmas Parade
- Halloween
- Veterans Day Parade



**Paperfest**





## Operations



### Police Vehicle Fleet

During 2013, our patrol fleet consisted of seven Ford Police Interceptors and two remaining Crown Victorias. In 2014, the two remaining Crown Victorias will be replaced with new Interceptors which will complete the modernization of our patrol fleet. Effective in 2014, the total fleet will consist of four Interceptor sedans and five Interceptor utilities. Both models have many of the same parts, all-wheel drive and are pursuit rated.

Our unmarked cars, which are used by Investigators, Community Support, PSL Officers and Command Personnel, consisted of one 2013 Ford Fusion Hybrid, two 2011 model Ford Fusion Hybrids and one 2005 Dodge Stratus.

Metro Ford Police Interceptors



## Photos

Officers Boucher, Lambie, Serres and Tesch get ready to play at the Donkey Ball fundraiser with the Little Chute Fire Department.



Fox Valley Metro Honor Guard marches in the Appleton Flag Day Parade.

Officer Lefeber, Lieutenant Slotke, Officers Peterson, Nett and Running receive the Postal Inspector's award for investigative work on an identity theft case.



Officer Tesch, Chief Misselt and Captain Lee prepare for the Special Olympics Torch Run.

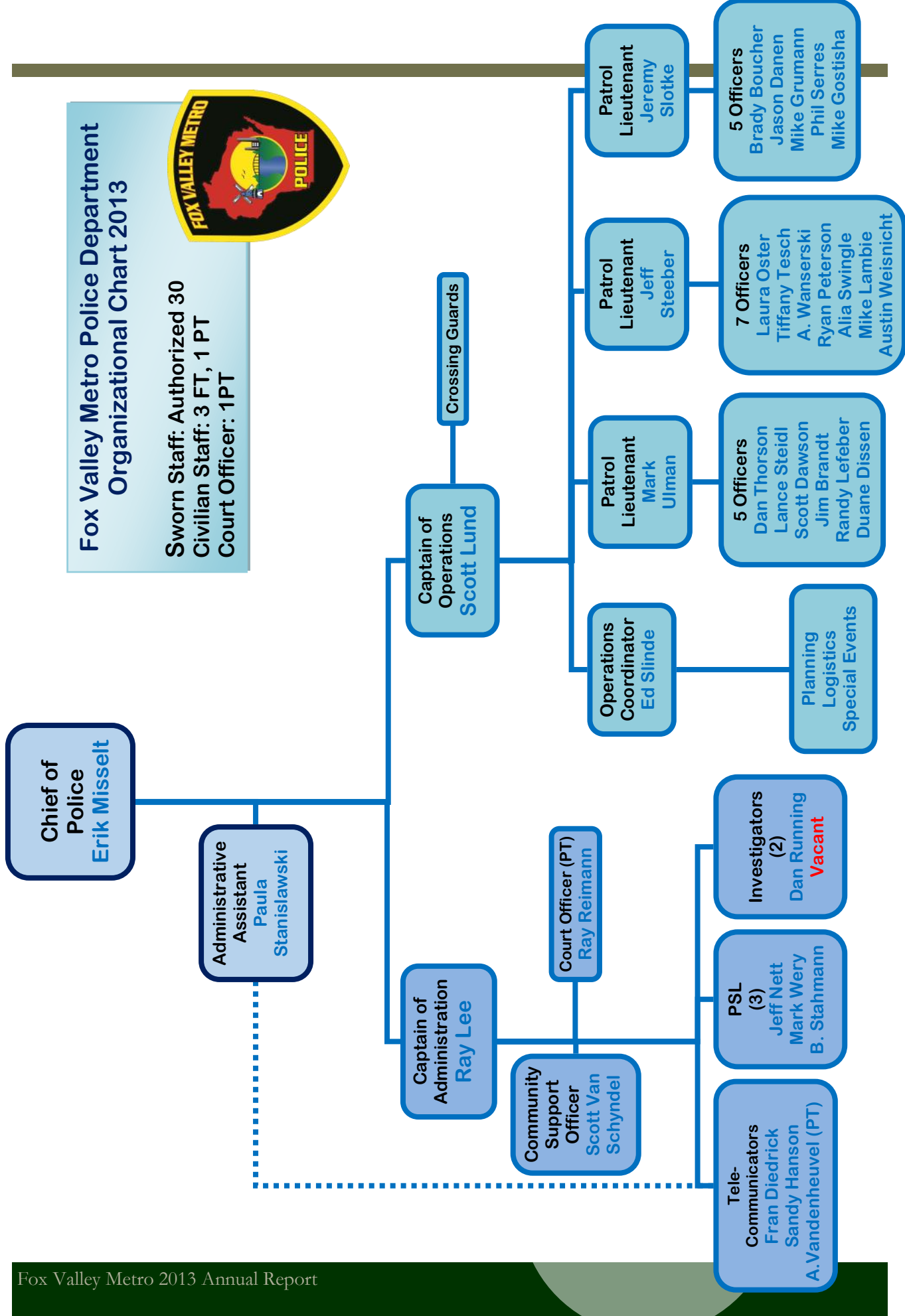




## Training and Service

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
- 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 ID'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 (currently vacant)
- 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 CPR Instructor
- Instructors in all Unified Tactics disciplines







## **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 led 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 2013, Officer Aaron Wanserski and Captain Scott Lund participated in the Police Unity Tour. Each officer started training for this even 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 2013 the Police Unity Tour donated 1.72 million dollars to the National Law enforcement Officers Memorial. Since 1997, the Police Unity Tour donated over 14 million dollars to the National Law Enforcement Officers Memorial.

In 2013, the Wisconsin Riders rode in honor and memory of Officer Jennifer Sebens, Wauwatosa Police Department, end of watch December 24, 2012.

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## Cops Kids Camp

By Officer Tiffany Tesch



C.O.P.S (Concerns of Police Survivors) is a national organization that offers resources to family members and co-workers of law enforcement officers who are killed in the line of duty. One resource is the annual summer camp, which started in 1993 and for the past six years has been held at the Salvation Army's Army Lake Camp in the Town of East Troy, Wisconsin. At the weeklong camp, campers, including children who are accompanied by their surviving parents, partake in fishing, boating, archery, skits by the campfire, and any number of other traditional camp activities. The children stay in cabins with mentors who are mostly law enforcement professionals and they see professional counselors daily. Both focus on helping the children and their parents work through their grief and loss. The children and their surviving parents or guardians pay their own way to get to the camp, but everything else is free thanks to various donations.

I first heard about COPS Kids Camp when I worked for the Combined Locks Police Department. At that time, Chief Lund approached me with an opportunity to volunteer at the camp as a mentor, but due to prior commitments, I was unable to attend. I never forgot about the camp and decided to re-approach the subject in 2012 to see if there was still a need for volunteers. I was lucky enough to find out that a spot had opened last minute and the department was quick to work it out, allowing me to attend.

I had no prior knowledge of what the camp entailed, what my role would be there, or the emotional roller coaster it would take me on. As I was preparing for camp, I received information that I would be staying in a cabin mentoring nine, 11-year-old and 12-year-old girls, day in and day out, for seven days. I think I packed and repacked about ten times to make sure I had everything. However the packing couldn't prepare me for what I would experience when I got there.

I knew what the purpose of the camp was and I had read the stories on the Officer Down Memorial page of how each of the girls' fathers had been killed while in the line of duty, but when you see how they are affected by it first hand and hear their stories in their own words, it is heart breaking. It makes you realize that they aren't just the normal kids they appear to be on the outside. After the first few days of utter craziness, I knew this camp and everything it was, the activities, the people, and the bonding, would hold a special place in my heart and I would make it a point to attend every year if I could!



## **Cops Kids Camp**

I mentored again in 2013, this time with only four girls, but with a whole new set of experiences and memories that I'll never forget! In the span of a year, it's amazing how the kids grow and change, but they always remember you or what you did for them, it's an awesome feeling!

I'm very thankful the department understands, not only how important this camp is to me, but to the survivors participating, and grants me the time to go every year. I was already asked to come back for summer 2014 and I couldn't be more excited! It's the one weekend all summer I look most forward to!

Each year I get to attend, I find another reason to love it even more! With each person that I meet, activity that I participate in, and bonding experience I share, I'm helping that child or parent cope and know that things will be ok. I'm touching lives and it's something that I'll never forget! This camp is such an amazing place and it makes you feel that no matter what happens, you can be assured law enforcement really is a family and we don't forget about those family members who made the ultimate sacrifice.

Officer Tiffany Tesch





## **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.