



# FOX VALLEY METRO POLICE DEPARTMENT

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## 2016 ANNUAL REPORT

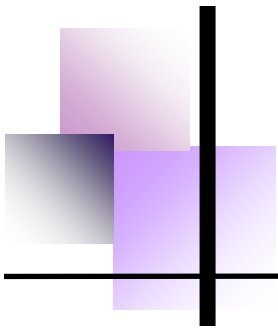
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# *Mission*

# *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*



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## **2016 VILLAGE OFFICIALS**

**Kimberly Village President:**

Charles Kuen

**Kimberly Village Trustees:**

Lee Hammen

David Opsteen

Mike Hruzek

Peggy Weber

Marcia Trentlage

Dave Hietpas

Adam Hammatt



**Kimberly Village Administrator:**

**Little Chute Village President:**

Michael Vanden Berg

**Little Chute Village Trustees:**

Jim Hietpas

John Elrick

Larry Van Lankvelt

Bill Peerenboom

Skip Smith

Dave Peterson

James Fenlon



**Little Chute Village Administrator:**

**Combined Locks Village President:**

John Neumeier

**Combined Locks Village Trustees:**

Ruth Wulgaert

Beth Sewall

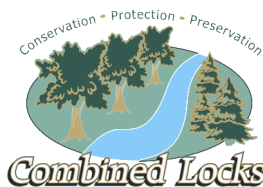
Roger Kirch

Jim Ponto

Justin Krueger

Cathy Vander Zanden

Racquel Shampo-Geise



**Combined Locks Village Administrator:**

## **FOX VALLEY METRO POLICE COMMISSION**

**Commission President:**

Charles Rundquist (Kimberly)

**Commission Vice President:**

Mark Van Thiel (Combined Locks)

**Commission Secretary:**

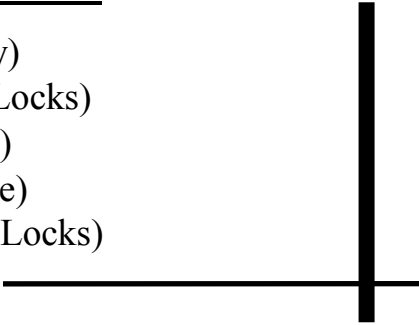
Bill Van Berkel (Little Chute)

**Commissioners:**

Scott Schommer (Little Chute)

Laurie Verhagen (Combined Locks)

Kerry Ruhnke (Kimberly)



# **2016 DEPARTMENT STAFF**



<b>Title</b>	<b>Name</b>	<b>Serving Since</b>
Chief of Police	Erik Misselt	July 6, 2009
Captain of Operations	Scott Lund	February 17, 2003
Captain of Administration	Raymond Lee	August 4, 1997
Lieutenant	Mark Ulman	April 7, 1999
Lieutenant	Jeffrey Steeber	April 22, 2005
Lieutenant	Jeremy Slotke	March 16, 2005
Officer	Daniel Thorson	February 19, 1990
Officer	Scott Dawson	July 1, 1994
Officer	Jeffrey Nett	September 25, 1995
Officer	Brady Boucher	August 14, 1998
Officer	James Brandt	July 5, 2000
Officer	Randall Lefeber	January 15, 2001
Officer	Edmund Slinde	July 29, 2002
Officer	Duane Dissen	December 30, 2002
Officer	Daniel Running	April 14, 2003
Officer	Michael Grumann	June 9, 2003
Officer	Brandon Stahmann	September 20, 2006
Officer	Laura Oster	June 12, 2007
Officer	Mark Wery	February 18, 2008
Officer	Philip Serres	April 9, 2008
Officer	Scott Van Schyndel	February 16, 2009
Officer	Tiffany Tesch	May 12, 2009
Officer	Aaron Wanserski	February 28, 2011
Officer	Ryan Peterson	March 11, 2012
Officer	Michael Gostisha	March 12, 2012
Officer	Alia Swingle	April 29, 2012
Officer	Michael Lambie	April 30, 2012
Officer	Austin Weisnicht	October 14, 2013
Officer	Samuel Gueli	November 2, 2015
Officer	Nicholas Uebelher	June 13, 2016
Tele-Communicator	Paula Stanislawski	February 16, 2004
Tele-Communicator	Francesca Diedrick	December 15, 2010
Tele-Communicator (Part-time)	Ann VandenHeuvel	May 23, 2005
Tele-Communicator (Part-time)	Inge Murphy	July 14, 2014
Tele-Communicator (Part-time)	Gabriela Blaszczyk	July 21, 2014



# Office of the Chief of Police

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



**Chief Misselt**

Welcome to the 2016 Fox Valley Metropolitan Police Department's annual report. In terms of calls for service, crime data and other measures, 2016 was relatively stable compared to 2015 and consistent with past years. In terms of logistics and personnel within the department however, 2016 ended up being a rather tumultuous year, despite a relatively quiet start.

During the mid-summer of 2016, the Village of Combined Locks undertook a five-year review of the merger with the Fox Valley Metro that took place in 2011 and the dissolution of the Combined Locks Police Department. After two public listening sessions, numerous meetings and evaluation of financial data, it was clear that the merger was a success in terms of quality of services and annual savings. With that being said, the Village of Combined Locks made a financial decision in December to begin the process of stepping away from the merger after the three village partners could not come to an agreement on a change in the cost-sharing formula.

In the intervening time, two members of the department, one command staff and one officer, left the department for jobs outside of law enforcement. Because of the uncertainty with the time frame for departure of Combined Locks, the department was unable to fill those vacancies. As a result, in addition to an officer moving to a neighboring department, Fox Valley Metro will begin 2017 with three vacancies.

## **2017:**

One of my primary goals for 2017, is to lead and navigate the department through this transition time. My hope is to return the department to a sense of normalcy (or as close as we get!) while still providing the highest quality police service to our citizens, which they deserve and have come to expect.

To that end, we had to make the following changes internally, at least temporarily, in order to deliver on our mission:

- Operations Coordinator position eliminated and assigned to patrol
- Captain of Operations position eliminated (subject to review)
- One Investigator position temporarily vacated and assigned to patrol (the department will maintain two investigators once staffing is stabilized)

These staffing reductions and reassignments necessitated the following movement of tasks from the police department to other village departments:

- The Crossing Guard program, which had been united under the auspices of the police department, was returned in its entirety to each respective village.
- Processing of solicitor permits and bartender licenses were returned to each respective village. Background checks for these individuals will still be handled by the police department.
- All fine payments are now handled by each respective village.



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

### **Continued...**

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With this level of staffing, change and uncertainty, it would be easy to put many of our forward-looking initiatives on hold until things are “more stable.” I believe, however, that we cannot let day to day conditions derail our efforts to innovate and constantly improve how we conduct business and what we do. If we wait for the “perfect time” or “ideal conditions,” it will never come. When I asked our 21<sup>st</sup> Century Task Force Team what their thoughts were on temporarily halting our work given the logistical situation we were facing, I was heartened by the fact that they wanted to continue our work and saw it as important to our mission. I am proud of the fact that continual improvement and looking forward has become ingrained in the department’s culture.

With that in mind, I look forward to continuing our work on adopting recommendations from the Task Force Report on 21<sup>st</sup> Century Policing and incorporating concepts of procedural justice throughout the organization. We have already taken steps internally to increase transparency regarding department position assignments, inclusion of all department personnel in the budget process and keeping everyone in the loop on the changes to the merger. We have also posted all of our annual reports since 2010 on our website for anyone to read.

Additionally, we will be working on increasing transparency and community outreach with these additional efforts in 2017:

- Posting of Metro policies on the website
- Creating and sharing a quarterly “officer profile” with the public
- Posting our monthly crime data and case highlights on the website and on social media
- Creation of a Citizen Advisory Committee that would provide input on policies, procedures as well as assist the department on educating the public about the police department and what we do every day.

Please continue to check our website and especially our social media sites throughout 2017 as we work to improve how we do business. Do not hesitate to reach out to me or my staff if you have any feedback on this report or ideas on how we can improve our efforts.

In closing, I thank you, the reader, for taking the time to read the 2016 Metro Annual Report. I hope that you will find it informative and supportive of my belief that the Fox Valley Metropolitan Police Department is truly a progressive and professional police department that is worthy of the trust placed in it by the citizens of our villages.



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# Fox Valley Metro Police Department Organizational Chart 2017

Sworn Staff: Authorized 29\*  
Civilian Staff: 2 FT, 3 PT



\*Positions/Chart to be reevaluated  
pending de-merger with Combined Locks

Chief of  
Police  
Erik Misselt

Captain of  
Administration  
Scott Lund

Captain of  
Operations  
\*Vacant

Community  
Support  
Officer  
Mike  
Lambie

Tele-  
Communicators  
Paula Stanislawski (FT)  
Fran Diedrick (FT)  
Ann Vanden Heuvel (PT)  
Inge Murphy (PT)  
Gabriela Blaszczyk (PT)

PSL  
(3)  
Mark Wery  
Brandon  
Stahmann  
Alia Swingle

Investigators  
(2)  
Scott Van  
Schyndel  
\*Vacant

Patrol  
Lieutenant  
Jeff  
Steeber

6 Officers  
Dan Thorson  
Jeff Nett  
Brady Boucher  
Jim Brandt  
Ed Slinde  
Duane Dissen

Patrol  
Lieutenant  
Jeremy  
Slotke

7 Officers  
Laura Oster  
Randy Lefebvre  
Tiffany Tesch  
Sam Gueli  
Nick Uebelher  
Austin Weisnicht  
\*Vacant

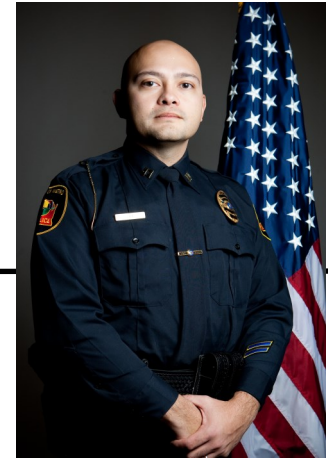
Patrol  
Lieutenant  
Mark  
Ulman

5 Officers  
Dan Running  
Mike Grumann  
Phil Serres  
A. Wanserski  
Mike Gostisha

Last Updated: January 2017



## Administration



**Captain Lee**

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

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

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

## Investigations

The Investigations Unit is under the direct supervision of the Captain of Administration. There are two officers assigned to Investigations (currently carrying one vacancy). In addition to handling all major investigations and assisting patrol with more complex assignments, 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.

## Community Support

The Community Support Officer position, which is currently held by Michael Lambie, is responsible for coordinating the department's crime prevention strategies including Neighborhood Watch and Chronic Nuisance Abatement Program. The Community Support Officer is also the point-of-contact for citizens and serves as the department's liaison for outside agencies such as Quad Cities Crime Stoppers, Victim Crisis Response Team, Sex Offender Registry and media outlets. Fox Valley Metro Police Department social media accounts are also managed by the Community Support position.

Some of the events and activities attended by FVMPD include:

### Community Support Events and Activities:

- \* **Coffee with a Cop Events**
- \* **National Night Out**
- \* **Bike Rodeos**
- \* **Boy/Girl Scout Tours**
- \* **YMCA Youth/Teen Night**







## Administration

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### 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 of sensitive crimes against children.

The Fox Valley Metro Police Department staffs three PSL officer positions. Officer Stahmann and Officer Wery work with the Kimberly Area School District, and Officer Swingle works with the Little Chute Area School District. In addition to the work performed in the public schools, these officers also work with the parochial schools on an as-needed basis.

Some of the job responsibilities of the Fox Valley Metro Police Department PSL officers include:

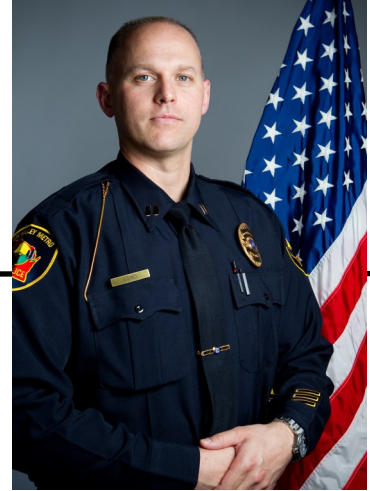
- ♦ Promote prevention through education and communication
- ♦ Classroom presentations (bicycle safety, Halloween safety, bullying/harassment etc.)
- ♦ Constitutional Law Education
- ♦ Drugs and alcohol enforcement
- ♦ Educating students on law enforcement's role in the community
- ♦ Facilitating the Juvenile Police Academy

The primary goals of the Fox Valley Metro Police Department PSL Program is to foster positive relationships with the students and their families. By forming these relationships, the PSL officer builds trust and credibility which allows them to work closely with students and their families to help solve issues and concerns. This helps students to see the PSL officer as more approachable and someone who strives for their well-being. Students are more comfortable coming to the PSL officer and reporting illegal activity and things that make them feel unsafe. This makes the school environment safer for all.





## Operations



**Captain Lund**

The Fox Valley Metro Police Department's Operations Section is composed of:

- ◆ Patrol
- ◆ Bicycle Patrol
- ◆ Field Training
- ◆ Honor Guard
- ◆ School Crossing Guards
- ◆ Special Events Coordination
- ◆ Ride-Along Program
- ◆ Fleet (Vehicles)

Operations is 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.

### Special Events Coordination

The Fox Valley Metro Police Department assisted with the following special events in 2016:

- Great Wisconsin Cheese Festival
- Paperfest
- Rock Cancer
- Memorial Day Parade
- Fox Cities Marathon
- Light the Lights Tournament
- Little Chute Kiwanis Christmas Parade
- Halloween
- St. Pat's Run
- Walk to Defeat Cancer
- Veterans Day Parade
- JRG Rocks Run
- Marty's Mustang Scamper



**Paperfest**



## Operations

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### Patrol — Day Shift

The 2016 Fox Valley Metro Police Department Day Shift consisted of five officers:

- Officer Daniel Thorson
- Officer Jeffrey Nett
- Officer Brady Boucher
- Officer James Brandt
- Officer Duane Dissen
- Lieutenant Mark Ulman


As a team, the day shift focuses on quality of life concerns and working with citizens to make the community safer. Each member of the day shift is the lead officer in their Community Oriented Policing (COP) District.

Day shift officers often routinely work in conjunction with the Department's Investigations Unit. They assist with the abatement process, the service of search warrants, and complex investigations.

Additionally, the day shift officers direct their efforts toward numerous community oriented and crime prevention efforts:

- ✧ Performing physical security checks on businesses in the industrial parks and downtown
- ✧ Being present 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

Members of the day shift also serve roles as Emergency Response Team (ERT) members, Field Training Officers, and Honor Guard members.





## **Operations**

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### **Patrol — Afternoon Shift**

The 2016 Fox Valley Metro Police Department Afternoon Shift consisted of seven patrol officers, including one vacancy that was carried in the second half of the year:

- Officer Laura Oster
- Officer Randall Lefebber
- Officer Tiffany Tesch
- Officer Ryan Peterson
- Officer Samuel Gueli
- Officer Nicholas Uebelher
- Vacancy
- Lieutenant Jeremy Slotke

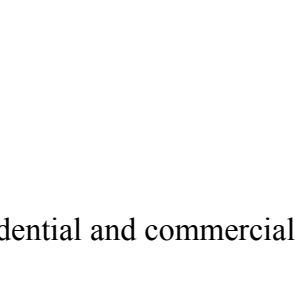
The afternoon shift is one of our busier shifts that handles a wide variety of calls, ranging from issues that arise primarily during the day shift to those more closely associated with the night shift, and everything in between, like rush-hour traffic and school zone traffic.

### **Patrol — Night Shift**

The 2016 Fox Valley Metro Police Department Night Shift consisted of five patrol officers:

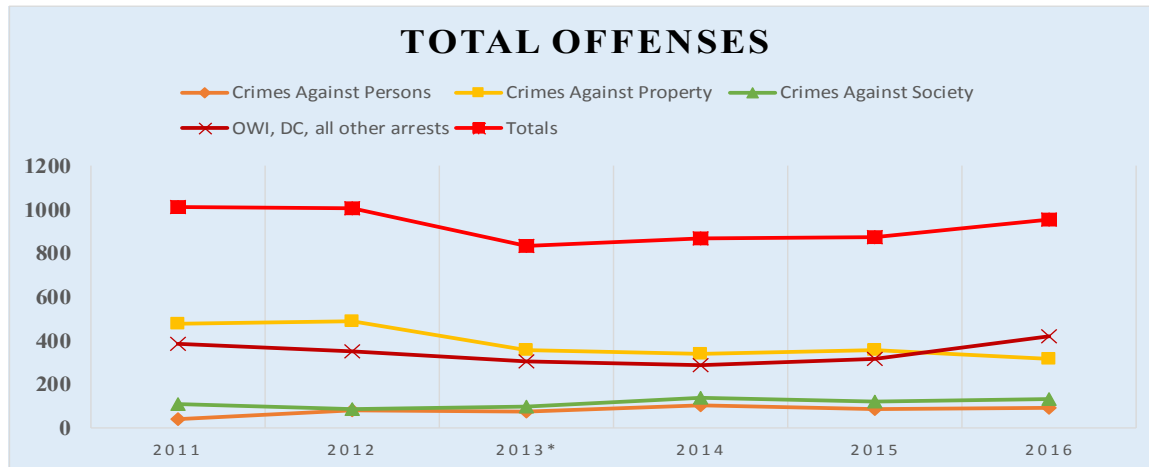
- Officer Michael Grumann
- Officer Philip Serres
- Officer Aaron Wanserski
- Officer Michael Gostisha
- Officer Austin Weisnicht
- Lieutenant Jeffrey Steeber

The Night Shift Officers focused on the following areas:

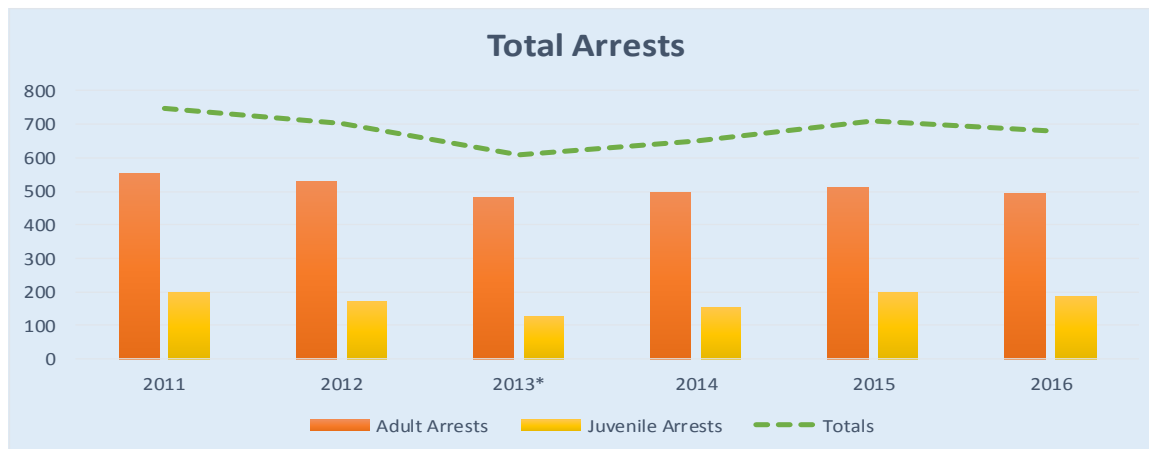
- ◇ Licensed establishment checks
  - ◇ Visibility in the bars as a crime prevention method
  - ◇ Address ordinance/alcohol related violations and probation/parole violations
  - ◇ Investigate suspicious people or situations
  - ◇ Traffic enforcement
  - ◇ Moving/Equipment violations
  - ◇ OMVWI enforcement
  - ◇ Parks Patrol
  - ◇ Ordinance violations (In park after hours, parking, etc.)
  - ◇ Suspicious persons/vehicles
  - ◇ Community policing and problem oriented policing efforts
  - ◇ Building security checks - identifying security concerns at both residential and commercial properties (open doors, poor lighting, etc.)
- 

## 2016 Statistics

	2011	2012	2013*	2014	2015	2016
<b>Crimes Against Persons</b>	42	81	76	103	86	94
<b>Crimes Against Property</b>	478	489	356	339	355	313
<b>Crimes Against Society</b>	108	85	97	139	119	130
<b>OWI, DC, all other arrests</b>	385	351	306	286	314	419
<b>Totals</b>	1013	1006	835	867	874	956



	2011	2012	2013*	2014	2015	2016
<b>Adult Arrests</b>	553	532	482	495	511	492
<b>Juvenile Arrests</b>	196	172	125	154	199	187
<b>Totals</b>	749	704	607	649	710	679

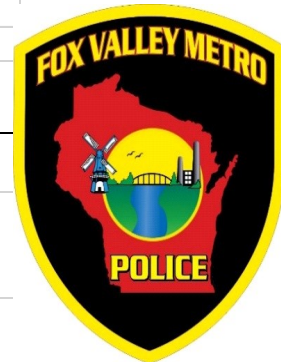


\*2013 is missing data from February, April and May due to a software transition.



## 2016 Statistics

### Fox Valley Metro Police Department Monthly Report

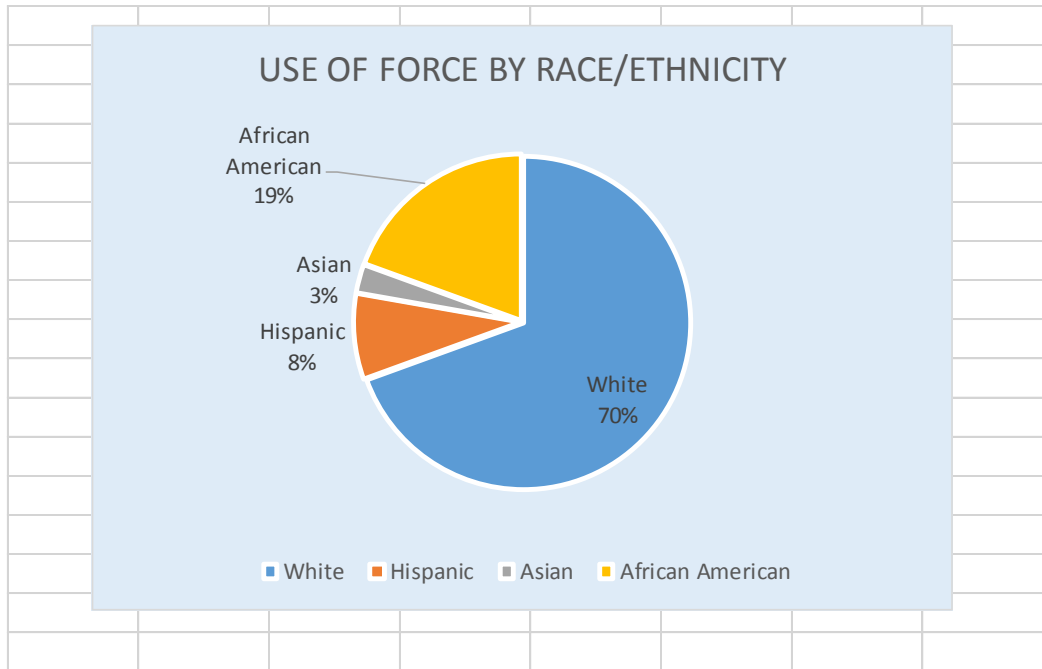


December 2016

	This Month	This Month Last Year	% Change	Year to Date	Last Year to Date	% Change
Total # of Incidents	778	794	-2%	11106	11560	-4%
Citizen Generated	543	485	12%	4976	4646	7%
Officer Initiated	236	309	-24%	3539	3865	-8%
Citizen Contacts	139	197	-29%	2467	2859	-14%
Traffic Citations	89	82	9%	1243	1171	6%
Speeding	7	10	-30%	171	200	-15%
Seatbelt	7	8	-13%	280	201	39%
OWI	9	8	13%	78	70	11%
Ordinance Summons	23	28	-18%	360	413	-13%
UA Drinking	0	0	#DIV/0!	44	35	26%
Parking Tickets	240	281	-15%	567	725	-22%
Warrant Pick Ups	20	7	186%	146	47	211%

	This Month	This Month Last Year	% Change	Year to Date	Last Year to Date	% Change
Adult Criminal Referrals	22	19	16%	323	339	-5%
Juvenile Criminal Referrals	8	1	700%	32	37	-14%
Offense Reports (CAD)	689	696	-1%	9697	9974	-3%
Narratives	89	98	-9%	1409	1586	-11%

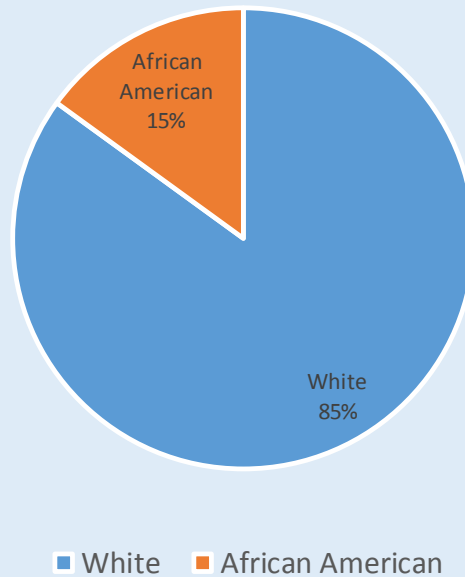
## 2016 Statistics



<u>Use of Force by race/ethnicity</u>		
White	25	
Hispanic	3	
Asian	1	
African American	7	
Native American	0	
Unknown	0	

## 2016 Statistics

### CONSENT SEARCHES BY RACE/ETHNICITY

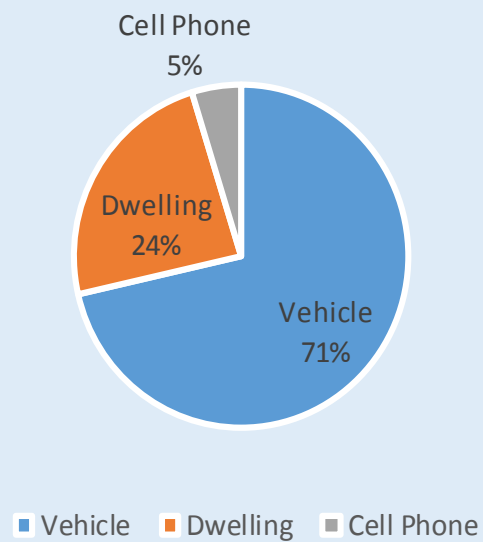


### Consent searches by race/ethnicity

White	17
Hispanic	0
Asian	0
African American	3
Native American	0
Unknown	0

## 2016 Statistics

### CONSENT SEARCHES BY TYPE



### Consent searches by type

Vehicle	12
Dwelling	5
Cell Phone	4

## Fox Valley Metro Open House 2016

Gold Cross shows attendees around an ambulance.



Officer Boucher prepares to talk car seat safety.



As always, a big "Thank you" to Culvers and Carnival Time Popcorn for donating treats to our open house every year!





## Fox Valley Metro Open House 2016



Officer Thorson with a prospective Emergency Response Team member

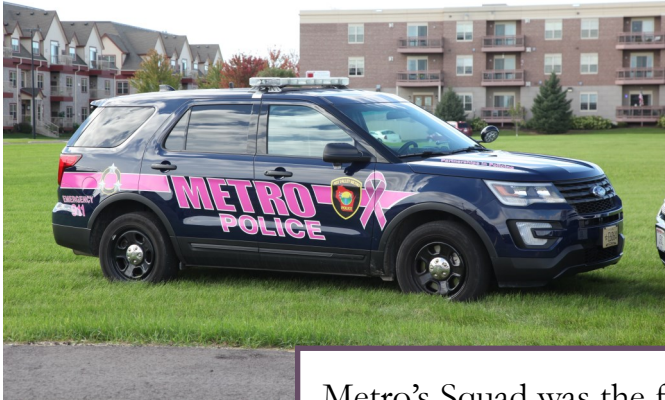


Lining up for bike helmets for the kids



The bounce house always gets a lot of traffic!

## Fox Valley Metro Events and Awards 2016



Metro's Squad was the featured car for the Justice For a Cure event in Sun Prairie.



2016 Torch Run for Special Olympics



(From left: Officer Thorson, Officer Anna Serres (GBPD), Officer Serres, Officer Wery, Chief Misselt, Officer Tesch, Lori Dissen, Officer Dissen)



Officer Ryan Peterson receives Civilian Community Service Award for lifesaving efforts that he undertook off-duty in Appleton.



## Fox Valley Metro Events and Awards 2016



Officer Gueli's ceremonial swearing-in



Officer Serres receives 2016 Officer of the Year honor.



## **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.