

# City of Menasha Police Department



## 2019 Annual Report

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Our mission is to be the model of modern police services, built upon a strong partnership with the community, using respect, creativity and technology to find solutions and improve the quality of life for all.





# CHIEF'S MESSAGE

2019 was a year full of changes in the department including the promotion of several officers, the completion of several renovations projects, and two events that deeply affected all members of the department and the community.

I have been very fortunate to work with a group of intelligent and motivated leaders that have been able to move into new positions in 2019. Chuck Sahr was promoted to Deputy Chief. His intuitive ability to handle the details of running the department and his skill at organizing and working through complex issues has made it a pleasure to serve with him. Nick Thorn moved from a position as a Patrol Lieutenant to the Investigative Lieutenant. This is a key position in our agency responsible for being a liaison to outside agencies and supports our staff investigators and school resource officers. Matt Spiegel and Adam Schulz have also joined the administrative ranks where they are sure to continue to demonstrate their dedication to law enforcement. With new faces moving into positions and brand new young officers to replace them, it is an exciting time for the department. In addition, I am also proud to report that Lt. Thorn graduated from the Wisconsin Command College and Lt. Albrecht for graduated from the FBI National Academy. These advanced management training courses will help provide them the tools to move into further leadership positions in the future.

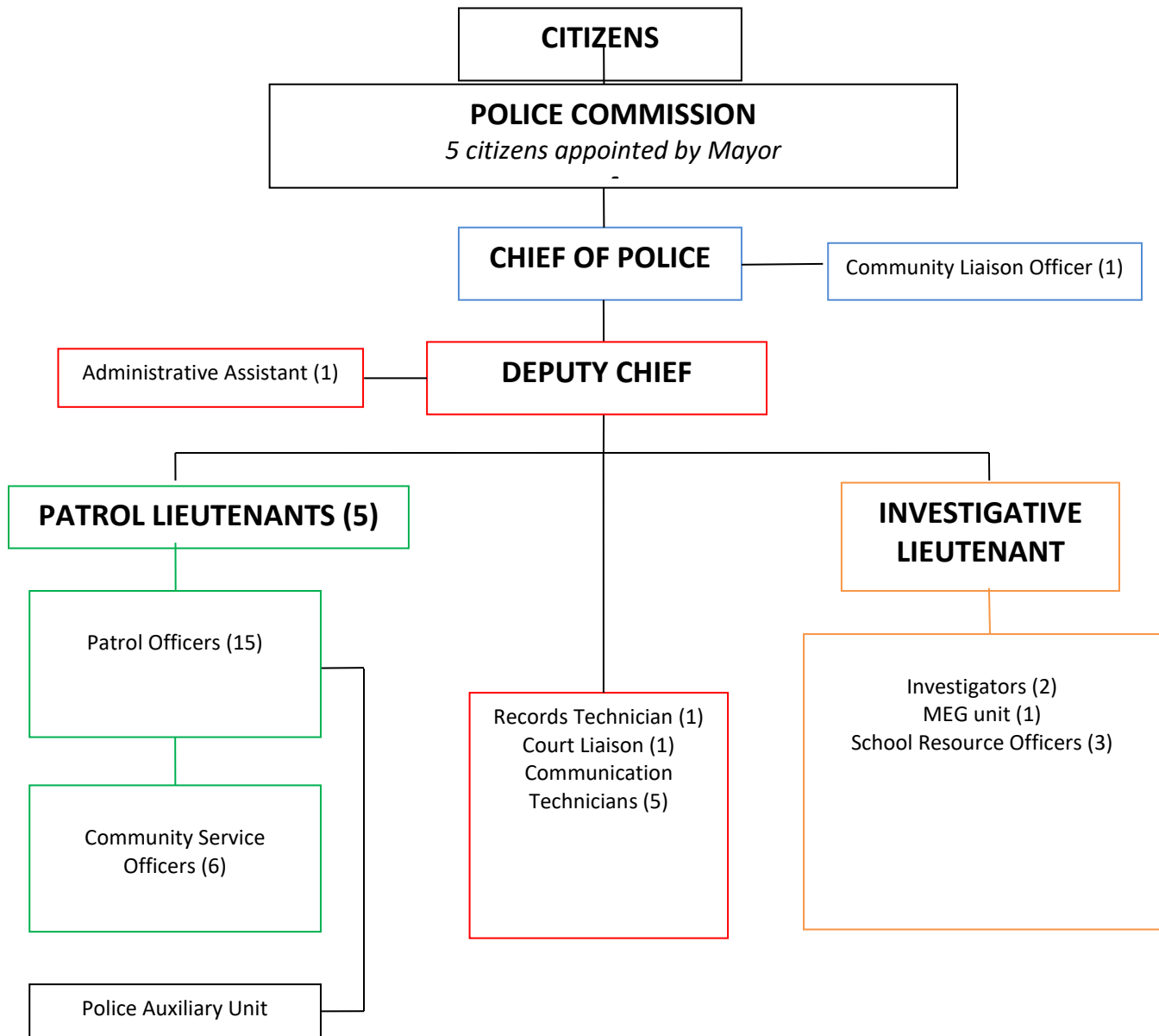
In previous reports, I discussed the construction and implementation of our evidence area that was built in 2018. This year we have completed the final step of transferring all of the data into the new tracking software program. In addition, we were able to reallocate some of our resources to have a part-time evidence custodian. We were lucky enough to have an in-house expert, Cyndel Sawall, take on these tasks. Cyndel, having a degree in this field, has been able to ensure that we are following all of the best practices as it relates to handling, processing and storing evidence. Cyndel was recently accepted a board position on the Wisconsin Association of Identification. This shows the level of her skills and commitment to this important area of law enforcement.

Sadly, this last year may be remembered most for two intense events our officers were involved in. In my 20+ years of police work our department has never had to deal with an officer involved death. These are extremely difficult situations and everyone involved suffers an incredible emotional toll. While I understand and respect the desire to know what happened, I am grateful for your patience and understanding while the independent investigation and review by the District Attorney's Office took place. I also want to express that despite our officers not being the ones directly responsible for the deaths, we have reviewed the incidents to ensure we are doing what we can to try and avoid, if at all possible, these types of situations in the future.

A police department can only be effective if there is communication and trust with the community. I would like to thank you for your support. We are committed to being a model for modern police services and on behalf of the employees of the Police Department, it is an honor to serve Menasha and as always I welcome your feedback.

Serving our community,  
*Chief Timothy Styka*

# ORGANIZATIONAL CHART



# STAFF - SWORN

## CHIEF OF POLICE

Timothy Styka

## DEPUTY CHIEF

Charles Sahr

## INVESTIGATIVE LIEUTENANT

Nick Thorn

## PATROL LIEUTENANTS

Angela Hanchek  
Matthew Albrecht  
Matthew Lenss  
Adam Schulz  
Matt Spiegel

## INVESTIGATORS

Amy Cook  
Pete Sawyer  
Ray Berna

## COMMUNITY LIAISON OFFICER

Nick Oleszak

## SCHOOL RESOURCE OFFICERS

Jeff Jorgenson  
Denton Heidemann  
Josh Gallagher

## PATROL OFFICERS

Sara Swenson  
Chris Groeschel  
Dan Hoernke  
Anthony Edwards  
John Abrahamson  
Joel Nelson  
Shelby Patterson  
Richard Heinen  
Matt Schanke  
Kellen Gennrich  
Katelynn Oberle  
Jonathon Van Schyndel  
Derrick Rotta  
Jason Frederickson  
Michael Oney  
Aaron Schaefer (1/2020)

## HIRED

Kellen Gennrich  
Derrick Rotta  
Katelynn Oberle  
Jonathon Van Schyndel  
Jason Frederickson  
Michael Oney  
Aaron Schaefer (1/2020)

## RETIRED

Mark Mauthe  
Brett Halderson  
Jim Verkuilen  
John Wallschlaeger

## TRANSITIONED

Charles Sahr – D. Chief  
Nick Thorn – Lt. Inv.  
Matt Spiegel – Lt.  
Adam Schulz – Lt.  
Joel Nelson - OIC

# STAFF - CIVILIAN

## **POLICE COMMISSION**

James Meinke  
Tony Gutierrez  
Marshall Spencer (retired 2019)  
Jason Dionne  
Fran Ebben (retired 2019)  
Nancy Ball  
Jerold Jakubek

## **RECORDS CLERK**

Jenny Groeschel

## **COURT/TRAFFIC LIAISON**

Bev Sawyer

## **ADMINISTRATIVE ASSISTANT**

Sandy Gonnering

## **CODE ENFORCEMENT SPECIALIST**

Joe Polzien

## **COMMUNICATIONS TECHNICIAN**

Amber Boehlen  
Mary Janssen  
McKenzie Repinski  
Rebecca Billington  
Lindsey Whitney  
Cyndel Sawall  
Jessica Beck  
Melissa Brumbeloe

## **PROPERTY CUSTODIAN**

Cyndel Sawall

## **CROSSING GUARDS**

Robert Piel  
Shawn Hansen  
Gary Gallant  
Will Hoerning  
Bethany Leigh  
Sue Paveletzke  
John Sokolowski  
Roger Peters (Relief)  
Tom Borchart (Relief)

## **COMMUNITY SERVICE OFFICERS**

Jason Frederickson  
Melissa Brumbeloe  
Joshua Depies  
Jacob Kizewski  
Jacob Van Egtern  
Tshaj Yang  
Nathaniel Brown

# CITY SNAPSHOT

The City of Menasha is situated in the heart of the Fox River Valley on the north shore of Lake Winnebago. The 17,647 residents comprise a diverse and engaged community in which we are proud to serve. Menasha is in a period of economic revival and during this past year, many steps have been taken towards the continued revitalization of our downtown and other key areas of interest in the city.

The City of Menasha encompasses a total of 7.72 square miles spanning both Winnebago and Calumet Counties. The various neighborhoods range from historic ranch and two-story homes, to large lakefront residences, as well as newer subdivided neighborhoods to the east. Each neighborhood has its own unique character and charm which makes Menasha your place on the water!

Our officers patrol just over 90 miles of streets within the corporate limits. We have every road type from private streets to main thoroughfares like US Highway 10 and State Highways 47 and 114. The streets wind through our residential neighborhoods, industrial zones, downtown, and parks creating both mixed use areas ideal for a walking lifestyle to business parks and secluded residential enclaves.





# Engaging Our Youth

Investing time in the younger citizens of Menasha is the best investment we can make. We are fortunate to have Liaison Officers in our schools to build those positive relationships early and throughout their school career. All officers are encouraged to interact with the youth of Menasha and throughout the year we were able to do just that, and have fun while doing it.

**Boys and Girls Club** The Boys and Girls Club in Menasha is a fantastic place for the youth in our community to meet, learn, and grow as young citizens. We have been able to work with club staff from the day it opened to be involved at numerous levels. Shop With A Cop is held at Christmas time at the club and we look forward to future opportunities to collaborate.

**Boofest** at Festival Foods and **Hometown Halloween** in the Main St. area provided a great chance to hand out some goodies and meet kids in the community. Every year officers increase their visibility during trick-or-treat hours and accompany a probation agent to make spot checks to the homes of those who committed crimes against children.

## Shop With A Cop

2019 marked our 5th annual Shop with a Cop event. The community partners continue to amaze us. We received generous support from the Boys and Girls Club of Menasha, Festival Foods of Menasha, Lamers Bus lines, Menasha Police Benevolent Association, Kwik Trip, TNT Fitness, and Parker John's, along with several other anonymous donors. Due to their

generosity we were able to help Menasha area youth provide a special Christmas for their families. Breakfast was prepared by our officers and eaten at the Boys and Girls Club before they all headed to Target to shop. Shopko had always been our go to for this event but due to their unfortunate closing, Target stepped in did an amazing job at welcoming all of us. Target went above and beyond when they gifted a full sized Christmas tree to every family involved. After shopping was completed, they returned to the Club to wrap presents and have a huge lunch of pizzas generously donated by Parker John's. It was a great event and we are forever grateful to all of our donors.



# Lieutenant's Corner

## **Angie Hanchek**

Lt. Hanchek is our most experienced lieutenant and is completing a 6 week command college through UW-Madison. She is establishing a wellness program in the department and maintains our accreditation status with the Wisconsin Law Enforcement Accreditation Group. Remaining accredited takes up a notable amount of time due to the meticulous record keeping and required research.

## **Matt Albrecht**

Lt. Albrecht attended the FBI National Academy for 10 weeks along with 260 other command personnel from around the world. Professional leadership and perspectives enhance our delivery of service and Lt. Albrecht is proud to have graduated from this prestigious opportunity. He continues to manage the vehicle fleet, body and squad camera equipment, K9 unit, and the honor guard.

## **Matt Lenss**

Matt is approaching 15 years of service and has been a Lieutenant since 2016. He is our Police Training Officer training coordinator, working with the training unit to prepare our new hires for patrol. He is also one of the patrol rifle and Glock armorers and coordinates ordering and maintenance of those firearms, as well as

working with officers as a firearms instructor. Matt also coordinates our traffic grant program, working with the Winnebago County Sheriff's Department on the county-wide task force for the current OWI and seatbelt grants awarded from the state.

## **Adam Schulz**

Adam is one of our newest lieutenants but comes with a decade of experience. Lt. Schulz collaborated with the officers to implement a fitness incentive to encourage healthy living throughout their career. He continues to promote a strong program by seeking grants and donations from local businesses to upgrade ancient exercise equipment and clear out storage areas to make room for it. To round out his emphasis on healthy living, Adam is working with the Commodities committee to bring better options to the choices we have in the lunch room.

## **Matt Spiegel**

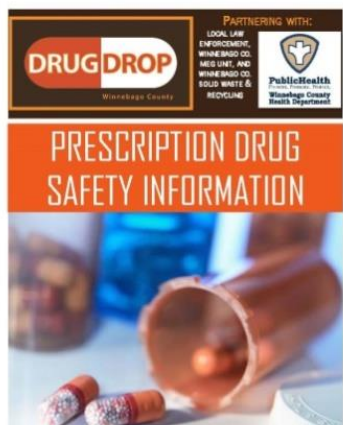
Lt. Spiegel, our other new Lieutenant in 2019, helps maintain the vehicle fleet and is working to revive the bicycle patrol program. We are hoping to purchase two Trek E Bikes with electric assist capabilities that go up to 28 mph for our bike patrol. He also relies on his 11 years of experience to be our vehicle contacts instructor.

# DRUG DROP BOX

**Drug Drop Box** – The proper disposal of prescription drugs continues to be essential in protecting our environment and in keeping drugs out of the hands of the wrong people. The Menasha Police Department placed a permanent drop box for prescription drugs in the lobby of our department a few years ago. The box was provided free-of-charge from a grant by CVS Pharmacy.

Year	2019	2018	2017
Pounds	388	447	238

The drop box is emptied on a regular basis. A sort is done and the pills are removed from their original containers. For safety and security reasons the drop box is emptied in teams of people and the mix of drugs is packaged and weighed. The containers are recycled and the drugs are disposed of through the State of Wisconsin. We collected **388** pounds of prescription medications in **2019**. We expect that number to continue to grow as people in the community learn about the collection box. Everyone wins.



# K9 PROGRAM

**K9 GELLER** Geller works hard to keep her handler under control and despite some minor issues Officer Jorgenson is progressing well in his career. Geller is a highly skilled facility dog that has made a positive difference to hundreds of people.

**K9 CAMI** Cami has been very successful in her first year. She continues to be very excited to come in to work and is well liked by everyone at the station. She currently focuses on drug sniffing and people tracking.



Type	2019	2018
<b>Marijuana</b>	693 grams	236.8 grams
<b>Heroin</b>	5 grams	2 grams
<b>Methamphetamine</b>	210.4 grams	31 grams
<b>Cocaine</b>	2 grams	1 gram
<b>MDMA</b>	1 gram	
<b>Prescription Pills</b>	53	
<b>Paraphernalia</b>	124 pieces	67 pieces
<b>Guns</b>	2	1
<b>Arrests</b>	74	

	2019	2018*	2017	2016	2015	2014
<b>Total Narcotic Sniffs</b>	146	61	72	51	76	53
<b>Total Arrests</b>	74	26	36	29	39	28
<b>Accuracy</b>	99%	98%	96%	96%	96%	96%
<b>Tracks</b>	3	0	2	7	8	2
*2018 is a partial year 9/17-12/31						



# GELLER

In addition to her normal duties wagging her tail as she walks through the hallways at six elementary schools,

Geller's highlights for 2019 included her call in by WI Department of Justice Office of School Safety to assist the high school students at Oshkosh North after the critical incident they were unfortunately exposed to. Geller was touched by hundreds of students who came to visit and share some feelings and relieve their anxiety about returning to school. Geller was also a tremendous help with several interviews with 6 year olds in a sexual assault case. I have also been using her to work with kids who are affected by domestic violence.



Geller's favorite part was the gifts she was showered with after a 6 year old told her friends and family attending her birthday party that she wanted them to bring gifts for Geller instead of herself. Geller has been enjoying her comfy new bed and blanket.

Thanks for your support!

Officer Jeff Jorgenson (and Geller)





# VOLUNTEERING FOR A CAUSE

Menasha officers continue to embrace the opportunities given to us to serve in a capacity outside of work. A majority of officers in our department yearn for chances to give back to the community that wholeheartedly support our day to day work.

**SPECIAL OLYMPICS** 2019 was a less active year than previous for the departments' support of Special Olympics. As personnel retired from the MEPD and Special Olympics experienced some turnover, less involvement occurred. Numerous officers froze their uniforms off during the **Polar Plunge** while others got a nice jog in during the annual **Torch Run** as well as the newer event, **Run With Cops** held at UW-Oshkosh. One of the most iconic events is held at Dunkin Donuts where some area officers were stranded on the roof and begged for donations as part of a **Rooftop Challenge**.



**COMMUNITY CHRISTMAS** Officers joined with Fox Communities Credit Union and Culvers of Darboy/ Little Chute to provide 800 families a traditional holiday meal. Several fund raisers were held to cover the costs of food as well as gifts for the children.



**LIGHTS OF CHRISTMAS** The LOC program joins numerous Fox Valley Police Departments, Q90 FM, Culvers, and many other organizations to raise money that was given out as needed by officers. The drive was organized by Q90 but officers participated in Culvers Day where they handed out food orders, waved down drivers, and generally had fun working alongside Culvers employees.

largest Rock the Block program in the nation! Personnel from the police department, as well as other City departments participated in the effort. This has been a great program which has shown to get neighbors talking with one another and building a sense of community pride. In return we have seen a decrease in crime in the areas impacted by the program.

**ROCK THE BLOCK** Habitat for humanity organized a huge effort to rehabilitate nearly 100 houses in Menasha. The



# OPERATIONS

The Menasha Police Department has continually been at the forefront of new programs, ideas and technology in the State of Wisconsin. By staying on the leading edge of law enforcement practices, we are better able to provide a higher level of service to our community.

**CODE ENFORCEMENT** Property values, such as exterior structure, yards fences etc. issues) living conditions, vermin, graffiti, junk vehicles (trash/debris, health hazards) are all issues that are of great concern to most residents. This year the full-time Code Enforcement Specialist was transitioned to the Community Development department. Citizens are able to call in (to ask questions on about city ordinances) or file a complaint over the phone or download a complaint form to report conditions which violate City of Menasha Code. Complaints can be filed anonymously. Specialist Joe Polzien works closely with Community Development, the Health Department, and community volunteers throughout the City to ensure the places people reside are safe, healthy, and abide by city code.



In 2019 Code Enforcement had contact with 517 properties in regard to possible violations of the City Municipal Codes. The Code Enforcement Unit maintains a philosophy of education, where the contact with owners or tenants is intended to build understanding of the ordinance. 408 notices were served including 57 for grass or weeds and 351 for public nuisances. Code Enforcement has also worked with the City Health Sanitarian in addressing

properties with human health hazards and hoarding conditions. The result was that 5 dwellings within the city were demolished.

**VIDEO CAMERAS** Our previous VieVu body cameras connected with a local server and database. The video storage needs became a continuing concern causing us to move to new body cameras which connects to the cloud for storage. The cameras have a docking port where officers place them and the video gets uploaded to servers maintained, secured, and paid for by the vendor. Our costs and security have improved dramatically and the video is readily available when needed. In addition the system has improved our efficiency and chain of custody.

We continue to transition to High Definition video recording for our in-squad car cameras. High Definition video takes many times more storage space and bandwidth to upload but it has a greater evidentiary value. The newer cameras are also more adaptable to changing and various lighting or environmental factors. Storage for HD video continues to be a matter of future concern.

**PEER SUPPORT GROUP** Several department members continue to serve on the Winnebago Area Peer Support Team (WAPST) which is available 24/7 to assist any member of the county law enforcement agencies. Our WAPST members have specialized training in helping peers through dynamic and unique work and personal situations. The team, consists of 27 members throughout multiple agencies and 3 retired members. WAPST maintains a 24/7 cell phone for call/text contact in crisis situations or for requesting contact of a peer in need. The team has been increasingly utilized over this past year. The WAPST is supported by the leaders of the county law enforcement agencies and believe the team is beneficial to members' health and well-being, which allows the member to serve those of the community better.



**ACCREDITATION** Lt. Hanchek continues to keep the department up to date in WILEAG accreditation. Many hours are spent updating policies and demonstrative incidents to show we are adhering to best practices.

**TRACS** TraCS (Traffic and Criminal Software) is a statewide electronic citation and record submission system. Wisconsin has recently mandated all agencies submit crash, pursuit, and other reports via TraCS. Our department was prepared for this mandate and seamlessly transitioned to it. Menasha PD has been a model agency for TraCS through the years and a testing agency prior to statewide releases. This year we upgraded our database four years ahead of a state imposed deadline to a much more robust SQL Server that should provide reliable service for years to come.

**CRISIS INTERVENTION TEAM** Crisis intervention skills continue to be utilized every day by officers in working with people in crisis, including those living with mental health challenges. It is a philosophy focused on responsive and effective interactions with those in need. Our training is based on the Memphis Model of CIT which focuses on de-escalation of situations. Most members of the department now have formal Crisis Intervention Training. It is our goal to have every officer experience this valuable training over the coming years.

**COMPLIANCE CHECKS** Compliance checks refer to officers or agents attempting to purchase alcohol or tobacco from licensed servers in the City. One compliance check for 34 license holders in the City was completed for 2019 and they found 6 violations. Violators were cited and provided additional training on the expectations of their establishments or responsibilities to not serve underage persons. Compliance checks are expected to continue into 2020 and the department will continue to advertise upcoming activities to both educate and notify people before the checks.

**TRAFFIC GRANT** We continued our participation in the State traffic grant program in 2019, participating in an OWI grant, speed and aggressive driving grant, as well as a seatbelt grant. The state reimburses our department for work during the four hour grant shifts. The department is also required by the state to log matching hours in traffic enforcement during their normal patrol shifts. In 2019 we purchased 3 items with additional awarded traffic grant funds, including a new radar traffic recorder, laser radar unit and arbitrator video system for a squad. All three items were funded in part or in whole with grant funds.

Grant Activity	2019	2018
Traffic Stops	562	646
Citations	264	297
Warnings	436	432
Grant Time	399 hrs	365 hrs



**EVIDENCE CONVERSION** All items were transferred to the BEAST tracking database. The conversion was significantly more time consuming than previously thought. A part time civilian evidence custodian was tasked with managing the area. They handle property returns, logging, tracking, and management of items to free up investigator time.

**PARKING ENFORCEMENT** The Menasha Police Department issued 2,516 parking tickets in 2019. Most of those were for overnight violations where a vehicle was parked on the wrong side of the road or left out during the winter months. Other parking violations are generally addressed on a complaint basis or observed in heavy traffic areas such as around the high school or on Main St. Parking citations can be paid online via credit card at the City of Menasha website. This link allows people to conveniently satisfy violations.

**MCAAP** The City of Menasha started a new program aimed at reducing the deaths and social issues associated with addiction through the Menasha Community Addiction Assistance Program (MCAAP). The effort is funded through grants and involves partnering with community organizations to immediately connect recovery services to people that are experiencing a window of opportunity to receive help. Those windows might look like an overdose where narcan is administered, a contact by a patrol officer, or being found passed out in the park by a city worker. Most employees in the city were trained on providing information to the person and a review team comprised of key city personnel and several private people follows up with all referrals. 2019 saw the program emerge as a leader in the Fox Valley for mitigating the opioid epidemic.



## INFORMATION TECHNOLOGY

All operating systems on computers have been updated to Windows 10. Windows 7 was deemed end of life and no longer supported by Microsoft and was deemed a security risk. Net Motion server, which handles secure communications between computers in squad cars and the station, was upgraded and continues to need attention into 2020. The Mobile Data Computers (MDCs) located in the squad cars have started to be converted to Getac tablets at a substantial savings over Panasonic Toughbooks.



**HONOR FLIGHT** The 2019 Honor Flight was hosted at the Menasha High School. Planning and staffing a huge surprise event (for the vets) was quite an undertaking and brought the entire community together.





# Police Auxiliary

Dating back to 1963, the City of Menasha has had an Auxiliary Police unit that provides community service to Menasha. The group is diverse having members from many different backgrounds and currently consists of 13 members including three Sergeants. Two full time officers act as advisors to the unit. They provide traffic control at events, security at public functions, and assist officers when requested. They receive training in law enforcement tactics and techniques. They also run a very successful Easter Egg Hunt each year at Menasha High School.



2019 was a busy year for the Menasha Auxiliary. Officer Joel Nelson and Officer John Abrahamson were in their first full year of being advisors to the unit. Shortly after taking over the advisor position Officer Abrahamson and Officer Nelson wanted to focus on raising Auxiliary membership and put a big focus on the upcoming hiring process. With the help of current Auxiliary members, they reached out to local high schools and technical colleges to try and recruit more members. The 2019 hiring process ended with the hiring of six new Auxiliary officers. Over the next couple months all of our mandatory trainings were completed, including radio communication, traffic direction, blood borne pathogens, DAAT and OC certification for those who needed it.

Throughout the year the Menasha Auxiliary worked 26 events, with nearly all of them occurring after Memorial Day. These events included three parades, the 4th of July Celebration, the Fox Cities Marathon, Race the Lake bike race, a handful of high school football games, and several other city sanctioned events like Jazz Fest and the New Year's Eve Ball drop downtown. With the hard work and flexibility of our Auxiliary Officers we were able to adequately staff all of these events. Most notably Jazz Fest which requires 24 hour security.

The relatively new event Midwest Sunsplash drew a huge crowd once again for two consecutive nights. The final night of Bazaar after Dark was also very popular. Both events, being held on Main Street, featured live music, street vendors, and food trucks.

With an increase in Auxiliary officers in 2019 the unit was able to focus on fundraising for the unit for the first time in several years. With the help of Auxiliary members we were able to host a fund raising event at Taco Johns in Fond du Lac. The fund raising event raised \$256.00 dollars. The Auxiliary utilizes

this money to help fund their annual Easter Egg Hunt which has been a major success since it started. After a successful fund raising event Officer Abrahamson and Officer Nelson once again turned their attention to a new hiring process. After receiving almost a dozen applications, three Auxiliary members were hired and will be starting in 2020.

Due to a vacancy in 2019 at the Sergeant position, Officer Abrahamson and Officer Nelson opened up a promotional process for the open Sergeant position. After an interview process with Auxiliary command staff Auxiliary Officer Leah Wittmann was promoted to Sergeant and will serve alongside Sgt Shaun Sweetalla and Sgt Jeffrey Witt.

2020 Looks to be a promising year. There has been some changes made to increase attendance at events which included a recent pay raise for the Auxiliary and also cutting back meetings to once a month by making them mandatory attendance. We look forward to the coming summer months to get back out into the community.





# BUILDING RENOVATIONS

Major renovations to the evidence processing and evidence storage areas were completed in 2018 and we started using the new space immediately. With the completion of the new space, existing space was repurposed. The old evidence storage area was converted to a secure area to house short and long term evidence for thousands of criminal cases. In addition, a very lengthy transition process was undertaken in 2019 to transfer and audit each item into a new evidence tracking software. A half time civilian position was created to tackle this task which has freed up investigators to focus on existing cases.

Smaller but essential building projects remain a priority such as painting dated walls, replacing water damaged ceiling tiles, and installing new flooring in various areas. Additional repairs and updates are anticipated to continue due to the age of the building.



# POLICE BENEVOLENT

The Menasha Police Benevolent Association (MPBA) is comprised of current police department employees and retirees. The benevolent exists to support its members by cultivating fellowship among its members and to provide a medium for the exchange of knowledge and experience that fosters high professional standards. One of the primary functions of the MPBA is to conduct charitable, educational, and recreational activities for the benefit of its members and the community. Members pay dues and an annual fundraiser is held to support the benevolent association's activities.

One of the primary focuses of the MPBA is to look for ways to give back to our community. Last year we were able to support over a dozen community and/or law enforcement organizations or members by providing money or goods to help meet their needs.

We also adopt several families for the Christmas Giving program and for the third time hosted a Shop-With-A-Cop event.

The association's involvement doesn't stop there. It looks for ways to reward its members for the personal sacrifices they make throughout the year. The agency is 24/7/365 and everyone knew that when they took the job, but, those missed birthdays and family functions are difficult to replace. There is a family picnic in the summer and a Christmas party in the winter that allows members and their families a chance to enjoy one another's company outside of the work environment. During National Police Week, a dinner and awards ceremony is held to honor those officers who went above and beyond their expected call of duty. In addition, the Benevolent supports those families around the state that tragically loose a loved one in a line of duty death.



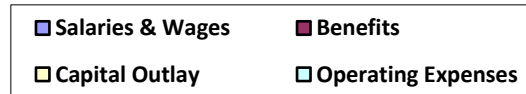
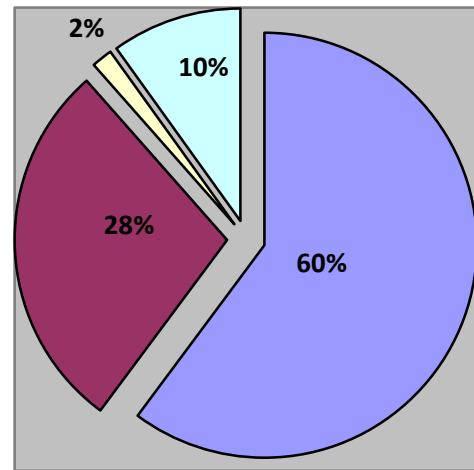
<b>Some Benevolent Recipients</b>
Menasha School Programs
Special Olympics
Fox Cities Foundation
Eternal Order of Police
Shop W Cop
Scholarship
Private Entities

*Thank you for your continued support of our organization*

# POLICE ADMINISTRATION

The administration division of the police department consists of the Chief of Police and our Deputy Chief. Managing the department budget, officer training, and writing procedures and policies are just a few of the tasks taken on. Striving to provide the best and most fiscally responsible level of service is at the forefront of each decision they make. We've held the line on our budget for several years keeping our core services running as efficiently as possible. As with most organizations, personnel costs make up the largest portion of the budget. The capital outlay and operating expenses provide the officers with the equipment they need to adequately serve the community.

In 2019 we continued to work towards full staffing. The current employment market has increased the challenge of hiring the most capable officers. We anticipate hiring 2 or 3 officers in 2020.



Training Hours		
Year	Total	Avg. Officer
2019	2054	59
2018	1720	55
2017	1846	62

Police Budget	
Year	Amount
2020	\$4,899,142
2019	\$4,990,323
2018	\$4,874,040
2017	\$4,829,341
2016	\$4,762,195
2015	\$4,517,559
2014	\$4,562,226
2013	\$4,571,493





# PATROL DIVISION

Patrolling our streets and quick responses to emergency calls remains a primary function of the department.

Handling 13,047 calls for service took up the majority of officer's time. Patrol officers responded to a multitude of calls for service ranging from citizen assists, disturbances, burglaries, robberies, drug and alcohol complaints, to drug overdoses. In addition to responding to criminal complaints, officers often focus on preventative measures like checking business doors at night, patrolling parks and other public spaces like the trestle trail and school properties. Often times, residents will report specific concerns in their neighborhoods and we will specify added patrol time to address those concerns in that area. It is imperative that as citizens of a strong community that if something looks "not normal," it needs to be checked out. We help create a stronger community when we work together. Simply put, if you "See something, say something."



# INVESTIGATIONS



The division consists of 2 Investigators for normal cases, 1 Investigator assigned to the MEG unit, and 3 School Resource Officers (SROs). One SRO is at the Menasha High School, one at Maplewood Middle School and one that splits time between the six elementary schools. The Investigative Division is supervised by Lt. Nick Thorn.

Patrol officers respond to initial complaints and are often able to complete the investigation on their own. There are other circumstances when either the seriousness of the crime or the scope of the incident is too large or complex for patrol to continue the investigation. These cases are assigned to an investigator, a SRO, or the MEG unit.

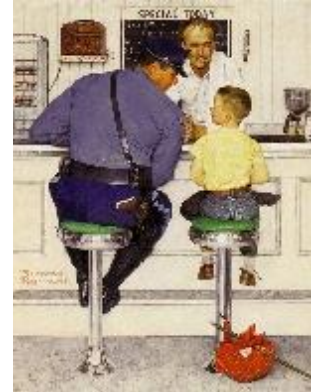
There is no such thing as a “typical day” in any law enforcement position. This is especially true for investigators. Investigator Sawyer and Investigator Cook are diligently working cases.

The current increase in heroin and methamphetamine use in the Fox Valley has changed the landscape of drug enforcement in our area. The department provides a full-time investigator to the Lake Winnebago Area Metropolitan Enforcement Group or MEG Unit and Investigator Berna continues the struggle. The MEG Unit is a 13 officer unit comprised of officers from agencies within Winnebago, Outagamie, Calumet and Fond du Lac counties. Their focus is on the distribution and manufacturing of illegal drugs within the four county area. Suspected dealing or other major issues may be reported to the Menasha Police Department, or directly to the MEG at 920 225 6855.



# COMMUNITY POLICING

The department is continuously working at increasing engagement with the community both in-person and through technology. Our experiences have taught us how important it is for our citizens to have a way to connect with us and be heard. Whether it is a landlord/tenant issue, a traffic issue, a safety concern, or a public nuisance, we strive to make sure that the issue is addressed in a timely and thorough fashion.



**FACEBOOK** 2019 ended with 13,100 followers. That is a lot of engaged citizens and organizations that are watching, listening, sharing, and responding to the information that we post. The posts are often law enforcement related, but we try to mix in a little humor and a little fun when we can. We often post traffic incidents and road closures as well as weather reports and road condition reports. Many find this to be a valuable resource.

**ELERTS** We operate our E-lert program allowing landlords with property in Menasha to be made aware of issues at their rentals. Landlords contact the PD with a list of their property addresses and their contact information, including an email address, which gets entered into the program. Within a short time of police being dispatched to a property, the landlord receives a brief email notification of the call. The landlord can then address the issue directly with the tenant or contact us for more information and assistance. Thousands of elerts are sent each year.

**PARTY AT THE P.A.C.** The PARTY program brings together hundreds of volunteers from across the state at the performing arts center in Appleton to deliver a message of drug and alcohol free lifestyles.



**VIRTUAL WATCH** We offer a virtual neighborhood watch in which citizens can sign up to receive a weekly email which alerts them to incidents in Menasha.

**ACTIVE THREAT RESPONSE** We have been providing this training to local businesses for several years. It often times involves a physical site survey to assess the vulnerabilities of the location itself. This is followed by a review of current policies regarding the procedures for dealing with agitated customers up to an active shooter. In addition, we go in and train staff on how to respond during an active shooter event. We utilize the Avoid, Deny, Defend philosophy which provides choices to those involved in an active threat situation. It gives them permission to survive and do what is necessary to get to safety.



# POLICE SCHOOL RESOURCE OFFICERS

An essential component of our police services are the three Police Resource Officers that work in our eight (8) elementary, middle, and high schools. The job is different from patrol and other investigative roles within the department and each position differs greatly from one level of school to the other. Our three resource officers do an outstanding job adapting to the environment they are working in. Working with youth from ages 4 to 18 poses unique challenges when having to address the multitude of issues that arise during a school day.

Number of Incidents by School Level					
School	2019	2018	2017	2016	2015
High School	120	149	89	109	111
Middle	105	93	103	123	115
Elementary	350	326	253	320	305
Total	575	568	445	552	531

SROs work hand in hand with school administrators to provide a safe learning environment. Interactions with parents, students, social workers, and counselors are part of every day. Establishing connections between the multiple groups is what makes the program effective.

In addition to the law enforcement related activity that occurs, the SROs prefer their role as mentors to the students and they work hard to build positive relationships with them. By presenting in classrooms, eating lunch with the students, or even just saying hello in the hallway, SROs are able to effect a positive change in the school. We have continued to work with the District on safety upgrades and infrastructure updates to the high school and the other buildings are providing a safe atmosphere, conducive to learning and creating places for our children to thrive.

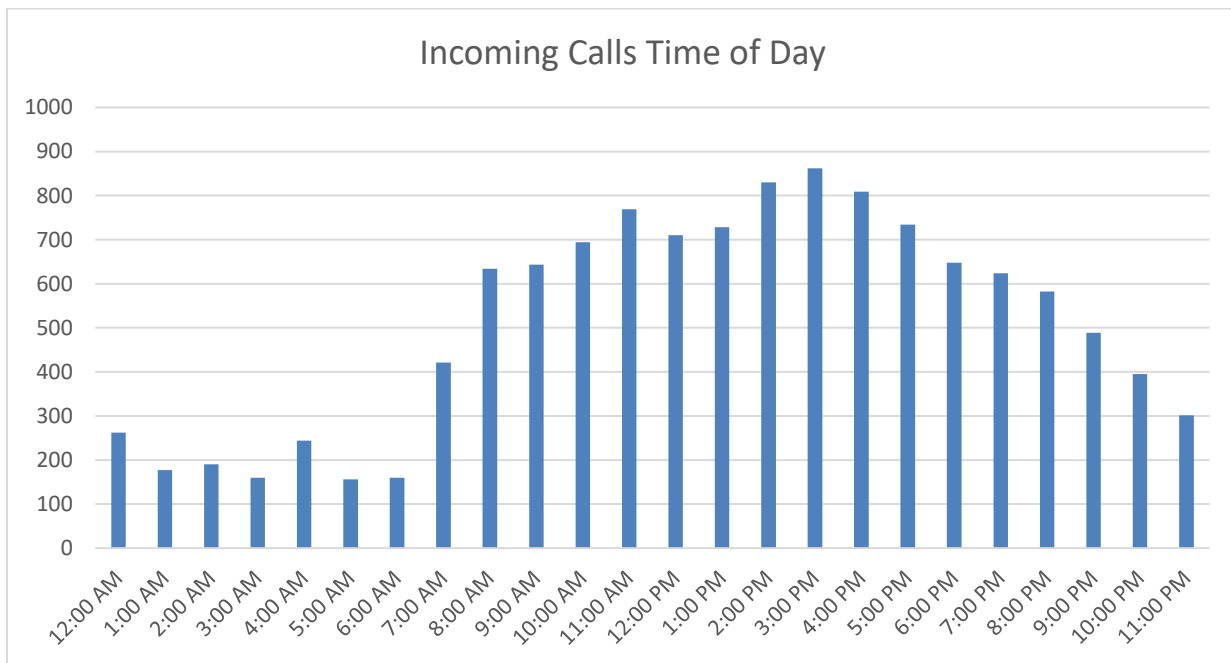


# SUPPORT SERVICES

**COMMUNICATIONS AND RECORDS** - The City of Menasha Police Department is open 24 hours a day, 7 days a week. During that time, our front desk is staffed by one of our communication technicians. The front office staff is responsible for answering incoming calls for service, addressing issues that are brought into the lobby, and typing all reports from officers. At the end of June 2019, we had a new phone system installed and discovered that around 24,000 incoming calls a year are handled at our front desk. They are also responsible for relaying information to officers, confirming warrants, and perform a variety of other tasks. They are an invaluable asset to our agency.

Front Desk Calls		
	2019 * 6 months	Average
<b>CALLS</b>	12,222	12,222

Our records department is staffed by one full-time employee. She assists with issues that are brought into the lobby as well as help answer phones when it is busy. Her primary task is managing the voluminous amount of records produced each year. Abiding to State of Wisconsin records laws, we disperse reports to those who request copies as well as send all of the necessary documents to the District Attorney's office to be used during case prosecutions. The items being requested can consist of paper reports, photos, or videos. In addition, they also issue bartenders' licenses, parking permits, and perform additional tasks.



**EMERGENCY DISPATCH** The Winnebago County Sheriff's Department provides service for all 911 calls in the county. Typically, there are 5-6 Communication Technicians working in the 911 Communications Center. They work on the second floor of the Winnebago County Sheriff's Office. One technician is responsible for all of the calls in the City of Menasha, City of Neenah, and Village of Fox Crossings often referred to as the "north end."



**COURT LIAISON** Another key component to the department is our Court Liaison. Her role is to process all of the citations, municipal summonses, accidents, and parking citations written by officers. In addition, she makes ready all necessary materials needed for municipal court cases. 5,601 citations, summonses, accidents, and parking tickets were written by officers in 2019. At the end of 2019, we had 417 active warrants totaling \$112,564 in deposits owed to the court.

**CODE ENFORCEMENT** Property values, living conditions, vermin, graffiti, junk vehicles are all issues that are of great concern to most residents. We are fortunate to have a highly trained, full-time Code Enforcement Specialist working for our department. Citizens are able to call in a complaint or download a complaint form to report conditions which violate City of Menasha Code. Specialist Joe Polzien works closely with Community Development, the Health Department, and community volunteers in ensuring the places people reside are safe, healthy, and abide by city code.

**COMMUNITY SERVICE OFFICERS** We employ four CSO's who work on a part-time basis assisting officers with calls for service. Typically, our CSO's handle calls for vehicle lockouts, animal complaints, and found property. They also assist officers with traffic direction during accident investigations as well as during major city events. Many of those working as CSO's have an ambition to work in the law enforcement field as a career.



# STATISTICS – CALLS FOR SERVICE

## ACTIVITY REPORT - 2013-2019

Incident Type	2019	2018	2017	2016	2015	2014	2013
Complaints	7432	7957	7897	7902	7,521	7,408	7,763
Services & Assists	3120	2953	2705	2869	3,096	2,904	2,411
Traffic Stops	2060	2083	2748	2154	3,093	2,171	2,700
Crashes	435	497	493	515	445	450	409
<b>Total</b>	<b>13047</b>	<b>13490</b>	<b>13843</b>	<b>13440</b>	<b>14,155</b>	<b>12,933</b>	<b>13,283</b>

The charts above compare the total police activity for 2013 – 2019.

- **Complaints** indicate the number of police reports and investigations done by officers.
- **Services & Assists** indicate the number of times officers have assisted citizens, motorists, other agencies, etc. Many times these incidents do not generate a police report.
- **Traffic Stops** indicates the number of times officers stop a vehicle for a traffic violation. These may result in a citation(s) or warning(s) being issued.
- **Crashes** are those reported to the police department occurring either on roadways, parking lots and/or private property which are both reportable and non-reportable to the State.

## CALL SOURCE REPORT - 2014-2019

Call Source	2019	2018	2017	2016	2015	2014	Total
911	2870	2785	2632	2675	2554	1778	15294
911Cell	2						2
911Landline	1						1
Alarm	4	11	4	10	5	4	38
Field Initiated	3388	3346	4014	3467	4311	2660	21186
MDC	204	329	384	512	615	364	2408
MISC			1		1		2
Phone	6556	7002	6793	6755	6634	5371	39111
Scheduled	10	3			5	10	28
TTY	7	12	14	18	22	11	84
Walk In	3	2	1	3	4	21	34
<b>Grand Total</b>	<b>13045</b>	<b>13490</b>	<b>13843</b>	<b>13440</b>	<b>14151</b>	<b>10219</b>	<b>78188</b>

# STATISTICS – CALLS FOR SERVICE

## SELECTED CALLS FOR SERVICE BREAKDOWN

Incident Type	2019	2018	2017	2016	2015	2014	2013
911 Assist	424	420	401	499	510	448	338
911 Hang Up	486	379	276	311	247	166	186
Abandoned Vehicles	64	58	49	50	49	34	30
Alarm	159	197	182	157	216	196	176
Animal	507	492	455	492	525	613	592
Civil	88	86	44	40	32	27	50
Emergency Committal	35	44	46	57	56	57	61
Damage to Property	126	141	133	167	167	182	158
Death	32	28	21	23	16	21	18
Disturbance	518	635	685	677	636	639	601
Disturbance Weapon	6	6	5	10	5	2	0
Domestic Disturbance	98	122	84	71	94	89	84
Drugs	247	260	261	201	146	166	196
Fraud	128	117	98	93	76	92	66
Harassment	98	155	183	152	166	204	192
Juvenile	403	272	452	404	417	494	441
Lost/Found Property	124	152	140	145	134	115	129
Missing Person	14	23	20	23	31	30	30
Noise	142	189	160	167	223	208	189
Open Door	26	29	36	62	93	91	79
Runaway	35	40	47	99	82	68	41
Sex Offenses	37	37	49	33	25	42	32
Suspicious Sit/Veh/Person	773	867	832	844	723	714	727
Trespass	26	39	22	17	25	18	12
Warrant Arrests	192	199	202	168	228	202	221
Weapon	13	17	13	8	19	16	24
Welfare Check	518	717	699	633	688	646	653
<b>TOTAL</b>	<b>5319</b>	<b>5721</b>	<b>5595</b>	<b>5603</b>	<b>5629</b>	<b>5580</b>	<b>5326</b>

The chart above is a breakdown of some of the types of complaints officers have investigated. Certain crimes (theft, burglary, robbery, assault, etc.) are compared on the next page.

# STATISTICS – CRIMES AND ARRESTS

## CITY OF MENASHA UNIFIED CRIME REPORT OF INDEX OFFENSES

	2019	2018	2017	2016	2015	2014	2013
<b>Violent Crime</b>							
<b>Homicide</b>	0	0	0	0	3	2	2
<b>Forcible Rape</b>	10	9	14*	1	3	4	2
<b>Robbery</b>	2	4	1	1	8	4	3
<b>Assault/Battery/Simple Assault**</b>	129	71	92	94	83	94	76
<b>Total Violent</b>	<b>141</b>	<b>84</b>	<b>107</b>	<b>96</b>	<b>97</b>	<b>104</b>	<b>83</b>
<b>Clearance Rate</b>	<b>80%</b>	<b>93%</b>	<b>60%</b>	<b>73%</b>	<b>76%</b>	<b>67%</b>	<b>67%</b>
<b>Property Crime</b>							
<b>Burglary</b>	38	44	23	35	39	42	55
<b>Theft</b>	196	286	340	303	295	338	364
<b>Motor Vehicle Theft</b>	13	23	9	24	9	10	6
<b>Arson</b>	0	0	1	0	0	2	0
<b>Total Property</b>	<b>247</b>	<b>353</b>	<b>373</b>	<b>362</b>	<b>343</b>	<b>392</b>	<b>419</b>
<b>Clearance Rate</b>	<b>26%</b>	<b>23%</b>	<b>25%</b>	<b>35%</b>	<b>21%</b>	<b>26%</b>	<b>25%</b>
<b>Total Index</b>	<b>376</b>	<b>437</b>	<b>480</b>	<b>462</b>	<b>440</b>	<b>496</b>	<b>502</b>

\*FBI broadened the definition of a Forcible Rape causing an increase in the reported number for the category.

\*\*In 2019 the FBI added intimidation to this category which caused 27 additional incidents.

\*\*\*Simple assaults are not included in Federal UCR crime numbers for Violent Crimes, but are included in the chart for comparison purposes.

The Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program, which began in 1929, collects information on the following crimes reported to law enforcement: homicide, forcible rape, robbery, aggravated assault, burglary, theft, motor vehicle theft, and arson. The UCR Program also maintains a database of arrests and clearance rates of law enforcement agencies. Clearance rates reflect the percentage of those cases that are cleared or solved.

**The national clearance rates for 2018 were: 45.6% for violent crimes and 18.3% for property crimes.**

## ARRESTS

	2019	2018	2017	2016	2015	2014	2013
<b>Prosecution Requests</b>	304	400	410	346	317	301	259
<b>Juvenile Referrals</b>	65	79	93	171	158	206	123
<b>City Summons</b>	441	572	430	421	461	579	480
<b>TOTAL</b>	<b>810</b>	<b>1051</b>	<b>930</b>	<b>938</b>	<b>936</b>	<b>1,086</b>	<b>862</b>

This chart outlines the types of arrests made by officers.

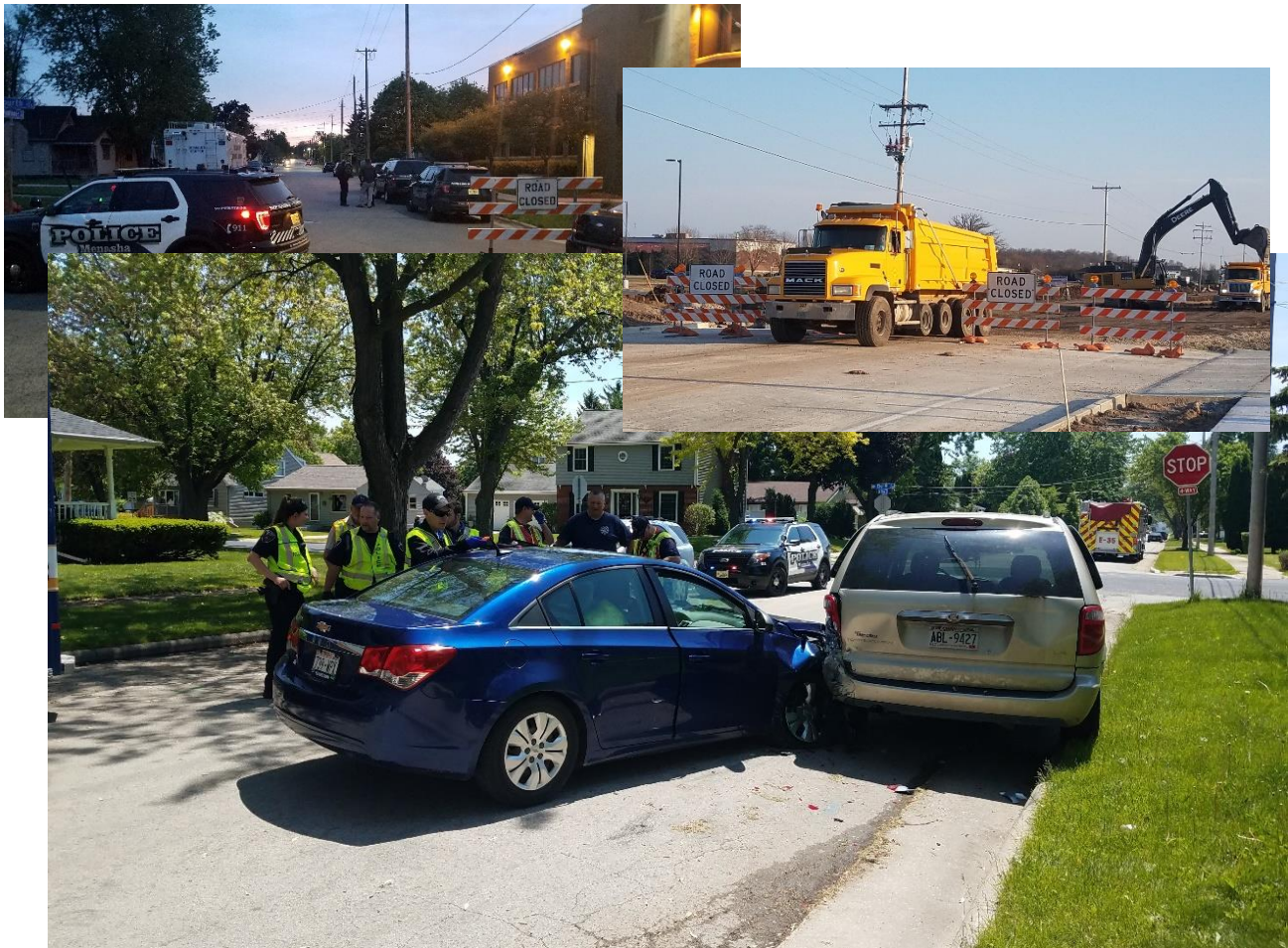
- **Prosecution requests and juvenile referrals** are requests to the district attorney's office for state charges.
- **City summonses** are local ordinance violations like unnecessary noise with a motor vehicle, Disorderly Conduct, or Underage Drinking.



# STATISTICS – TRAFFIC ENFORCEMENT

	2019	2018	2017	2016	2015	2014	2013
<b>Traffic Citations</b>	1164	1309	1481	1155	1,387	1,262	1,742
<b>Parking citations</b>	2516	2395	2633	2415	2,778	2,862	2,673
<b>OWI</b>	112	107	114	75	63	97	88
<b>Traffic Warnings</b>	1374	1663	2157	1841	2,513	1533	1693
<b>Crashes Investigated</b>	435	429	406	459	396	367	369
<b>Total</b>	<b>5601</b>	<b>6368</b>	<b>6791</b>	<b>5945</b>	<b>7137</b>	<b>6121</b>	<b>6565</b>

This chart shows the amount of traffic enforcement in the City of Menasha. It compares the number of citations to the number of warnings issued by officers. The traffic crashes reflect those that exceed a certain damage threshold and are reported to the state.



# Use of Force

Officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

The collection and distribution of use of force data is important for transparency purposes as well as to provide a mechanism to assess any deficiencies in training or procedures. Officers rely heavily on their training and experience to resolve situations without having to resort to use of force. As the statistics show, this is often very successful.

In 2019, Menasha Police Department responded to 13,047 calls for service. Of all the calls for service, ninety required some application of force. This correlates to force being used 0.6 percent of all interactions. An examination of each of these incidents took place within one month of their occurrence. Lt. Thorn and Lt. Lenss were the primary supervisors responsible for oversight of the use of force review. Other department administrators, department DAAT and tactical instructors were consulted for clarification or guidance on certain matters in their area of expertise if needed.



Of the ninety incidents, eighty eight incidents were found to be in compliance with City of Menasha policies, procedures and established best practices. One incident lacked details leading up to the use of force and the other incident required clarification from the officer. Once clarification was sought those details were updated in the reports, bringing them into compliance.

In 2019 we began collecting data on officer and suspect injuries in relation to the use of force incidents. Of the ninety incidents, there were twelve incidents of possible injuries to the suspect and five incidents of officers being injured. All of the injuries sustained in these incidents were minor, such as scratches, scuff marks or small abrasions. Two suspects complained of a broken wrist or hand, but those claims were disproved by medical evaluations.

We activated the Deadly Force Investigation Team twice in 2019 for an incident involving a man who armed himself with a knife and lunged at an officer. The man had been ordered to stop and drop the knife several times prior to the application of deadly force. An officer assisting

with the incident from another jurisdiction discharged two rounds from his duty weapon ending the threat. A review by the Department of Justice and the Winnebago District Attorney Office determined that all officers acted within the scope of their duties and the law.

A second activation stemmed from an incident where Menasha officers were assisting a neighboring jurisdiction on a suicidal man incident. That person armed himself with a gun and exited his house where officers from neighboring departments applied deadly force. Menasha officers maintained a role on the perimeter of the incident and assisted in verbal negotiations prior to the use of force. A review by the Department of Justice and the Winnebago District Attorney Office determined that all officers acted within the scope of their duties and the law.

# CRIME – HOW DO WE COMPARE

The City of Menasha is below the state and national averages for violent crime rates and in between them for property crime rates. Crime rates are not a good estimator of community issues due to the way in which the numbers are calculated and variances in reporting by agencies.



Per 17,647 people	U.S.	WI	Menasha
<b>Violent Crime Rate**</b>	67	52	47
<b>Property Crime Rate</b>	388	275	247

Crimes	U.S. One every	WI One every	City of Menasha One every
<b>Homicide</b>	33 mins	1.6 days	-
<b>Rape</b>	4 mins	4.4 hours	37 days
<b>Aggravated Assault</b>	39 secs	44 minutes	3 days
<b>Robbery</b>	2 mins	1.9 hours	182 days
<b>Theft</b>	6 secs	6.7 mins	2 days
<b>Burglary</b>	26 secs	30 mins	10 days
<b>Auto theft</b>	42 secs	56 mins	28 days

\*2018 FBI uniform Crime Statistics most recent available. <https://ucr.fbi.gov>

\*\*Per Federal UCR reporting criteria violent crime rates do not include simple assaults.



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