

City of Menasha Police Department



2020 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

How can we sum up 2020? Unprecedented. In 2019 we encountered challenges like recruiting officers in a strong economy and supporting our officers who were involved in a few critical incidents. While 2019 was a year that won't soon be forgotten we had no idea what 2020 had in store for us locally and the world as a whole.

COVID was our first major challenge. In the early months of the pandemic we had to maintain a level of service that the community expects, while doing all we could to keep our team members healthy. We also were unsure at first how the virus was spread and how sick people would become if they contracted it. On top of those concerns, we also did not want to be the source of spreading the disease. Finally, we were tasked with being requested to do things that were not law enforcement activities, such as enforcing quarantines or health orders.

In the midst of the pandemic the tragic incident of George Floyd brought to light that collectively law enforcement still has a lot of work to do. In Wisconsin, many of the areas discussed for possible police reform are already in place. For example, neck restraints are not a sanctioned use of force option and a civilian board (The Police and Fire Commission) are involved in the hiring, discipline and firing of police officers. The Commission also serves as part of a "checks and balances" system to ensure we are not hiring officers that have had performance issues at a prior police agency. There are calls for additional training in Procedural Justice, Implicit Bias and De-escalation. I am proud to say that we have been training in these areas for years and incorporating these philosophies in everything we do. These topics have strengthened our culture. As a result we have seen a substantial reduction of citizen complaints. Our goal is to LEED, (Listen, Explain, Equity and Dignity) in every contact. Using this model we are sensitive to every person's unique background, ethnicity and history. Police officers are human and we do make mistakes. However, we strive to be the best we can be and learn from our mistakes.

I also want to thank our supportive community for standing by us in 2020. The cards, emails and treats that have been given to us over the year has sent a strong message to our staff that you support us. We are truly blessed to live and work in such a great community.

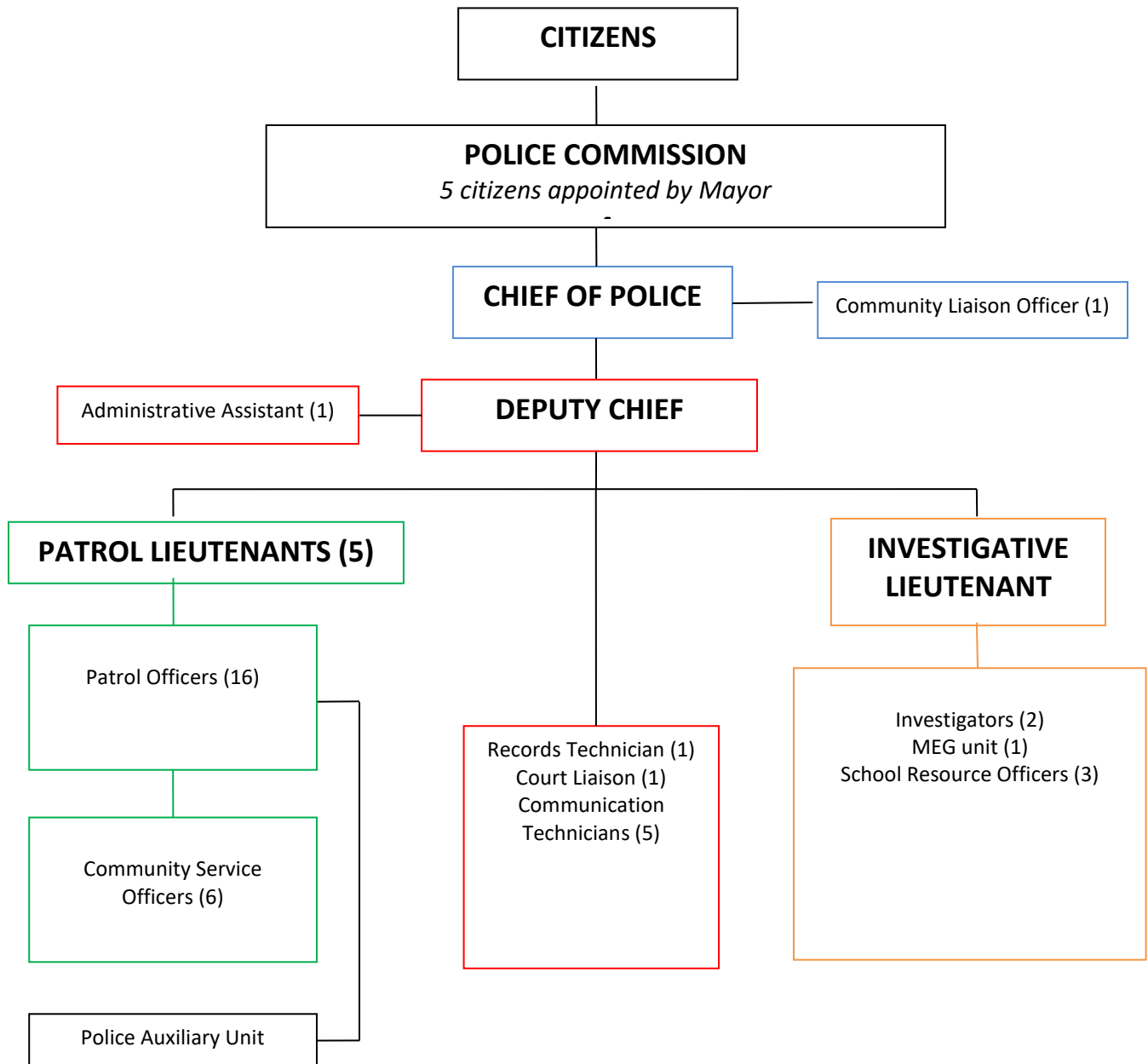
Thank you for taking the time to read over our year in review. You will find information on our new drone program, new people that we have hired and those that have been promoted and how we said goodbye to our last Ford Crown Victoria squad car and put into service our first hybrid vehicle.

Our team always welcomes your thoughts and ideas. Please feel free to contact any of us with your suggestions. It is truly an honor for us to serve the community.

Thank you again for your support!

Serving our community,
Chief Timothy Styka

ORGANIZATIONAL CHART



STAFF - SWORN

CHIEF OF POLICE

Timothy Styka

DEPUTY CHIEF

Angela Hanchek

INVESTIGATIVE LIEUTENANT

Nick Thorn

PATROL LIEUTENANTS

Matthew Albrecht

Matthew Lenss

Adam Schulz

Matt Spiegel

Joel Nelson

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

John Abrahamson

Shelby Patterson

Richard Heinen

Matt Schanke

Kellen Gennrich

Katelynn Oberle

Jonathon Van Schyndel

Derrick Rotta

Jason Frederickson

Michael Oney

Aaron Schaefer

Brian Van Alstyne

Jason Eake

HIRED

Aaron Schaefer

Brian Van Alstyne

Jason Eake

RETIRED

Charles Sahr

TRANSITIONED

Angela Hanchek, Deputy
Chief

Joel Nelson, Lieutenant

Sara Swenson, OIC

Dan Hoernke, OIC

Shelby Birkholz, OIC

STAFF - CIVILIAN

POLICE COMMISSION

James Meinke
Tony Gutierrez (Retired 2020)
Jason Dionne (Retired 2020)
Nancy Ball
Jerold Jakubek
Debbie Galeazzi
Trevor Martin

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 (relief)
Rebecca Billington
Lindsey Whitney
Cyndel Sawall
Jessica Beck (relief)
Melissa Brumbeloe (relief)
Karolanne Johnson (relief)
Carissa Griffin (relief)

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

Jacob Van Egtern
Tshaj Yang
Nathaniel Brownie
Jacob Royston
Samuel Vassar

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.

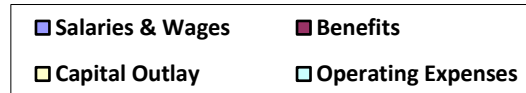
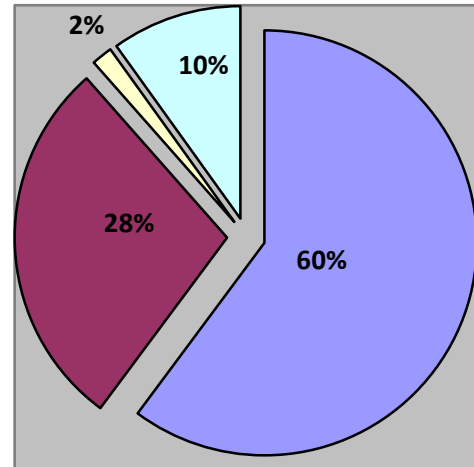
The City of Menasha encompasses a total of 7.72 square miles spanning both Winnebago and Calumet Counties. The various neighborhoods range from historic ranch and two-story homes, to large lakefront residences, as well as newer subdivided neighborhoods to the east. With endless shores, the City of Menasha offers unique investment opportunities while providing ample public access for recreational activities making 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.



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.



Training Hours		
Year	Total	Avg. Officer
2020	1778	56
2019	2054	59
2018	1720	55
2017	1846	62

Police Budget	
Year	Amount
2021	\$5,004,246
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 11,245 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. A typical disturbance takes 159 minutes (2.65 hours) of officer time to resolve with some complicated situations taking upwards of 1000 minutes (17 hours) of time spread amongst the involved officers.

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."

In 2020 we obtained a pair of Trek E-bikes to allow officers to go on patrol using the two wheeled version of transportation. Two officers attended a specialized week long training from IPMBA to maximize their efficiency while utilizing the bikes and each bike is fully equipped with saddle bags, lights, and sirens. The E-bikes are capable of reaching roughly 35mph with minimal effort from the rider while utilizing their battery assist. Bike patrol officers are able to quickly respond to calls for service and the bike allows officers to reach areas not typically accessible via squad car. Plans for the E-bikes include use for generalized patrol, as well as at special events such as the 4th of July. Looking forward into 2021, plans are in motion to have more officers trained for bike patrol operations. As more officers are added to the bike patrol, citizens can expect to see them on patrol in pairs or solo throughout the warmer months of the year with an increased focus on downtown areas, parks, and trails.



Sadly we said goodbye to our last Crown Victoria squad car. It's the end of an era, a sea change, a tectonic shift in law enforcement. Gone are the bottomless trunks that could fit 2 bicycles, gear, and a spare tire. They were true land yachts that floated like a sailboat in a gentle breeze. There are many advantages to the new SUV Interceptors, but for those of us who grew into our careers driving the tried and true Crown Vics, there will never be a suitable replacement. With a tear and some kind words we sent the old gal into retirement.



INVESTIGATIONS

The Investigative Services Team is comprised of two Criminal Investigators, three School Resource Officers, the MEG Unit Investigator, the Records Custodian, and Property and Evidence Custodian which is supervised by Lt. Nick Thorn. Investigators are responsible for the more complex cases including homicide, robbery, sensitive crimes, identify theft, forgery, burglary, along with numerous other crimes. Investigators work closely with patrol officers to identify witnesses, preserve crime scenes, and the gathering of critical information. Joint efforts with agencies at both the federal and local level are key to an efficient and effective investigation. Investigators work collaboratively with the Wisconsin Department of Justice Internet Crimes Against Children (ICAC) task force to investigate tips in connection with child pornography. In 2020, seven ICAC related cases were referred to our agency by Wisconsin DOJ for further investigation. Maintaining proper procedures and standards for the collection and storage of property and evidence is paramount. In 2019, a Civilian Property and Evidence Custodian position was created. The position is responsible for maintaining property and evidence that are collected by patrol officers and investigators. In 2019, the Menasha Police Property and Evidence Custodian joined the Property and Evidence Committee for the Wisconsin Association for Identification (WAI) and in 2020, she was elected to the Board of Directors. The WAI provides educational seminars to members of law enforcement and encourages the highest ethical standards in the collection, preservation, and examination of evidence. 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 (MEG Unit). The MEG Unit is comprised of investigators 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 drug activity may be reported to the Menasha Police Department, or directly to the MEG Unit.



SCHOOL RESOURCE OFFICERS

An essential component of our police services are the three School Resource Officers (SRO) 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	2020	2019	2018	2017	2016	2015
High School	49	120	149	89	109	111
Middle	58	105	93	103	123	115
Elementary	132	350	326	253	320	305
Total	239	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. The number of incidents were down significantly during 2020 due to COVID. While the schools were not meeting in person, the SROs did assist the District with a variety of tasks such as making contact with students who were not attending the online classes to help try and identify any barriers preventing them from this educational delivery method.



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.



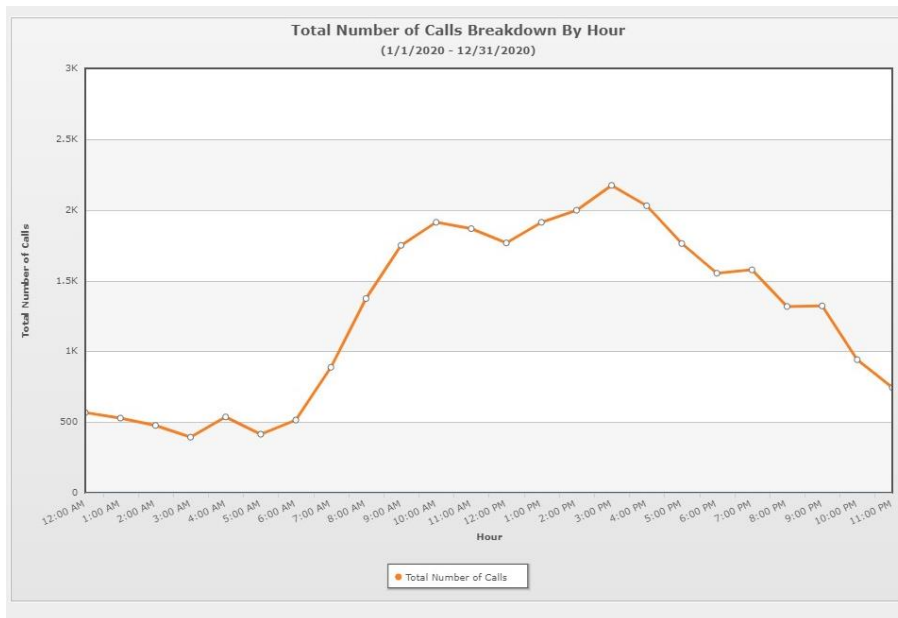
SUPPORT SERVICES

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 (Com Techs). 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. In 2020, Com Techs handled 30,306 total calls with 22,179 originating outside the building. The average call time was 2 minutes and 10 seconds. 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			
	2020	2019 * 6 months	Average
CALLS	22,179	12,222	23,312

Our records department is staffed by one full-time employee. She assists with issues that are brought into the lobby and helps answer the phone when it is busy. Her primary tasks include fulfilling up to 1,000 records requests each year, ensuring quality reports, and distributing reports as needed. In 2020 we sent 2,297 reports involving juveniles to the Department of Human services in Winnebago County. 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.



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 Crossing 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. 3,007 citations, summonses, accidents, and parking tickets were written by officers in 2020. By the end of 2020, 196 new warrants were issued and 98 were satisfied. At the end of 2020, we had 375 active warrants totaling \$97,161.45 in deposits owed to the court.

CODE ENFORCEMENT Property appearances, such as exterior structure, yards, fences, living conditions, vermin, graffiti, junk vehicles (trash/debris, health hazards) are all issues that are of great concern to most residents. Citizens are able to call in to ask questions about city ordinances, 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 online. Specialist Joe Polzien works closely with Community Development, the Health Department, Fire Department, Public Works, and community volunteers throughout the City to ensure the places people reside are safe, healthy, and abide by city code. The Code Enforcement Unit maintains a philosophy of education, where the contact with owners or tenants is intended to build understanding of the ordinance. Code Enforcement has also worked with the City Health Sanitarian in addressing properties with human health hazards and hoarding conditions. Six properties were declared unfit for habitation with five of those coming into compliance and one still in the works. Two demolitions took place due to dilapidated or unrepairable conditions.

Code Enforcement Activity	
Type	2020
Public Nuisance	299
Citations	18
Compliance	271
Housing Code	82
Citations	0
Compliance	82
Junk Vehicles	6
Police Assists	32
Fire Assists	8
Health Assists	16
Education Contacts	66
Building Inspections	223
Public Works Assists	28
Weed/Grass Violations	73
Snow Ice Violations	19
COVID 19 Complaints	41
Total	893

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. As CSOs graduate from school and move on to full careers it makes hiring and recruitment a continuous effort. In 2020, community service officers were trained on handling additional incident types including minor damage to property complaints or thefts. CSOs continue to be a valued program for the department.

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 2020 ended with just over 15,000 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.

TWITTER/NEXTDOOR/INSTAGRAM We also use other platforms to communicate with the public. Twitter offers an immediate notification to those who subscribe while Nextdoor provides a vetted neighborhood solution. Nextdoor purposefully disconnects the police department from comments or interactions with residents. We have an Instagram account but it is not in current use due to limitations of access.



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 and nearly 200,000 individual notifications have been made over the lifetime of the program.

JEFFERSON PARK NEIGHBORHOOD We have worked with the JPN to advertise, support, and guide the effort to build a strong sense of community and neighborly appreciation in the Jefferson Park area. We would like to see the results replicated in other definable areas of the city.

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. This year's program was cancelled but we hope to be back in 2021.

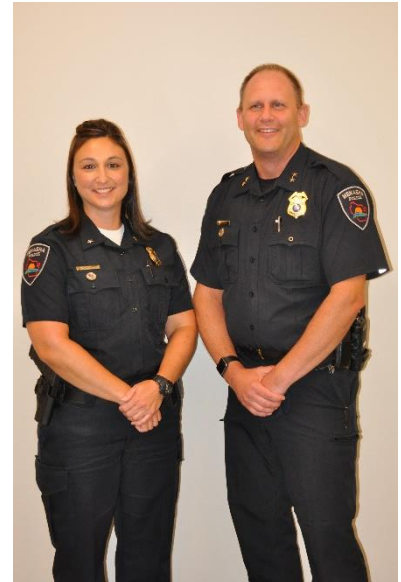
VIRTUAL WATCH We offer a virtual neighborhood watch in which citizens can sign up to receive a weekly email which alerts them to incidents in Menasha.

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.



DEPUTY CHIEF

Deputy Chief Angie Hanchek attended the 6-week Wisconsin Law Enforcement Command College and graduated from the Wisconsin Certified Public Manager course in December 2020. In addition to other academic responsibilities, each student was required to complete an individual project that benefits his/her agency or community and also a group project that benefits the larger community. She completed her individual project on researching and implementing a department Wellness program that entails Physical, Mental and Financial Health for all employees. For their group project they partnered with the LEDR (WI Law Enforcement Death Response Team) and created a website, supplied additional content for the website, created a series videos with a professional broadcasting team to represent the benefits of the LEDR team and how it impacts departments, families and the importance of Officer Wellness. The group also completed a fundraising campaign and raised a significant amount of funds for the LEDR team which consists of a team of volunteers. If you are interested in learning about the LEDR team or possibly donating, please check out the new website that was created by Class #7 of the Wisconsin Command College at www.wiledr.org



LIEUTENANT'S CORNER

Matt Albrecht

Lt. Albrecht is approaching 20 years of full time service with Menasha and is our senior Lieutenant. He currently manages our vehicle fleet, body and squad cameras, the Honor Guard and collaborates with Lt. Nelson on the K9 unit. In 2020 he deployed the first hybrid patrol vehicle in our fleet. He enjoys project work and takes pride in seeing projects through, beginning to end.

Matt Lenss

Matt is our Police Training Officer training coordinator, working with the training unit to prepare our new hires for patrol. In 2020 the training unit had five officers successfully complete the training program and move on to solo patrol. Matt 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. In 2020 he also started the process of our department testing and evaluating red dot style handgun optics. 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

In 2020 Adam obtained his Certificate in Leadership from CIVMIC after completing all the necessary courses. Adam worked to secure

money for a wellness program that is starting in 2021. The program will focus on all around Officer Wellness. In 2020-21 Adam also took over as the accreditation manager. Menasha PD will be assessed for compliance with WILEAG in November of 2021. Along with these responsibilities, Adam is a firearms instructor, less lethal instructor, scenario instructor and is the range master.

Matt Spiegel

Lt. Spiegel is coming up on 13 years of service and became a Lieutenant in 2019. He is currently our supervisor for the Vehicle Contacts Program and the Bike Patrol program. He also oversees the Cell Block and is our Lock-up Administrator. In addition, he leads the "Vision Group" which is a group of employees who strive to continuously enhance various areas in the department by finding solutions to problems and utilizing policy and procedure. Lt. Spiegel is also responsible for coordinating and maintaining a rotation of tow services used during accidents, parking complaints, vehicles that are abandoned, and citizens who require immediate assistance removing their vehicles from the roadway.

Joel Nelson

Lt. Nelson recently joined the leadership team and brings five years of patrol work with him. He started later than most officers in his career and brings a host of life experiences to the job. He continues to handle K9 Cami, work on renovations within the building, and is the parking supervisor for the department.

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.

VIDEO CAMERAS Our VieVu body camera footage was moved back to a local storage server due to skyrocketing costs for cloud storage. VieVu cameras are no longer in production and our current equipment is quickly falling into disrepair. A new system has been vetted and is expected to be implemented in 2021. Storage space and cost is an ongoing concern for the department and reached a critical point in 2020 where data had to be moved off line or new data would not be able to be saved and backup procedures would fail.

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.

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 26 members throughout multiple agencies and 3 retired members. Training for new members will take place in April of 2021. 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 responded to a few less issues in 2020. 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. Schulz, Com Tech Sawall, and Com Tech Whitney are now leading the accreditation effort. The department's first renewal will take place in November 2021. Many hours are spent updating policies and collecting representative incidents to demonstrate 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



monthly use of force 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. Compliance checks were put on hold for 2020. Violators would be cited and provided additional training on the expectations of their establishments or responsibilities to not serve underage persons. 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 2020, 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 a portion of matching hours in traffic enforcement during their normal patrol shifts. You may notice a sharp decline in 2020 from years past. Due to public safety concerns traffic grants were put on hold during a portion of the COVID pandemic, resulting in less grant hours available to officers. In 2020 we were also awarded an equipment grant from the state. With this money we purchased needed traffic safety equipment, including 2 Preliminary Breath Tests which aid in the

Grant Activity	2020	2019	2018
Traffic Stops	399	562	646
Citations	183	264	297
Warnings	284	436	432
Grant Time	283 hrs	399 hrs	365 hrs



enforcement of impaired driving, 2 radar units for more efficient speed enforcement, as well as 20 LED traffic safety wands for traffic direction during crash investigations. All items were funded in part or in whole with grant funds.

PARKING ENFORCEMENT The Menasha Police Department issued 1,373 parking tickets in 2020. 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. If the citation is not taken care of it gets escalated to higher dollar amounts which may include a license plate suspension through the Department of Transportation after 30 days. The department requested the suspension of 351 license plates due to non-payment of parking tickets. 226 satisfactions, lifting suspensions were also filed in 2020.

Overnight Parking Schedule		
Forfeiture	Escalation	Days Late
\$25		
\$40	\$15	10
\$55	\$15	30
After 30 days DMV plates suspended		

Parking Tickets			
Year	Number	Suspensions	Satisfactions
2020	1373	351	226
2019	2516		
2018	2395		
2017	2633		
2016	2415		
2015	2778		
2014	2862		
2013	2673		

INFORMATION TECHNOLOGY We are looking to solidify new body cameras for 2021. Existing equipment is no longer supported by the manufacturer and replacement parts are becoming rare. We completed a switch to Windows 10 for all computers. Several compatibility issues were created as a result and needed to be addressed. Storage problems due to the large amount of video data continue to plague the department. Data was moved to an archive server to make space for new data. By far the largest data producer is video related to incidents. Each incident might generate 5-10 GB worth of video data. We brought the storage for body camera video back in-house from a cloud solution but the current system is no longer supported by the manufacturer and will be deprecated in 2020. We updated the software for the server which stores squad video and facilitates integrating the new body cameras into a single system. Storing the data on premises saved significant cost.

We experienced a disruption to regular technology services in late in 2020. We found pride in our ability to continue operations despite the technological limitations imposed by the complete

network shutdown. New IT infrastructure is slated for installation in 2021 that will significantly enhance our security and storage capacity.

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. We finished 2020 with 52 total referrals to the program with 17 active participants working with 4 recovery coaches. We continue to enhance the community partnerships involved in MCAAP.

What makes MCAAP Fresh and innovative?

Rather than rely on individuals to gather the resolve to reach out for help, only to be confronted by various barriers, MCAAP turns the traditional avenues of addiction assistance around by having recovery coaches seek out those in need. Referrals are made by anybody in a responsible position that has contact with someone suspected of addiction. A small review team seeks out the person in question and convinces them to join the recovery process. At the very least the subject has an easy entry point for when a recovery opportunity arises. Review team members involve a cross section of professional capabilities.

Drone Officer Gallagher has worked for a couple of years to secure a grant for a department drone. The initial expense of \$3,850 was covered by a safety grant through our insurance carrier CVMIC and additional funds were acquired through a private donation. The private donation covered batteries to extend the flight time and was valued at \$300. In addition to Gallagher as a pilot, an additional officer has been selected for department sponsored pilot training. The drone was deployed five times in 2020 for three fires, a burglary investigation, and a search operation. Future expenses will include regular maintenance for battery replacement, additional safety equipment as well as potential training for more pilots. The drone is available for multiple situations including crime scene documentation, fire calls, search and rescue/locating missing persons, and any situations in which it could improve officer safety.



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

Year	2020	2019	2018	2017
Pounds	99	388	447	238



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.

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 **99** pounds of prescription medications in **2020**. Due to COVID our drop box has been closed for the majority of 2020 significantly reducing the quantity of drugs.



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 2020, the Menasha Police Department responded to 11,245 calls for service. Of all the calls for service, 63 required some application of force. This correlates to force being used 0.56 percent of all interactions, or approximately once every 5.79 days. 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.

Use of Force Rates		
	2020	2019
Incidents	63	90
Rate	.56%	.6%

Of the 63 incidents, all incidents were found to be in compliance with City of Menasha policies, procedures and established best practices. Though all incidents were found to be in compliance of policy, five incidents needed further clarification in the documentation or led to training

opportunities with the involved officer/s. These training opportunities included officer verbalization techniques, control of suspects and Taser use reviews. All Menasha officers also participated in two different use of force training sessions in 2020 put on by the department's instructors.

In 2020, we continued collecting data on officer and suspect injuries in relation to use of force incidents. Of the 63 incidents, there were 6 incidents of possible injuries to the suspect and 8 incidents of officers being injured. Neither suspects nor officers received any major injuries during these incidents. Officer injuries included abrasions, scratches, road rash, cuts, a bloody nose and a possible sprained knee. Suspect injuries included cuts, bruising and complaints of pain to the back, wrist, hip, leg, chest and shoulder areas. No serious injuries were found to be associated with any of the suspect complaints.

In April of 2020 we also began documenting in the state database “Badger TraCS” any use of force that involved discharging a firearm, officer involved death or causing great bodily harm. There were no incidents in 2020 involving our officers that rose to the level requiring a report to the state.



K9 PROGRAM

K9 CAMI Cami has been very successful in finding narcotics throughout the year of COVID 19. This year she has been approved for protection work with Lt. Nelson and has been certified in tracking and trailing. All five of her tracks/trails were confirmed accurate by either an arrest, surveillance cameras, or investigations of the incident. In one tracking/trailing deployment a stolen handgun was found that was involved in violent crime in Milwaukee as well as the incident she was assisting with. She continues to be very excited to come in to work and is well liked by everyone at the station.



Type	2020	2019	2018
Marijuana	532	693	236.8
Heroin	3	5	2
Methamphetamine	73.9	210.4	31
Cocaine	17.5	2	1
MDMA	1	1	
Psilocybin	2		
Prescription Pills	40	53	
Paraphernalia	77 pieces	124 pieces	67 pieces
Guns	1	2	1
Arrests	50	74	
*All weights in grams unless otherwise indicated			

	2020	2019	2018*	2017	2016	2015	2014
Total Narcotic Sniffs	59	146	61	72	51	76	53
Total Arrests	50	74	26	36	29	39	28
Accuracy	98.3%	99%	98%	96%	96%	96%	96%
Tracks	5	3	0	2	7	8	2
*2018 is a partial year 9/17-12/31							

GELLER

All good things must come to an end.

To say Geller has been a valued member of our department is an understatement. She has been the right hand of Officer Jeff Jorgenson for five years based in Menasha's elementary schools, but having a far wider reach. She has interacted with thousands of children and will be fondly remembered by all. Sadly, Geller is retiring from police work as Officer Jorgenson transitions to a different role within the police department. She will continue to live with Jorgenson while bounding, running, chasing and generally living a great retirement as a normal yellow lab.



Geller, on loan from Canine Companions for Independence - North Central Region, where she was raised and trained, was unusual in the police world. One of the first facility dogs to be partnered with a School Resource Officer, Canine Companions has extensively monitored Geller and Officer Jorgenson. Geller, with Jorgenson at the helm, worked with hundreds of kids over the five years to dramatically reduce the need for physical intervention techniques, isolation room use, and prevent injuries to students and staff. Often Geller could intervene during an escalation episode and help the child return to class.

Their success in reducing the severity and frequency of behavioral crises at the elementary level was noticed not only locally by the school district and police department, but internationally. Jeff and Geller traveled across the country to talk about the innovative and pioneering philosophy they implemented within the schools, and in general police work. Canines have always been known to soothe tense situations given the right training and proper context, but Canine Companions worked with Jeff to bring Geller safely into tense and unfamiliar situations typically encountered by law enforcement. Geller had to be a special dog with a special personality to accomplish her mission and Jorgenson had to be especially dedicated and resourceful as there was no playbook. Everything they did was unprecedented or untested and their teamwork was amazing. Jeff and Geller inspired dozens of facility dog placements in the last few years making their impact far wider than our local kids.

Knowing the impact they have had on so many people doesn't make us less sad to see her retire, but it does instill pride in both Jeff and Geller. Canine Companions also deserves appreciation for their ongoing support and commitment. Thank you from all of us at the PD, and from the tens of thousands people you touched during your tour of duty.

We will miss you!

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 2020 was a challenging year for the departments' support of Special Olympics. Officer Schanke helped plan the polar plunge and virtual torch run. Most of the other events were canceled.



COMMUNITY CHRISTMAS Officers joined with Culvers of Darboy/Little Chute/Grand Chute and many generous community members to provide a record breaking 269 families and 1,367 individuals during a drive through event this Christmas season. Families were grateful for the delicious take home meals, family games, warm blanket, pajamas, hats, mittens, socks, craft projects, books, coloring activities, and much more! This

could not be accomplished without the amazing support from our community through food drives, monetary donations, grants, as well as in-kind support from our local businesses. It is a privilege to work in such a caring community.

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.



ENGAGING OUR YOUTH

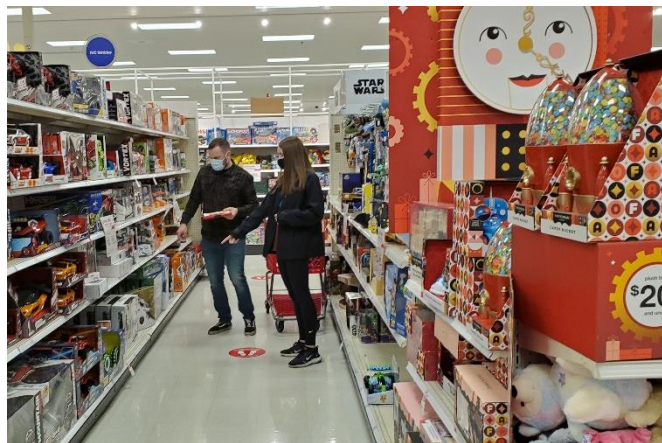
Investing time in the younger citizens of Menasha is the best investment we can make. We are fortunate to have Resource Officers in our schools to build those positive relationships early and throughout their school career. All officers are encouraged to interact with the youth of Menasha and throughout 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

2020 marked our 6th annual Shop with a Cop event but it looked totally different this year. Unfortunately, we weren't able to have the kids with us, but we gathered as a group and completed an awesome shopping trip to Target. 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. It was a great event and we are forever grateful to all of our donors.



AUXILIARY POLICE

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 nine members including three Sergeants. Several of the members are interested in pursuing a career in criminal justice while others are looking for a way to get involved in the community. 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.

Traditionally throughout the year the Menasha Auxiliary works 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.

2020 was an extremely challenging year for the Menasha Auxiliary. Due to the COVID-19 pandemic all the events that the Auxiliary take place in annually were canceled along with many of the department trainings. However, the Auxiliary was able to welcome three new members to the unit before the pandemic struck. The new members were able to take part in mandatory trainings which included DAAT and OC certification. Of course these trainings were done following COVID-19 safety protocols.

2020 also saw a change in advisors as Officer Nelson stepped down and was replaced by Officer Rick Heinen. Officer Rick Heinen and Officer John Abrahamson started working on new ideas for the group which included fund raising, recruitment, and new training ideas. Once again, however, all plans were put on hold until 2021 due to the pandemic.

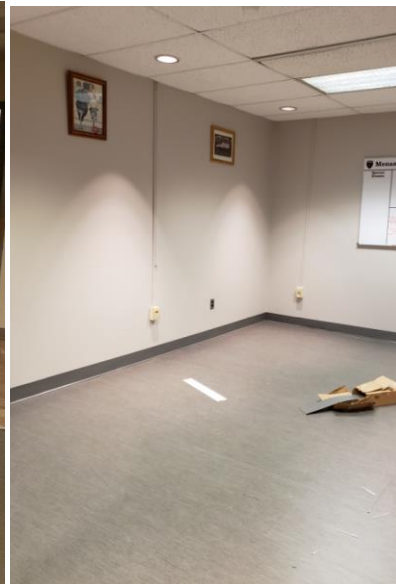
Even though 2020 was a trying year for the Auxiliary there were also some positive takeaways. Several former Auxiliary officers have received job offers to go and work at police departments, sheriff's departments and correctional institutions. This has been a trend with the Auxiliary for several years and we take great pride in being able to lay the foundation for our officers to further their law enforcement careers. It appears that events are going to start back up again slowly, and with that trainings will as well. The Auxiliary is looking forward to 2021 so they can get back to working these events and interacting with the community!



BUILDING RENOVATIONS

We continue to replace and update dated equipment like file cabinets, flooring and paint.

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 fourth 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 lose a loved one in a line of duty death.

Thank you for your continued support of our organization

Some Benevolent Recipients
Menasha Education Foundation
Team Hope (leukemia society)
Menasha Sports
WI LEDR Team
Shop With a Cop
St Joes Food Pantry
Community Christmas
Private Entities

STATISTICS – CALLS FOR SERVICE

ACTIVITY REPORT - 2013-2020

Incident Type	2020	2019	2018	2017	2016	2015	2014	2013
Complaints	7402	7432	7957	7897	7902	7,521	7,408	7,763
Services & Assists	2204	3120	2953	2705	2869	3,096	2,904	2,411
Traffic Stops	1310	2060	2083	2748	2154	3,093	2,171	2,700
Crashes	329	435	497	493	515	445	450	409
Total	11245	13047	13490	13843	13440	14155	12933	13283

The charts above compare the total police activity for 2013 – 2020.

- **Complaints** indicate the number of police reports and investigations done by officers.
- **Services & Assists** Assist, Assist Agency, Civil Matter, Civil Process, Information, Lost Found, Medical, Miscellaneous, Motorist Assist, Open Door, Parking, Standby, Vehicle Lockout 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 - 2014-2020

Call Source	2020	2019	2018	2017	2016	2015	2014	Total
911	2860	2870	2785	2632	2675	2554	1778	18154
911Cell		2						2
911Landline		1						1
Alarm	3	4	11	4	10	5	4	41
Field Initiated	2180	3388	3346	4014	3467	4311	2660	23366
MDC	584	204	329	384	512	615	364	2992
MISC	1			1		1		3
Phone	5588	6556	7002	6793	6755	6634	5371	44699
Scheduled	7	10	3			5	10	35
TTY	17	7	12	14	18	22	11	101
Walk In	5	3	2	1	3	4	21	39
Grand Total	11245	13045	13490	13843	13440	14151	10219	89433

STATISTICS – CALLS FOR SERVICE

SELECTED CALLS FOR SERVICE BREAKDOWN

Incident Type	2020	2019	2018	2017	2016	2015	2014	2013
911 Assist	457	424	420	401	499	510	448	338
911 Hang Up	608	486	379	276	311	247	166	186
Abandoned Vehicles	52	64	58	49	50	49	34	30
Alarm	135	159	197	182	157	216	196	176
Animal	432	507	492	455	492	525	613	592
Civil	95	88	86	44	40	32	27	50
Emergency Committal	40	35	44	46	57	56	57	61
Damage to Property	112	126	141	133	167	167	182	158
Death	28	32	28	21	23	16	21	18
Disturbance	378	518	635	685	677	636	639	601
Disturbance Weapon	2	6	6	5	10	5	2	0
Domestic Disturbance	107	98	122	84	71	94	89	84
Drugs	214	247	260	261	201	146	166	196
Fraud	126	128	117	98	93	76	92	66
Harassment	106	98	155	183	152	166	204	192
Juvenile	270	403	272	452	404	417	494	441
Lost/Found Property	146	124	152	140	145	134	115	129
Missing Person	4	14	23	20	23	31	30	30
Noise	183	142	189	160	167	223	208	189
Open Door	37	26	29	36	62	93	91	79
Runaway	39	35	40	47	99	82	68	41
Sex Offenses	39	37	37	49	33	25	42	32
Suspicious Sit/Veh/Person	883	773	867	832	844	723	714	727
Trespass	40	26	39	22	17	25	18	12
Warrant Arrests	72	192	199	202	168	228	202	221
Weapon	12	13	17	13	8	19	16	24
Welfare Check	619	518	717	699	633	688	646	653
TOTAL	5236	5319	5721	5595	5603	5629	5580	5326

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

	2020	2019	2018	2017	2016	2015	2014	2013
Violent Crime								
Homicide	0	0	0	0	0	3	2	2
Forcible Rape	6	10	9	14*	1	3	4	2
Robbery	6	2	4	1	1	8	4	3
Assault/Battery/Simple Assault**	121	129	71	92	94	83	94	76
Total Violent	133	141	84	107	96	97	104	83
Clearance Rate	77%	80%	93%	60%	73%	76%	67%	67%
Property Crime								
Burglary	39	38	44	23	35	39	42	55
Theft	159	196	286	340	303	295	338	364
Motor Vehicle Theft	10	13	23	9	24	9	10	6
Arson	1	0	0	1	0	0	2	0
Total Property	209	247	353	373	362	343	392	419
Clearance Rate	34%	26%	23%	25%	35%	21%	26%	25%
Total Index	342	376	437	480	462	440	496	502

*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: 45.5% for violent crimes and 17.2% for property crimes.

ARRESTS

	2020	2019	2018	2017	2016	2015	2014	2013
Prosecution Requests	302	304	400	410	346	317	301	259
Juvenile Referrals	72	65	79	93	171	158	206	123
City Summons	257	441	572	430	421	461	579	480
TOTAL	631	810	1051	930	938	936	1,086	862

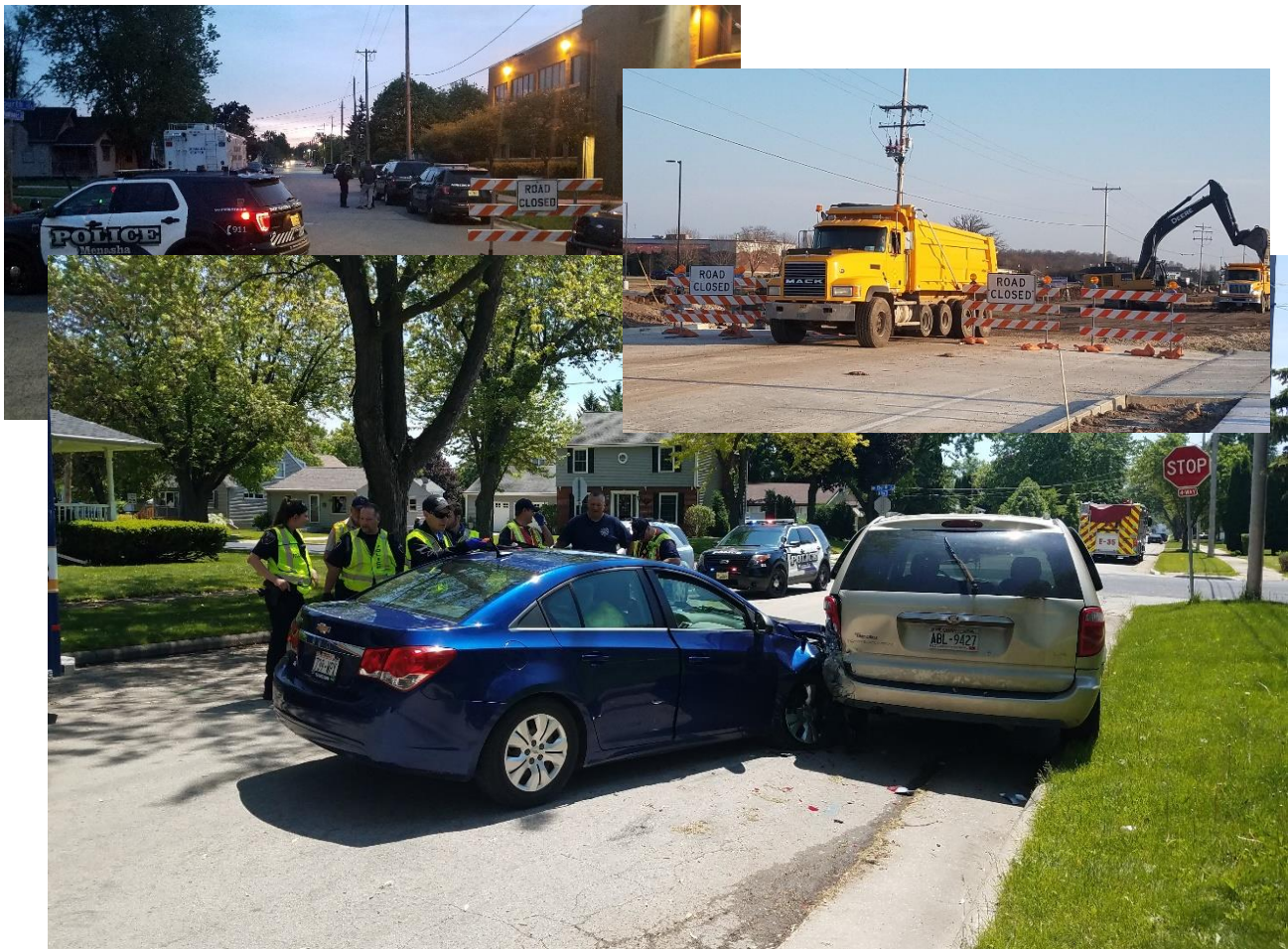
This chart outlines the types of arrests made by officers.

- **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

	2020	2019	2018	2017	2016	2015	2014	2013
Traffic Citations	677	1164	1309	1481	1155	1,387	1,262	1,742
Parking citations	1168	2516	2395	2633	2415	2,778	2,862	2,673
OWI	51	112	107	114	75	63	97	88
Traffic Warnings	828	1374	1663	2157	1841	2,513	1533	1693
Crashes Investigated	283	435	429	406	459	396	367	369
Total	3007	5601	6368	6791	5945	7137	6121	6565

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.



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 18,114 people	U.S.	WI	Menasha
Violent Crime Rate**	67	52	41
Property Crime Rate	372	260	209

Crimes	U.S. One every	WI One every	City of Menasha One every
Homicide	33 mins	1.6 days	-
Rape	4 mins	4.4 hours	61 days
Aggravated Assault	39 secs	44 minutes	3 days
Robbery	2 mins	1.9 hours	61 days
Theft	6 secs	6.7 mins	2 days
Burglary	26 secs	30 mins	10 days
Auto theft	42 secs	56 mins	36 days

*2019 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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