

# MILWAUKEE POLICE DEPARTMENT



BE A FORCE

## 2010 ANNUAL REPORT

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**We are engaging the community, building relationships and utilizing data and information like never before in our efforts to prevent the next crime**

## Chief Edward A. Flynn's Message

This 2010 Annual Report for the Milwaukee Police Department serves as a written record of our history and evidences that what we have done here in Milwaukee is working. We are having an impact.

In order to accomplish our mission of reducing crime, fear and disorder in Milwaukee, we use data to drive our work. When I share the drops in violent crime, it is emblematic of real change in our neighborhoods. We are working to alter the mental calculus of criminals. We are disrupting their marketplaces and we are returning the public spaces back to neighborhoods where civic life can thrive and informal social controls can again take root.

We are engaged in crime prevention, not just emergency response. We are not solely taking criminals and their guns off the street. We are engaging the community, building relationships and utilizing data and information like never before in our efforts to prevent the next crime.

Our vision is for a Milwaukee where all can live safely and without fear, protected by a police department with the highest ethical and professional standards. In 2010, we continued to make improvements within our organization and we achieved marked results.

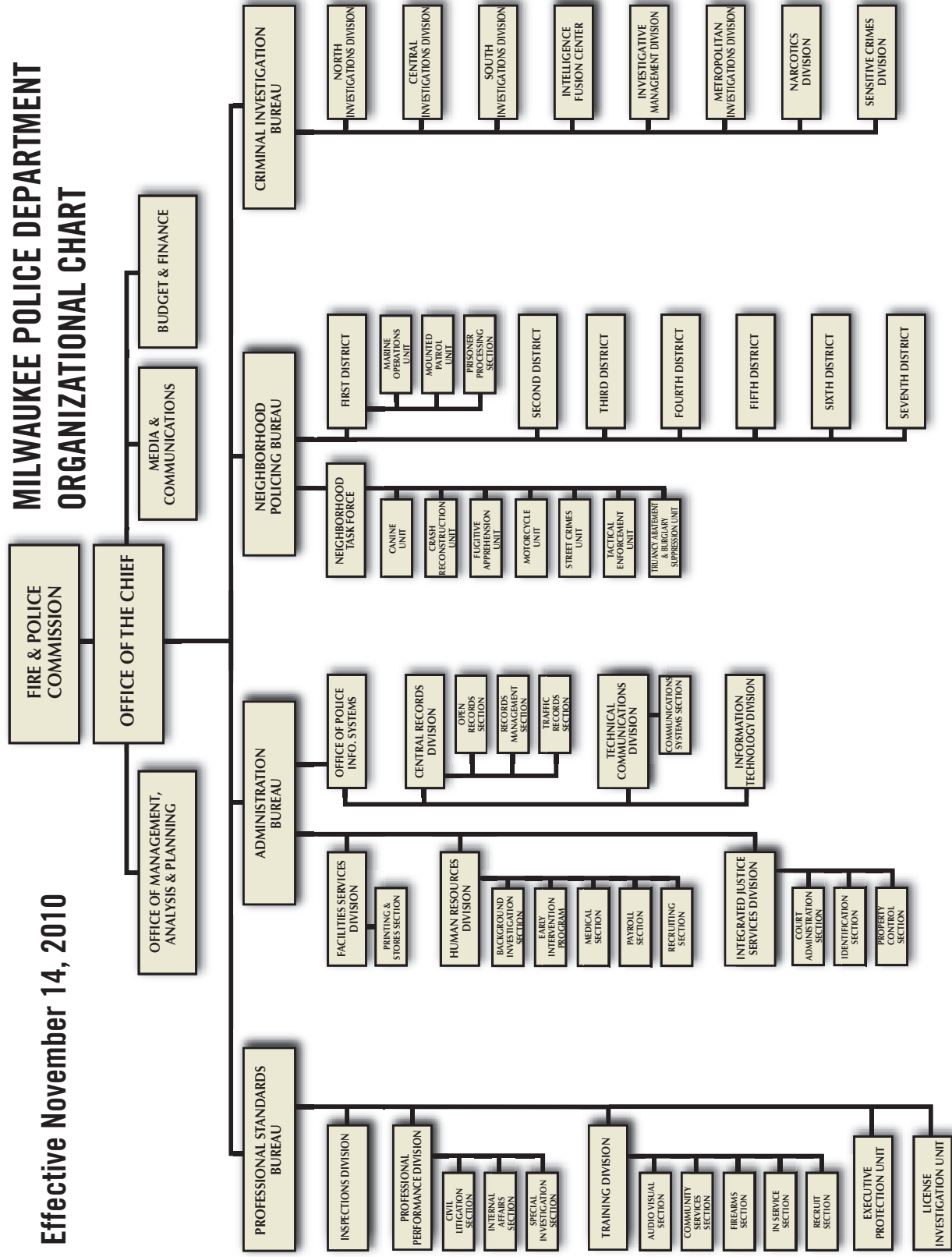
I am proud to share with you the 2010 Annual Report for the Milwaukee Police Department and I am proud of the good work of the men and women on the Department.

Edward A. Flynn  
Chief of Police  
City of Milwaukee



# MILWAUKEE POLICE DEPARTMENT ORGANIZATIONAL CHART

Effective November 14, 2010



# MILWAUKEE POLICE DEPARTMENT 2010 ACCOMPLISHMENTS

## Executive Summary

### Crime Decreases

There is more  
good news

#### Violent Crime

- 7.0% from 2009  
-23.0% from 2007

#### Total Crime

-10.0% from 2009  
-19.0% from 2007

For the third year in a row, MPD announced crime decreases in Milwaukee showing a downward trend since 2007.

Highlights include:

- Violent crime was down 7 percent in 2010 compared to 2009 – down 23 percent since 2007
- Gun-related crime decreased by nearly 10 percent – non-fatal shootings were down by 9.5 percent
- Total crime was down 10 percent in 2010 from 2009 and was down 19 percent from 2007
- Rape, Robbery, Aggravated Assault all decreased in 2010 from 2009, and markedly dropped when compared to 2007
- Property crime (Burglary, Theft, Auto Theft and Arson) was down 10.5 percent in 2010 from 2009, and dropped 18.5 percent since 2007

There is more good news. Even as MPD has increased traffic stops by 208% since 2008 and increased field interviews by 196% since 2008, citizen complaints have dropped 15% over that two-year period. We are engaging the community in ways that build the legitimacy of the Milwaukee Police Department.

### Uniform Crime Statistics Summary Crime Counts

Comparing January through December of each listed year. Based on data available on Jan-14-2011.

	2007 Q1	2008 Q1	2009 Q1	2010 Q1	2007 Q2	2008 Q2	2009 Q2	2010 Q2	2007 Q3	2008 Q3	2009 Q3	2010 Q3	2007 Q4	2008 Q4	2009 Q4	2010 Q4	2007 Total	2008 Total	2009 Total	2010 Total	'07-'10 Change	'08-'10 Change	'09-'10 Change
Homicide	26	14	19	18	22	19	22	20	29	23	17	32	28	15	14	24	105	71	72	94	10.5%	32.4%	30.6%
Rape	57	43	61	44	67	47	54	42	47	65	53	56	65	49	37	51	236	204	205	193	18.2%	5.4%	5.9%
Robbery	852	670	623	536	756	724	757	695	937	952	850	780	991	896	949	863	3,536	3,242	3,179	2,874	18.7%	11.4%	9.6%
Aggravated Assault	1,003	756	673	650	1,209	1,174	942	907	1,149	1,146	877	888	825	803	723	594	4,186	3,879	3,215	3,039	27.4%	21.7%	5.5%
<b>Total Violent Crime</b>	<b>1,938</b>	<b>1,483</b>	<b>1,376</b>	<b>1,248</b>	<b>2,054</b>	<b>1,964</b>	<b>1,775</b>	<b>1,664</b>	<b>2,162</b>	<b>2,186</b>	<b>1,797</b>	<b>1,756</b>	<b>1,909</b>	<b>1,763</b>	<b>1,723</b>	<b>1,532</b>	<b>8,063</b>	<b>7,396</b>	<b>6,671</b>	<b>6,200</b>	<b>-23.1%</b>	<b>-16.2%</b>	<b>-7.1%</b>
Burglary	1,204	1,251	1,141	1,262	1,416	1,629	1,537	1,543	1,869	1,711	2,053	1,747	1,731	1,763	1,850	1,530	6,220	6,354	6,581	6,082	2.2%	4.3%	7.6%
Theft	5,600	5,176	5,039	4,930	5,939	6,382	5,991	5,926	6,626	6,722	6,466	5,570	6,243	5,541	5,989	4,526	24,408	23,821	23,485	20,952	14.2%	12.0%	10.8%
Auto Theft	1,953	1,529	1,070	820	1,767	1,814	1,231	925	2,068	1,885	1,347	1,279	1,966	1,312	1,227	1,280	7,754	6,540	4,875	4,304	44.5%	34.2%	11.7%
Arson	71	54	53	46	81	83	93	60	109	106	142	80	88	76	71	57	349	319	359	243	30.4%	23.8%	32.3%
<b>Total Property Crime</b>	<b>8,828</b>	<b>8,010</b>	<b>7,303</b>	<b>7,058</b>	<b>9,203</b>	<b>9,908</b>	<b>8,852</b>	<b>8,454</b>	<b>10,672</b>	<b>10,424</b>	<b>10,008</b>	<b>8,676</b>	<b>10,028</b>	<b>8,692</b>	<b>9,137</b>	<b>7,393</b>	<b>38,731</b>	<b>37,034</b>	<b>35,300</b>	<b>31,581</b>	<b>-18.5%</b>	<b>-14.7%</b>	<b>-10.5%</b>
<b>Grand Totals</b>	<b>10,766</b>	<b>9,493</b>	<b>8,679</b>	<b>8,306</b>	<b>11,257</b>	<b>11,872</b>	<b>10,627</b>	<b>10,118</b>	<b>12,834</b>	<b>12,610</b>	<b>11,805</b>	<b>10,432</b>	<b>11,937</b>	<b>10,455</b>	<b>10,860</b>	<b>8,925</b>	<b>46,794</b>	<b>44,430</b>	<b>41,971</b>	<b>37,781</b>	<b>-19.3%</b>	<b>-15.0%</b>	<b>-10.0%</b>

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The FBI Uniform Crime Reporting program is comprised of two different data collection systems, Summary Based Reporting (SBR) and Incident Based Reporting (IBR). The Milwaukee Police Department records and reports all data to QJA/FBI, and in our COMPASS Map, in IBR format. QJA converts this IBR data to SBR values, as seen in this report. IBR and SBR cannot be directly compared because the counting methods are different. For example, SBR applies the UCR Hierarchy Rule: when more than one Part I offense occurs in the same incident, the offense that is highest on the hierarchy list is counted and the other offenses are ignored. (p. 10 FBI UCR Handbook). IBR counts all the offenses that occurred in an incident.

Uniform Crime Reporting data, using the hierarchy rule, is the method used to compare crime rates of major city police departments.

Due to the nature of Incident Based Reporting, these values are subject to change for up to two years from the Reported Date.

## Code of Conduct

In 2010, the Milwaukee Police Department established a Code of Conduct comprised of our Vision Statement, Mission Statement, Core Values and Guiding Principles, and Standard Operating Procedures. This code establishes fundamental standards of conduct and performance consistent with the highest professional standards of policing.

Our vision statement describes what we as a police department seek to achieve: A Milwaukee where all can live safely and without fear, protected by a police department with the highest ethical and professional standards.

Our mission statement describes how we as a department will achieve that vision: In partnership with the community, we will create and maintain neighborhoods capable of sustaining civic life. We commit to reducing the levels of crime, fear and disorder through community-based, problem-oriented and data-driven policing.

Our core values and guiding principles shape our conduct and performance both on and off duty.

Our policies and procedures guide our standards of practice for situations most likely to be encountered in the course of our duties.

The Code of Conduct helps ensure that when members confront situations that are so unique that no policy or procedure can guide them, their decisions and interventions must always be consistent with our core values and guiding principles.



## Community Engagement

Roll Call in the Street has become a hallmark of Chief Flynn's community policing strategy. He began the practice of Roll Calls in the Street to help residents in challenged neighborhoods see that Milwaukee Police are literally standing shoulder to shoulder with them. Roll Calls in the Street have become popular community events, with businesses and neighborhood groups requesting them for their area. Operation School's Out featured a special Roll Call in the Street with more than 50 bicycle officers assembled to send the message to young people that MPD is out to make sure they spend their summer safely. The Harley-Davidson Museum hosted a Roll Call in the Street to show its appreciation for the work of motorcycle officers.

Roll Calls in the Street have become popular community events



## Transition to Digital Radio

Originally contracted in 2003 but not substantially addressed until 2008, the OpenSky system has seen remarkable levels of improvement and implementation over the past year. More than 4 million transmissions were made on OpenSky between February and December 2010, all while the project has remained on budget.

In 2010, Milwaukee became the first major city in the country to completely implement an encrypted, interoperable, digital radio system. In another first, every officer in an operational assignment has been issued their own personal radio which they are able to have with them 24/7.

The digital system replaced an outdated analog radio system which was quickly becoming obsolete and for which parts could not be ordered. The change to narrowband was mandated by the federal government to be completed by 2012. Greater capacity including individual talk groups makes the system state-of-the-art.

**In 2010, Milwaukee became the first major city in the country to completely implement an encrypted, interoperable, digital radio system**



## Technology Advances

The ShotSpotter Gunshot Locator System began in earnest in July 2010. The system, which detects and relays the location of fired gunshots, was deployed in a 2-square mile area with the highest occurrences of gunshot incidents. Precise shot detections are being reported to field personnel and arrests have been made directly as a result of the ShotSpotter system.

By the end of 2010, there were 177 marked uniform squads operating with in-squad video cameras. They produced 225,000 video events in 2010.

Mandatory electronic reporting for pawn, jewelry and second-hand stores was enacted full scale in August.

Arrests have been made directly as a result of the ShotSpotter system



## White House Recognition

On July 22, 2010, 47 new recruits received the oath of office from their class sponsor, U.S. Department of Justice Office of Community Oriented Policing Services (COPS) Director Bernard Melekian. The class was funded by the American Recovery and Reinvestment Act. It was an honor for Milwaukee to have the COPS Director recognize its police department as exemplary and to be one of the few departments in the country to receive the prestigious COPS grant for \$10.2 million for 50 officers. Director Melekian returned to address the new officers at their graduation on December 22, 2010.

Gil Kerlikowske, Director of the White House Office of National Drug Control Policy, the nation's "Drug Czar," visited Milwaukee in June 2010. He asked Chief Flynn to accompany him on his visit when the two held a news conference at the Boys & Girls to discuss ONDCP's efforts to find positive influences for teens to steer them away from drug use.





**Media and Communications  
Manager Anne E. Schwartz**

## OFFICE OF THE CHIEF

### • Media and Communications

The Media and Communications Office is responsible for all media and public relations efforts, both external and internal, at the Milwaukee Police Department.

The office has engaged fully in the use of social media, becoming a leader in law enforcement nationwide in its use of the medium. The Milwaukee Police Department has its own Facebook page and a strong presence on Twitter. Additionally, news conferences and surveillance videos are broadcast on the department's YouTube channel. The office continues its presence on Time Warner Cable's Wisconsin On Demand channel for longer-format interview programs discussing Milwaukee Police Department initiatives. In 2011, the department plans to launch a Website to serve as MPD's own news outlet, sharing news about the department in a proactive way.

### • Office of Management, Analysis and Planning

In addition to strategic planning, academic research, grant research and applications, development and maintenance of departmental forms, preparation, maintenance and dissemination of departmental policies, procedures and guidelines, new components were added to OMAP.

The HR-218 policy, which sets out the procedures by which Milwaukee Police Department retirees can become certified to carry a concealed firearm, was completed and implemented in 2010. In addition, applications, background questionnaire, waiver of liability, identification card and course of fire have been developed and fully implemented.

Compstat, a management accountability tool, is a major responsibility of OMAP. Compstat is continually being modified to better focus on each district's efforts to identify, target and resolve major crime issues and/or disorder within the district. Each district identifies its area of concern through an analysis of significant crime trends within their respective district. This analysis includes evaluating geographic patterns, understanding underlying behaviors and identifying any commonalities. Compstat also includes a review of performance measures for personnel assigned to the various work locations.

### Grants Awarded

OMAP's grant coordinator secured the follow top grants in 2010:

- |   |   |  |
|---|---|--|
| 1. Homeland Security IFC Information Sharing \$750,000          | 4. Transit Security \$418,055           | 8. Human Trafficking \$170,000                   |
| 2. HIDTA Joint Gang \$614,000                                   | 5. MPS Security \$375,000               | 9. HIDTA React \$150,168                         |
| 3. Homeland Security Intelligence Information Sharing \$555,000 | 6. Enhance Cold Case with DNA \$334,061 | 10. Homeland Security UASI HDU Training \$90,000 |
|   | 7. TABS \$320,000                       |  |



**O.M.A.P.  
Captain Terrence Gordon**

- **Budget and Finance**

The Milwaukee Police Department has three primary budget categories. They include salaries and benefits, equipment, and operating expenses. The Department relies on funding from the City of Milwaukee operating budget, asset forfeiture funds, and local/state and federal grants.



**Finance and Planning  
Manager  
John Ledvina**

<b>2009 AND 2010 BUDGETS</b>			
	<b>2009 Actual</b>	<b>2010 Adopted</b>	<b>2010 Actual</b>
<b>Salaries &amp; Wages</b>	\$167,613,486	\$153,327,337	\$161,895,849
<b>Fringe Benefits</b>	55,462,831	49,064,748	61,862,574
<b>Operating Expenses</b>	11,879,461	12,744,347	12,381,902
<b>Equipment</b>	2,391,096	1,737,654	1,694,499
<b>Total</b>	\$237,346,874	\$216,874,086	\$237,834,824
<b>Overtime</b>	\$10.6M	\$12.1M	\$11.4M



**Neighborhood Policing Bureau  
Inspector John Hagen**



**Neighborhood Policing Bureau  
Deputy Inspector Ramon Galaviz**



**District One  
Captain Stephen Basting**

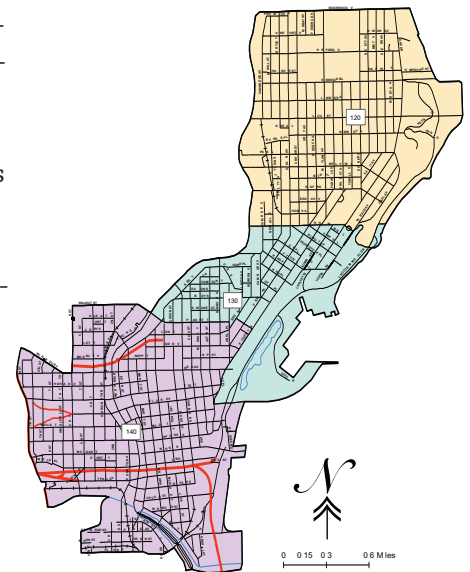
## NEIGHBORHOOD POLICING BUREAU

### • District One

749 W. State Street, Second Floor  
Milwaukee, WI 53233  
(414) 935-7213

District 1 is home to one-third of the licensed premises in Milwaukee, the majority of which are dining and entertainment establishments. There are six distinct entertainment districts within District 1, stretching from North Avenue to the Third Ward. District 1 personnel work with the Downtown Business Improvement Districts to engage in deeper and more focused discussions related to the issues facing the areas. District 1 has worked with these business organizations as they partnered with the Responsible Hospitality Institute to engage the stakeholders who represent interest in Milwaukee's nighttime economy and redevelop vibrant hospitality zones.

District 1 also focused on the issue of homelessness. This population traditionally generates numerous calls for service related to theft and general disorder. District 1 personnel sought to positively impact the level of homeless in the downtown area by creating the Homeless Outreach Team (HOT). HOT represents a new and non-traditional approach for law enforcement to address the issues of homelessness. Through the HOT, officers are establishing relationships with community-based support agencies throughout the county and are actively and successfully addressing homelessness on a case-by-case basis.



### DISTRICT ONE DISPATCHED CAD CALLS

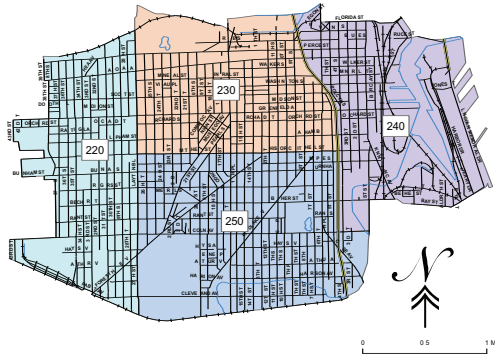
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	10	16	60%
P1: Life Threatening:	2,823	1,888	-33%
P2: In-Progress	6,398	5,305	-17%
P3: Non Life Threatening	5,943	5,066	-15%
P4: Nuisance	1,360	1,464	7%
P5: DPR	1,813	2,635	31%
<b>TOTAL</b>	<b>18,947</b>	<b>16,374</b>	<b>-14%</b>

## • District Two

245 W. Lincoln Avenue  
Milwaukee, WI 53207  
(414) 935-7223

District 2, which covers the city's near South Side, has paid special attention to criminal street gangs. Operation Cornerstone was a joint effort by District 2, Criminal

Investigation Bureau, Intelligence Fusion Center and the Neighborhood Task Force to target the gangs and associated violent crime in the district. In a partnership with local U.S. Immigration and Customs Enforcement agents, MPD has worked to disrupt and dismantle the significant public safety threat posed by this gang activity. In June, 15 people were arrested and identified as members or associates of Latin Kings, Brown Pride, Mexican Posse and C-14.



**District Two**  
**Captain Donald Gaglione**

DISTRICT TWO DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	12	16	25%
P1: Life Threatening:	7,359	7,764	5%
P2: In-Progress	11,035	10,648	-4%
P3: Non Life Threatening	10,785	10,983	2%
P4: Nuisance	2,838	2,720	-4%
P5: DPR	3,414	5,675	40%
TOTAL	35,443	37,806	6%

**MPD has worked to disrupt and dismantle the significant public safety threat posed by this gang activity**





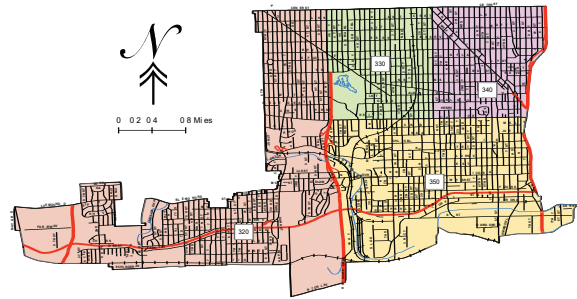
**District Three**  
**Captain**  
**Michael Brunson**

**A 34 percent decrease in burglaries for the last three months of the year compared to the same months in 2009**

### • District Three

2333 N. 49th Street  
Milwaukee, WI 53208  
(414) 935-7233

During 2010, District 3's efforts resulted in a decrease in crime for the year and a 17 percent decrease in non-fatal shootings in the District.



In August, District 3 implemented a comprehensive plan that involved multiple units of the District in order to address burglaries involving a large number of vacant foreclosures. This initiative resulted in a 34 percent decrease in burglaries for the last three months of the year compared to the same months in 2009.

Officers also embarked on an initiative in the Metcalfe Park Neighborhood, an area that had experienced an increase in violent crime and had a historical reputation as one of the most challenging neighborhoods in the city. Numerous community walks, clean ups, and outreaches along with enhanced neighborhood foot and bicycle patrols, Anti-Gang Unit sweeps, and narcotic investigations led to the reduction of violent crime in the neighborhood and improvement in the relationship between the police department and residents in the area.

DISTRICT THREE DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	19	30	37%
P1: Life Threatening	11,117	11,198	1%
P2: In-Progress	12,583	12,827	2%
P3: Non Life Threatening	11,889	12,142	2%
P4: Nuisance	1,983	1,970	-1%
P5: DPR	5,949	5,364	-10%
TOTAL	43,540	43,531	0%



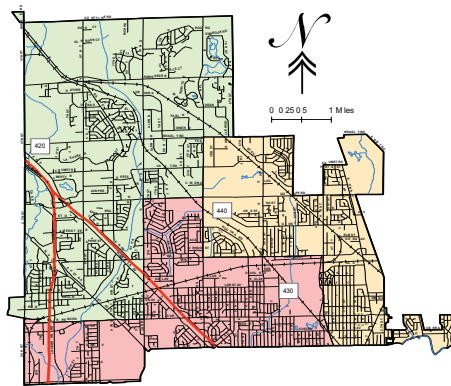
## • District Four

6929 W. Silver Spring Drive  
Milwaukee, WI 53218  
(414) 935-7243

District Four is the largest police district in the city, with business parks similar to the design of suburban business parks and neighborhoods that have seen the benefits of crime decreases from police intervention. Specifically the Woodlands

Neighborhood and the Silver Spring Triangle saw decreases in shootings, shots fired and other crimes. They continue to use the nuisance ordinance to address absentee landlords and to abate incidents at problem properties.

In order to address an increase in domestic violence-related crimes, District 4 provided space for DV Advocates from Sojourner Family Peace Center to provide services/resources to victims and families, partnered with the District Attorney's office to have geographical restrictions placed on repeat offenders, as well as to require counseling for repeat offenders as a condition of bail. As a result, they decreased calls for service and the number of DV related incidents. District 4 continues researching incidents that involve repeat offenders, victims and locations to enhance prevention and decrease the number of incidents.



**District Four**  
Captain Jerome O'Leary

**The Woodlands  
Neighborhood and  
the Silver Spring  
Triangle saw  
decreases in  
shootings, shots  
fired and  
other crimes**

DISTRICT FOUR DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	20	12	-40%
P1: Life Threatening:	7,747	7,375	-5%
P2: In-Progress	10,786	10,068	-7%
P3: Non Life Threatening	9,973	9,453	-5%
P4: Nuisance	2,113	1,948	-8%
P5: DPR	6,367	6,895	8%
<b>TOTAL</b>	<b>37,006</b>	<b>35,751</b>	<b>-3%</b>





**District Five**  
**Captain Edith Hudson**

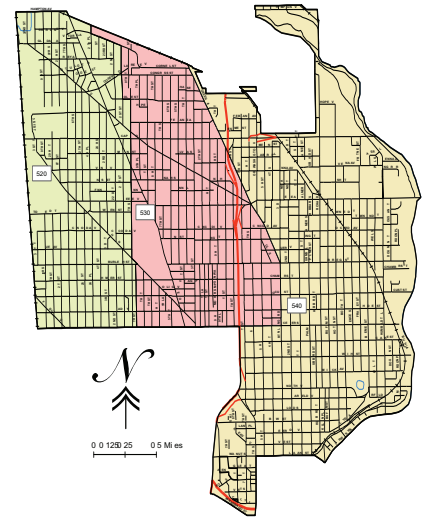
**The S.T.O.P. program is building positive sustainable relationships with the future young leaders of Milwaukee**

## • District Five

2920 N. 4th Street  
Milwaukee, WI 53233  
(414) 935-7252

In addition to targeted enforcement efforts, District 5 developed a new community engagement program geared toward young leaders. The Students Talking it Over with Police (S.T.O.P.) program is a collaborative effort among the MPD, University of Wisconsin-Milwaukee, Marquette University and the Boys and Girls Clubs of Greater Milwaukee. Officers from District 5's Community Prosecution Unit facilitate three-hour sessions with future young leaders (ages 12-18) of the Boys and Girls Club. During the sessions, the young leaders are introduced to basic policing tactics and come away from the program with a heightened understanding of the MPD's expectations of appropriate citizen and law enforcement behavior during traffic stops and subject stops. In an effort to provide the participants with the proper context surrounding our interactions with the public, crime mapping and resource deployment information is shared as well as quality of life (city ordinance) enforcement. The instruction format engages the participants in an interactive, facilitated discussion that incorporates games, team building exercises, conflict resolution instruction, and role playing.

The S.T.O.P. program is building positive sustainable relationships with the future young leaders of Milwaukee, decrease police/youth interactions where police use of force is used, reduce citizen complaints, and build stronger communities.

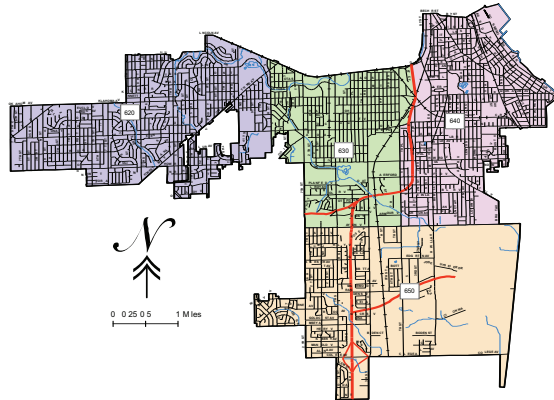


DISTRICT FIVE DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	18	22	18%
P1: Life Threatening:	11,462	11,883	3%
P2: In-Progress	11,813	11,970	1%
P3: Non Life Threatening	12,278	11,981	-2%
P4: Nuisance	2,256	1,876	-17%
P5: DPR	6,358	7,258	12%
TOTAL	44,185	45,017	2%

## • District Six

3006 S. 27th Street  
Milwaukee, WI 53233  
(414) 935-7262

On the south side of the city, including the Bay View neighborhood, District 6 has implemented permanent bicycle patrol. The bicycle officers are able to interact with residents in a way that officers cannot when they are patrolling in a squad car. In 2010, District 6 officers assisted the community with the formation of 18 new neighborhood Block Watches.



District Six  
Captain Michael Young

District 6 officers garnered media attention with Operation Payback, a program that brings taggers to district neighborhoods to clean up the graffiti vandalism that often makes people feel unsafe in their communities.

DISTRICT SIX DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	14	20	30%
P1: Life Threatening	4,393	3,253	-26%
P2: In-Progress	9,856	9,275	-6%
P3: Non Life Threatening	8,971	7,369	-18%
P4: Nuisance	2,202	1,757	-20%
P5: DPR	3,721	2,856	-23%
TOTAL	29,157	24,530	-16%

**Operation Payback** is a program that brings taggers to district neighborhoods to clean up the graffiti vandalism that often makes people feel unsafe in their communities





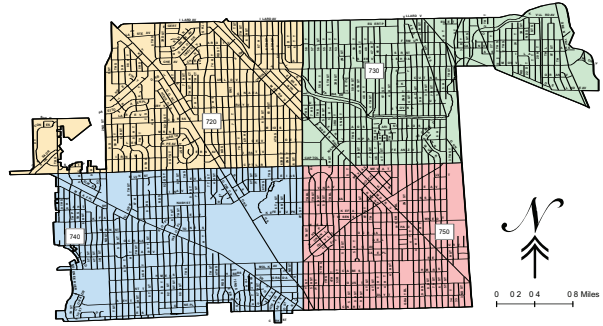
**District Seven**  
Captain William Jessup

**47 nuisance properties were identified and problems in those neighborhoods were reduced through the use of the city's nuisance ordinance**

## • District Seven

3626 W. Fond du Lac Avenue  
Milwaukee, WI 53208  
(414) 935-7272

Community Prosecution Unit and Community Liaison Officers collaborated to increase citizen involvement through public appearances, allowing officers to encourage the formation of 36 new Block Watches. The meetings helped officers more clearly identify neighborhood issues and develop plans of action. As a result, 47 nuisance properties were identified and problems in those neighborhoods were reduced through the use of the city's nuisance ordinance.



Community Liaison Officers and School Resource Officers in District 7 partnered with Milwaukee Public Schools and District 6 personnel to plan, organize, and oversee a Youth Leadership Conference with 550 students. Officers also began youth outreach through interaction with small groups of teenagers, explaining our mission, and soliciting feedback. The liaison officers encouraged participation in formal block watches by organizing the first of its kind Block Watch Captain Recognition Luncheon. It was very well attended, with members of the Common Council speaking to the crowd, and about 120 citizens receiving certificates of appreciation from the Milwaukee Police Department.

DISTRICT SEVEN DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	22	23	4%
P1: Life Threatening	9,994	9,611	-4%
P2: In-Progress	13,168	12,691	-4%
P3: Non Life Threatening	13,316	11,416	-14%
P4: Nuisance	2,355	1,871	-21%
P5: DPR	6,850	7,744	12%
TOTAL	46,365	43,356	-6%



## • Neighborhood Task Force

4715 W. Vliet Street  
Milwaukee, WI 53208  
(414) 935-7219

The Neighborhood Task Force (NTF) is comprised of the Street Crimes Unit, Motorcycle Unit, Fugitive Apprehension Unit, Tactical Enforcement Unit, Crash Reconstruction Unit, Truancy Abatement Burglary Suppression Unit and the K-9 Unit.

The NTF provides regular support in the form of crime analysis, proactive policing and order maintenance to all districts in order to address crime trends including robberies, aggravated assaults and burglaries.

NTF organized the Operation Community Shield partnership, focusing on reducing violent crime through identifying patterns and trends and applying focused team efforts. The NTF played a major role in Operation Python along with D5. This operation focused on a high crime area within that district which was primarily plagued by two rival criminal street gangs. The NTF assisted in saturating the area and making arrests.

DISTRICT CITY WIDE DISPATCHED CAD CALLS			
CALL TYPE	2009	2010	% OF CHANGE
PE: Emergency	115	139	17%
P1: Life Threatening:	54,895	52,972	-3%
P2: In-Progress	76,300	72,784	-5%
P3: Non Life Threatening	73,155	68,410	-6%
P4: Nuisance	15,107	13,606	-10%
P5: DPR	34,472	38,454	10%
TOTAL	254,044	246,365	-3%



Neighborhood Task Force  
Captain Aaron Raap

The NTF played a major role in Operation Python along with D5. This operation focused on a high crime area within that district which was primarily plagued by two rival criminal street gangs

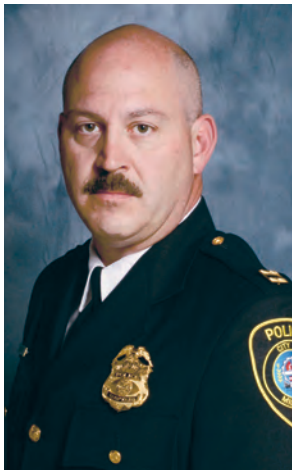


**Criminal Investigation Bureau  
Assistant Chief James Harpole**



**Criminal Investigation Bureau  
Inspector Darryl Winston**

## CRIMINAL INVESTIGATION BUREAU



**Narcotics Division  
Captain Anthony Smith**

### • Narcotics Division

The Narcotics Division is responsible for investigating mid- to high-level drug trafficking organizations as part of the department's overall violent crime reduction strategy. Its investigations are closely coordinated with the Neighborhood Policing Bureau. The Narcotics Division is co-located with the Milwaukee High Intensity Drug Trafficking Area (HIDTA) and the Milwaukee Metropolitan Drug Enforcement Group (MEG). Additionally the Division has members assigned to the Wisconsin Division of Criminal Investigation Task Force (DCI) and the DEA Task Force. This allows the Division to also have a strategic long-term capability in the investigation of large-scale drug/gang trafficking organizations by utilizing a multi-agency, multi-jurisdictional approach.

Members of the Narcotics Division participated in over 2000 investigations, conducting 470 search warrants, which resulted in the seizure of \$3,293,169.07 in illegal assets from the sale of drugs. There were 52 major Drug Trafficking Organizations which were either dismantled or disrupted. These investigations resulted in the following number of arrests, illegal drugs and firearms seized.

**There were 52 major  
Drug Trafficking  
Organizations which  
were either dismantled  
or disrupted**

Arrests	877
Firearms Recovered	182
Marijuana seized	2,665.91 lbs.
Cocaine seized	40.19 kilos
Heroin seized	523,256.00 grams
Ecstasy seized	181 doses
Various Pills seized	295,403 doses
Other Drugs	295,403.00 grams

- **Metropolitan Investigations Division**

Historically, the Violent Crimes Division of the Criminal Investigation Bureau was organized into three areas of investigations that consisted of Homicide, Robbery, and general Violent Crimes investigations. In August 2010, the newly created Metropolitan Investigations Division replaced the Violent Crimes Division.

The Metropolitan Investigations Division is broken down into seven areas of investigations that include, Homicide, Major Case Robbery, Cold Case Investigations, Forensic Investigations, Gang/Drug intelligence, Violent Crimes Late Shift and the ATF (Alcohol, Tobacco and Firearms) Violent Crimes Impact Team.

The Metro Cold Case Unit conducted reviews of unsolved city of Milwaukee homicides, violent crimes, and sexual assaults. A total of 66 overviews and case summaries were prepared with physical evidence analyzed for DNA profiles by the Wisconsin Regional Crime Lab. Evidence is re-submitted to the crime lab as technology advances in the field of DNA testing.

The Major Case Robbery section was born when the Metropolitan Division came into existence. Members of the Major Case Robbery Section provided training seminars for businesses and banking institutions for target hardening and teaching private sector employees to become good witnesses for police. The training sessions helped foster better relationships between the community and the police department. Bank Robberies decreased from 39 in 2009 to 28 in 2010. Of the 28 bank robberies 23 were cleared (82 percent clearance rate).

The goal of the ATF Violent Crime Impact Team is to identify, apprehend, and prosecute violent crime crews with emphasis on criminals who use firearms. The VCIT team executed 75 search warrants and engaged in numerous investigations that resulted in 82 federal indictments and the recovery of 51 firearms.

The Gang/Drug Unit was established when the Metropolitan Investigations Division was formed in August 2010. In this unit, drug and gang detectives work closely with their peers in the geographic divisions as well as district Anti Gang Unit personnel, and assist in the investigations of violent crime that have a drug or gang nexus.

The Forensic Investigations Section is responsible for following up on all cases with DNA evidence, recovered property, and the processing and accounting of all evidence vehicles. They conducted follow up on approximately 250 property and robbery cases with DNA or latent hits. Forensic Investigation personnel processed 5715 vehicles that came through the city of Milwaukee tow lot including evidence vehicles, abandoned vehicles, and vehicles seized for legal reasons. The Forensic Investigator assigned to recovered property reviewed and processed a little over 25,000 transactions for resold jewelry, coins, and electronics. Approximately \$12,750 in stolen merchandise was recovered in 2010.



**Metropolitan  
Investigations Division  
Captain Kurt Leibold**

**Bank Robberies  
decreased from  
39 in 2009 to  
28 in 2010. Of the  
28 bank robberies  
23 were cleared.  
(82 percent clearance rate)**



**South Investigations Division**  
**Captain Carianne Yerkes**



**North Investigations Division**  
**Captain Gary Gacek**



**Central Investigations Division**  
**Captain Michael Dubis**

## • **Geographic Division (North, South, Central) Investigations**

On August 22, 2010 the Criminal Investigation Bureau transitioned from a functional based organizational structure to a functional and geographic based structure. This structure allows detective resources and investigations to be focused on the three main goals of criminal investigations: controlling criminals; pursuing justice and addressing specific problems. Each CIB geographic division commander is responsible for coordination of criminal investigation of all types with their district commander peers covering the same geographic area.

**South Investigations Division** - Responsible for felony criminal investigations in Districts 1, 2 and 6. SID also houses the Financial Crimes Unit whose mission is to prevent, reduce, and solves financial crimes of a complexity and magnitude that exceed the resources of the Neighborhood Patrol.

SID detectives developed Operation Scrapper, which targeted those who steal metal and sell it to scrap yards in the city. Detectives have made numerous arrests in these cases and put the scrap yards on notice that their business practices are under scrutiny.

**North Investigations Division** – Responsible for the investigation, follow-up and case management of felony crimes within the boundaries of Districts 4 and 7, which comprise over 42 square miles of the city. The NID assisted their district partners in the continued reduction in Part 1 crimes in 2010.

The North detectives participated in Operation Old North Milwaukee and helped develop information and assist in arresting a violent crew responsible for robberies and drug sales.

**Central Investigations Division** - Tasked with monitoring trends and conducting investigations in felony cases in Districts 3 and 5. CID works with the police officers in a training/mentoring fashion and seeks to improve the overall investigative ability of the police department. The Fire Investigation Unit is also assigned to the CID.

CID detectives participated in Operation Python in an area of the city that was plagued by violent crime, which ultimately led to the shooting of a 12-year-old girl. The operation was successful in quelling the violence in the neighborhood and led to the arrest and charging of a suspect in the shooting of the girl.

## • Sensitive Crimes Division

The Sensitive Crimes Division embarked on one of the most challenging sexual assault investigations in recent memory at MPD. The investigation involved the kidnapping and subsequent brutal sexual assault of a 9-year-old girl. The investigation not only showcased the investigative ingenuity of the Sensitive Crimes Division, but also demonstrated SCD's unrelenting resolve.

In the early morning hours of January 22, 2010, an unknown assailant entered a home and removed a 9 year old girl from her bedroom and assaulted her. The child was found by a neighbor abandoned in the alley, suffering from life threatening injuries that required emergency surgery.

With the assistance of the Intelligence Fusion Center and the U.S. Marshals Fugitive Task Force, Thomas Thornhill was located and arrested just outside of Los Angeles and was extradited to Wisconsin. He was charged with 15 criminal counts relating to two sexual assaults.

The Gregory Below investigation revealed a sophisticated serial rapist who targeted some of Milwaukee's most vulnerable victims. Below is known to have sexually assaulted 12 women between 2003 and 2010. He was ultimately charged with 10 of the 12 sexual assaults, with 60 criminal counts charged against him. He is serving a life sentence.

This case resulted in many positive improvements for the Milwaukee Police Department. Additional training was provided to officers at In-Service training with regard to sexual assault investigations. The state Office of Justice Assistance also provided three 8-hour training sessions for all Sensitive Crimes Division personnel to address victim dynamics.

## • Investigative Management Division

The Investigative Management Division provides high quality administrative and logistical support to the Criminal Investigation Bureau's operational divisions while also managing the Criminal Investigation Bureau's technology projects. During 2010, the Investigative Management Division played an integral role in two notable Criminal Investigation Bureau's successes - the development and implementation of the CIB's Microsoft SharePoint Website and the CIB's structural reorganization. The SharePoint Website debuted in January 2010 and immediately facilitated a high level of information sharing throughout the Milwaukee Police Department.



Sensitive Crimes Division  
Captain James Shepard

**Below was ultimately charged with 10 of the 12 sexual assaults, with 60 criminal counts charged against him**



Investigative Management  
Division  
Captain Eric Moore



**Intelligence Fusion Center  
Captain Diana Rowe**

**The IFC serves as the central intelligence point, analyzing information and incorporating it into a strategic response for all threats and all hazards**

## • **Intelligence Fusion Center**

The Intelligence Fusion Center (IFC), which is comprised of the Southeastern Wisconsin Threat Analysis Center (STAC), the Predictive Intelligence Center (PIC), the Financial Crimes Task Force and Firearms Intelligence Group (FIG), was expanded in 2010 to include a Real Time Event Center (RTEC) and a High Technology Unit (HTU). These units work cohesively to collect and analyze information that can be disseminated as actionable intelligence to operational units within the Milwaukee Police Department, the Urban Area Security Initiative (UASI) Region and other state and federal partners.

The IFC serves as the central intelligence point, analyzing information and incorporating it into a strategic response for all threats and all hazards. It is an intelligence-led, data-driven policing model that enables command level decision-makers to focus on the needs of the community.

The HTU, incorporated into the Fusion Center in 2010, is responsible for investigating Internet Crimes Against Children (ICAC) cases, computer intrusions and mal-ware incidents. Members of the HTU are active participants in the Federal Bureau of Investigation (FBI) Cyber Crimes Task Force. A Real Time Event Center (RTEC) was established to provide information and intelligence to operational field units during a significant event.

The Crime Analysis Unit was renamed the Predictive Intelligence Center (PIC) to more closely align with its duties. PIC personnel are actively seeking ways to incorporate their newly obtained certification in geographic profiling into a regional deliverable.

The Southeastern Wisconsin Threat Analysis Center (STAC), in cooperation with the City Attorney's Office, drafted a privacy policy that governs intelligence contained within the IFC. The Department of Homeland Security (DHS) subsequently approved this policy and embedded a fulltime Intelligence Officer in the STAC. Also in 2010, the STAC joined 15 other Fusion Centers across the country in implementing the Nationwide SAR Initiative (NSI), which serves as a clearing center for Suspicious Activity Reports (SAR).

## PROFESSIONAL STANDARDS BUREAU

### • Training Division

The Training Division, located at the Milwaukee Police Safety Academy, consists of the Recruit Section, Firearms Section, In-Service Section, Community Services Section, Regional Training Center and Audio-Visual Section.

For the first time, Recruit Officers were teamed with District Community Liaison Officers to apply problem-solving concepts and to work on actual community problems, devise solutions, and recommend preventative measures. The training curriculum was successfully revised and updated to incorporate the Code of Conduct and problem-oriented policing strategies. The Division coordinated a class project focusing on the problem-solving and policing strategies curriculum by bringing command and executive command officers together with recruits to discuss project studies and recommendations. In one instance at District 5, officers running Operation Python evaluated the Recruit Officers' recommendation for addressing problems in one particular crime-ridden area.

The Firearms Section collaborated with Human Resources on HR-218 and established a viable certification process for retired officers of MPD. In coordination with the Media & Communications Office, they conducted several firearms simulation exercises for media members to help them more accurately report on officer-involved shootings.

The Community Services Section collaborated with community agencies to provide Milwaukee Police Athletic League activities to 500 at-risk youths. The Section collaborated with Career Youth Development (CYD) on a citywide basketball league for 500 kids with a mentoring and life skills component.

The Audiovisual Section has continued to expand the online presence of the Milwaukee Police Academy. More than 85 videos were posted on the department's YouTube site. These videos include news conferences about the good work of the Milwaukee Police Department as well as surveillance videos of crimes. Some videos have been viewed more than 2,000 times. New to the Academy in 2010, The A-V Section installed a video screen welcome mat, which informs visitors on current events and room assignments for the various courses.



Professional Standards Bureau  
Assistant Chief Edward Liebrecht



Professional Standards Division  
Deputy Inspector Denita Ball



Training Division  
Captain David Zibolski



**Professional Performance  
Division**  
**Captain Patrick Mitchell**

**Complaints have declined despite of the fact that the number of citizen contacts from traffic stops and field interviews have greatly increased**

## • Professional Performance Division

The Professional Performance Division is comprised of three sections, Internal Affairs, Special Investigation Section and Civil Litigation. During 2010, Internal Affairs investigated 692 complaints, of which 377 were citizen complaints, and 315 were internally generated for potential rule violations.

Citizen complaints have continued to decline over the past few years; the Department received 418 in 2009 and 404 in 2008. Complaints have declined despite of the fact that the number of citizen contacts from traffic stops and field interviews have greatly increased.

The Special Investigation Section investigates criminal allegations against Department members. During 2010, the members of this section conducted 143 criminal investigations. Members of this section are also responsible for criminal investigations related to election fraud and for providing executive protection to visiting dignitaries.

The Civil Litigation Section ensures that the records maintained by the Professional Performance Division are released to the public in a manner consistent with Wisconsin State Statutes. Members of this section also work closely with the Milwaukee City Attorney's Office to prepare a proper defense against lawsuits which have been filed against members of the Department.

## • License Investigation Unit

The License Investigation Unit (LIU) investigates and processes city license applications for taverns, liquor and convenience stores, bartenders, entertainment venues, public dance halls and transient merchants. LIU personnel also review and investigate those license applications for home improvement contractors, public passenger vehicles and drivers, rooming houses and hotels, alarm companies. Additionally, they review and investigate licenses affecting junk and scrap dealers, precious metal dealers, used car dealers, food dealers, food peddlers and tattoo and massage establishments.

## ADMINISTRATION BUREAU

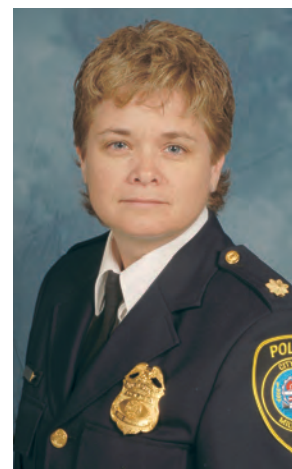
### • Integrated Justice Services Division

IJS is comprised of the Identification Section, Prisoner Processing Section, Court Administration Section and Property Control Section.

The Identification Section provides support services to the department including prisoner identification, crime scene and evidence processing, photographic and criminal records and various other disciplines in the field of forensic science. The Identification Section also assists in processing and fingerprinting civilians for applicant records and other public services.



Administration Bureau  
Assistant Chief Monica Ray



Administration Bureau  
Deputy Inspector Mary Hoerig

Forensic Investigators are responsible for crime scene and evidence processing, as well as prisoner identification and forensic photography. In 2010, Forensic Investigators answered 9,982 calls for service in addition to 1,831 counter cases processed in the lab. Of those calls for service, fingerprint evidence was recovered in 3,733 of 6,521 attempts. Forensic photography assignments accounted for 6,965 of the total calls for service. The portable video unit was deployed in 423 instances. Forensic Investigators also assisted in the collection of DNA evidence in 2,630 cases.

The prisoner processors are responsible for the identification and processing of all arrested persons. There were 38,529 prisoners processed by the Identification Section in 2010. In addition to prisoner identifications the prisoner processors compared 251 disputed municipal citation. In 156 instances, someone other than the defendant was identified in Municipal Court through the examination of a fingerprint on the citation.

The Latent Print Examiners processed and filed 3,733 cases. There were 1,852 persons identified from recovered latent impressions. The Latent Print Examiners were able to reduce a previous backlog from 2009 of 1,061 cases and remain current throughout the majority of 2010.



**In 156 instances, someone other than the defendant was identified in Municipal Court through the examination of a fingerprint on the citation**



Integrated Justice  
Services Division  
Captain Gregory Moore



**Central Records Division  
Captain Michael Massa**

**The Open Records  
Section processed  
25,998 Open Records  
requests resulting in  
the release of  
111,307 responsive  
MPD records**

The Court Administration Section is the liaison between the Milwaukee Police Department and the District Attorney's Office, the Criminal Circuit Courts, the Milwaukee County Children's Courts, the City Attorney's Office and the Municipal Courts. Personnel assigned to this section coordinate the presentation of cases before the District Attorney's Office and Municipal Courts, assist officers in matters relating to the courts, and serve as bailiffs in the Municipal Courts.

#### **Court Liaison officers processed:**

- 3,512 in-custody domestic violence cases and 3,068 non-custody domestic violence cases. A total of 6,580 domestic violence cases were processed during 2010.
- 2,714 in-custody misdemeanors, 643 in-custody traffic cases and 823 non-custody traffic cases were processed by Court Liaison officers during 2010. A total of 4,453 misdemeanor cases were processed.
- 11,033 total state cases during 2010.
- 354 State OWI and 710 City OWI cases during 2010.

The Property Control Section is responsible for all the property that comes into the possession of the Milwaukee Police Department. Members generated \$4,568 for the city treasury through the sale of unclaimed and disposable property turned over to on-line auction services under contract with the City of Milwaukee. Property Control inventoried 2,110 firearms and processed 46,577 inventories of 81,924 evidence items and 11,460 safekeeping items.

#### **Central Records Division**

The ongoing reorganization of the Records Management Section, which included the elimination of the late shift, resulted in reduced operating expenditures while minimizing the loss of services. Responsibility for the reporting of stolen vehicles, missing persons, and medical alerts was successfully transferred to the newly created NCIC Unit of the Communication Operations Division with no interruption of service.

The Open Records Section processed 25,998 Open Records requests resulting in the release of 111,307 responsive MPD records.

The Traffic Records Section processed a total of 101,200 TraCS traffic citations. They also eliminated paper transfer of tickets to Municipal Court. All traffic citations are now transmitted electronically. Additionally, section members trained department members in - and deployed - the new Traffic Stop Data Collection report, as required by state law in 2010. They conducted a full fleet upgrade of all 224 marked department vehicles, including an OpenSky radio upgrade, fan installation and computer upgrade.

- **Facilities Services Division**

The Facilities Service Division is made up of three independent units: Building Maintenance, Vehicle Services and Printing and Stores. The division continues to meet its goals in 2010 to reduce costs on building energy consumption, reduce the costs of vehicle damages and repairs and provide the department and other city agencies with printing and design needs. Additionally, the division is actively involved in the major renovation of the Police Administration Building in addition to a variety of other major capital projects.

- **Information Technology Division**

The IT Division manages all of the tools that support the crime analysis conducted by the Milwaukee Police Department. A large part of their work has been to eliminate paper transfer and employ electronic storage and transfer of documents and information.

- **Technical Communications Division**

In 2010, TCD completed the Milwaukee Police Department's new 911 system. During the year, TCD answered 701,127 calls. There were 311,863 911 calls answered and 389,264 administrative calls answered.

18 additional pole cameras were brought online; 12 were a result of collaboration with the Mitchell Street Business association and 6 additions were a result of a continued partnership with Milwaukee County Transit.

TCD successfully adopted new notification system, Citywatch Emergency Notification System, is an efficient and effective means of making notifications during critical incidents.

TCD was busy in 2010 with the improvements and installations of new portable radios distributed to all district officers in late September and early October. New consoles were provided and installation was completed and operational for both MPD and MFD Dispatch Centers in September. Dispatchers report experiencing improved performance from the new consoles, including the ability to see the ID of officers for each call.



**Facilities Services Division**  
**Acting Maintenance Manager**  
**David Skorzewski**



**Technical Communications Division**  
**Captain Andra Williams**

**Dispatchers report experiencing improved performance from the new consoles, including the ability to see the ID of officers for each call**



**Human Resources Division**  
**H.R. Administrator**  
**Valarie Williams**

**Department supervisors now have the tools necessary to monitor and track overtime at their own individual workstations**

## • Human Resources Division

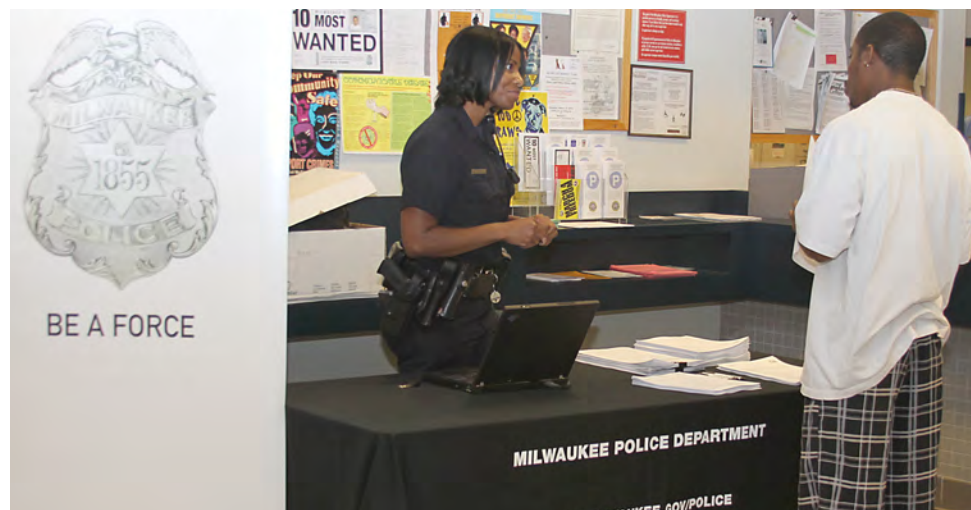
HR is comprised of the Medical Section, Payroll Section and Human Resources. The Medical Section completed and implemented the MPD Safety Plan in 2010. The entire division conducted a 4-week training instruction for all Department supervisors in the areas of Worker's Compensation, Injury Leave, Sick Leave, FMLA & other leaves, Fitness For Duty Evaluations, Limited Duty & the Differential Police Response Unit, Communicable Diseases and H.I.P.A.A.

The Payroll Section unveiled and implemented the new online overtime card. As part of this process, Payroll rewrote the Overtime SOP to include the new procedure of online overtime entry. By the end of the year, more than 85% of the Department had transitioned to the new online system. Department supervisors now have the tools necessary to monitor and track overtime at their own individual workstations. They can use these cards to answer administrative questions, but also can use these cards as a tool for crime analysis.

The Human Resources Division created a Human Resources Sharepoint site. The site includes online application posting, requests for replacement, seniority lists, human resources forms as well as a centralized location to obtain human resources related forms.

The Background Investigation Section investigated 240 applicants, including 68 firefighter and 94 police aide applicants.

The Recruiting Section conducted more than 25 school visits and presentations for Police Aide recruiting – including a record attendance at the Police Aide Open House – and participated in more than 50 community and faith-based events recruiting for MPD positions.



## 2010 Promotions

Name	Position	Date of Promotion
Cleveland, Christopher S.	Police District Office Asst	12/27/09
Liebrecht, Edward	Asst Chief Of Police	1/10/10
Harris, Kathy M.	Office Assistant III-PD	1/10/10
Harrer, Michelle L.	Police District Office Asst	1/10/10
Davis Cobin, Jacqueline	Police District Office Asst	1/10/10
Hagen, John M.	Inspector Of Police	1/24/10
Brown, Melonie S.	Network Coordinator-Senior	2/7/10
Patterson, Lishunda L.	Building Services Supvr II	2/21/10
Whiten, Joshua M.	Police Sergeant	2/21/10
Witherspoon, Alberta	Office Assistant II-PD	2/21/10
Wagoner, David L.	Latent Print Examiner	3/21/10
Johnson, Carol	Office Assistant III	4/4/10
Norton, Dante	Police Sergeant	5/16/10
Basting, Stephen R.	Captain Of Police	5/16/10
Rineberg, Steven A.	Police Lieutenant	5/16/10
Schmitz, Michael T.	Police Lieutenant	5/16/10
Raap, Aaron M.	Captain Of Police	5/16/10
Yerkes, Carianne	Captain Of Police	5/16/10
Gabrish, Steven W.	Police Lieutenant	5/16/10
Jackson, Jutiki C.	Police Lieutenant	5/16/10
Beauchene, William R.	Police Lieutenant	5/16/10
Turcinovic, Boris	Police Lieutenant	5/16/10
Gordon, Terrence T.	Captain Of Police	5/16/10
Babich, Rebecca L.	Police Sergeant	5/16/10
Brunson, Michael J.	Captain Of Police	5/16/10
Harris, Derrick L.	Police Lieutenant	5/16/10
Norman, Jeffrey B.	Police Lieutenant	5/16/10
Novack, Jeffrey L.	Police Sergeant	5/16/10
Lopez Jr, Alex	Police Sergeant	5/16/10
Estacio, Erwin S.	Police Sergeant	5/16/10
Thiel, Robert S.	Police Sergeant	5/16/10
Hurley, Benjamin D.	Identification Technician	5/16/10
Schild, Kenneth S.	Identification Technician	5/16/10
Mcgill, Joanna J.	Police District Office Asst	5/16/10
Coleman, Trecia M.	Office Assistant II-PD	5/16/10
Klingbeil, Michele K.	Police District Office Asst	5/30/10
Bosetti, Karen M.	Accounting Assistant I	6/13/10
Kwapiszewski, Mary K.	Personnel Payroll Asst III-NR	6/13/10
Klein, Roberta A.	Police Sergeant	6/13/10

## 2010 Promotions

Name	Position	Date of Promotion
Randall, Arkerkshia S.	Personnel Payroll Asst II-NR	6/13/10
Lueck, Jeffrey W.	Building Services Supvr II	7/11/10
Echevarria, Jonathan	Police Officer	7/11/10
Milone, Anthony J.	Police Officer	7/11/10
Phillipson, Matthew A.	Police Officer	7/11/10
Salgado, Gerardo	Police Officer	7/11/10
Anderson, Darryl L.	Police Officer	7/11/10
Ball, Martez L.	Police Officer	7/11/10
Burczyk, Zachary J.	Police Officer	7/11/10
Cabral, Andres	Police Officer	7/11/10
Cannon, Jessica M.	Police Officer	7/11/10
Carsky, Alan D.	Police Officer	7/11/10
Ferguson, Phillip J.	Police Officer	7/11/10
Hernandez Maestre, Irving R.	Police Officer	7/11/10
Keller, Daniel J.	Police Officer	7/11/10
Larson, John H.	Police Officer	7/11/10
Nunez, Julian G.	Police Officer	7/11/10
Puschnig, Jake D.	Police Officer	7/11/10
Rusch, Adam J.	Police Officer	7/11/10
Terriquez, Paul J.	Police Officer	7/11/10
Verburgt, Neil E.	Police Officer	7/11/10
Rosario, Migdalia	Office Assistant III-PD	7/11/10
Gaszak, Julie	Administrative Assistant II	8/8/10
McGovern, Susan C.	Lead Police Telecommunicator	8/8/10
Torrescruz, Tina M.	Lead Police Telecommunicator	8/8/10
Smith, Rebecca L.	Office Assistant III	8/8/10
Hudson, Patricia R.	Police Dispatcher	8/8/10
Martinez, Christine M.	Microfilm Technician I-PD	9/5/10
Alston, Monique D.	Office Assistant II-PD	9/5/10
Kaul, Todd A.	Police Sergeant	10/17/10
Yaghnani, Wesam F.	Police Sergeant	10/17/10
Estrada, Vincent M.	Police Sergeant	10/17/10
Mc Clain, Veronica I.	Office Assistant III-PD	10/17/10
Klingbeil, Michele K.	Office Assistant III-PD	10/17/10
Scott, Bradley	Office Assistant II-PD	10/17/10
Rupert, Anthony F.	Police District Office Asst	11/14/10
Mack, Roseanne	Personnel Payroll Asst I-NR	11/28/10
Thompson, Theresa M.	Office Assistant III-PD	11/28/10
Xiong, Bai	Program Assistant II	12/12/10

## 2010 Retirements

Name	Position	Date of Retirement
Owens, Shirley	Administrative Assistant II	1/1/10
Polewski, Kathleen A.	Custodial Worker II-C L Foot	1/2/10
Hegwood, Arnold	Custodial Worker II-C L Foot	1/7/10
Zens, Timothy	Detective	1/9/10
Fischer, Thomas E.	Detective	1/9/10
Urbaniak, Wieslawa H.	Office Assistant II-PD	1/14/10
Behnke, Judith E.	Office Assistant III	1/15/10
Foster, Kimberlee	Police Sergeant	1/25/10
Docter, Jean	Police Officer	1/25/10
Cotton Jr, Virgil L.	Police Officer	1/25/10
Love, Dexter L.	Police Officer	1/25/10
Gaglione, Lori L.	Detective	1/29/10
Thompson, Gregory P.	Deputy Inspector Of Police	2/28/10
Heder, Richard W.	Police Officer	3/6/10
Bishop, Glen A.	Detective	3/11/10
Muszynski, Daniel E.	Police Officer	3/15/10
Ciske, Mark A.	Police Lieutenant	3/16/10
Hall, Vickie A.	Detective	3/16/10
Schieffer, Mary J.	Detective	3/16/10
Lopez Jr, Alexander	Police Officer	3/16/10
Schellhammer, Richard	Police Officer	3/16/10
Gregg, Gordon	Police Buildings & Fleet Mgr.	3/17/10
Gonzalez, Javier	Police Officer	3/20/10
Garhart, Paul	Police Officer	3/22/10
Colon, Vidal A.	Police Officer	3/23/10
Stallworth, Andrew J.	Police Officer	3/24/10
Klusman, Thomas P.	Police Lieutenant	4/18/10
Boylan, Anthony J.	Police Lieutenant	5/1/10
Kent, Daniel W.	Detective	5/1/10
Grafenauer, Carol J.	Police Officer	5/1/10
Brown, Ronald K.	Police Officer	5/2/10
Martinez, Tracy L.	Police Officer	5/12/10
Eckert, Robert F.	Police Sergeant	5/15/10
Djilas, Nada	Personnel Payroll Asst III-NR	5/15/10
Sanders, Delores	Microfilm Technician I-PD	5/29/10
Hayes, Ronald M.	Police Officer	6/17/10
Kmichik, Kenneth	Police Officer	6/19/10
Simonis, Michael	Detective	6/19/10
Ortiz, James	Detective	6/25/10

## 2010 Retirements

Name	Position	Date of Retirement
Panasiuk, Peter P.	Detective	7/1/10
Habeck, Gregory	Asst Chief Of Police	7/16/10
Smith, Kenneth	Detective	7/24/10
Salyers, Jan	Office Assistant IV	7/24/10
Schlegel, Sue A.	Detective	7/24/10
Young, Dorothy W.	Office Assistant II-PD	8/7/10
Lathan, Cynthia M.	Office Assistant II-PD	8/27/10
Jenkins Jr, Willie D.	Custodial Worker II-C L Foot	8/31/10
Lutz, Nichole M.	Police Officer	9/1/10
Beaver, Scott A.	Police Officer	9/9/10
Childs, CD	Detective	9/17/10
Arenas, Diane	Police Officer	9/23/10
Gray, Claude	Police Officer	9/24/10
Mullen, Michael	Police Officer	9/25/10
Frailey, Alvin	Police Officer	9/25/10
Hawkins, Earl	Police Officer	9/26/10
Arndt, David	Police Sergeant	9/29/10
Gonzales Jr, Luis	Police Sergeant	10/1/10
Kunkel, Joyce M.	Custodial Worker II-C L Foot	10/1/10
Tischer, Bernadine	Custodial Worker II-C L Foot	10/30/10
Christian, Jacquelyn	Police Officer	10/31/10
Wright, Ada	Police Dispatcher	11/20/10
Finnegan, Audra	Detective	11/28/10
Butler, Barbara A.	Police Budget & Admin. Mgr.	12/11/10
Sykes, Michael	Detective	12/22/10
Koch, Christine	Police Officer	12/25/10

## Active Military Service in 2009

Almas, Harold P.O.  
Anderson, David P.O.  
Barchus, Diana P.O.  
Beauchene, William Det.  
Bryce, James Sgt.  
Burns, Eugene P.O.  
Curler, Matthew P.O.  
Deboer, Trevor P.O.  
Dederich, Michael P.O.  
Dettman, Adam P.A.  
Dummann, Ryan P.O.  
Fellers, Benjamin P.O.  
Hoepfner, Michael P.O.  
Formolo, Paul Det.  
Huissen, Larry P.O.  
Isleb, Adam P.O.  
Kaiser, Scott P.O.  
Koch, Tiffany P.O.  
Kronschnabel, Matthew P.O.  
Lieske, Thomas Sgt.  
Llanas, Paul P.O.  
Llanas, Paul P.O.

Loechler, Michael P.O.  
Martin, Timothy P.O.  
Mattioli, Michael P.O.  
Omalia, Matthew P.O.  
Paolo, Vincenzo P.O.  
Potterton, William Sgt.  
Ramirez, Jose P.A.  
Rivera, Anthony P.O.  
Rodriguez, Erik P.O.  
Rotramel, Charles ID. Tech.  
Scheerer, John Sgt.  
Schroeder, Frederick P.O.  
Suarez, Herman  
Police Alarm Operator  
Thoma, Andrew P.O.  
Tietjen, John P.O.  
Washington, Rodney Sgt.  
Wurth, Eric P.O.  
Yeo, Nathan P.O.  
Young, Jimmy ID. Tech.  
Young, Jimmy ID. Tech.

**In honor of those  
that served**



## 2010 Merit Award Program

### Medal of Honor



Police Sergeant Gregory Flores  
Police Sergeant Mario F. Gutierrez  
Police Officer Jorge L. Madrigal

### Purple Valor



Police Sergeant Mario F. Gutierrez  
Detective Gilbert R. Carrasco

### Medal of Valor – Combat



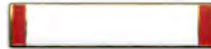
Police Officer Rodolfo Alvarado  
Police Officer Dennis J. Justus  
Police Officer Robert A. Morrison

### Medal of Valor – Rescue



Detective Billy Ball Jr.  
Police Officer Alexander C. Ayala  
Police Officer Paul J. Bjorkquist  
Police Officer Kenneth S. Cecil  
Police Officer Charles J. Carabelli Jr.  
Police Officer Mladen Dukic  
Police Officer Timothy D. Elwing  
Police Officer Russell A. Ewert  
Police Officer Roy A. Horn  
Police Officer Sean M. Lesnjak  
Police Officer Jay A. Rudstrom  
Police Officer James P. Sommer  
Police Officer Kent D. Tuschl  
Police Officer Jerry R. Whiteley

### Lifesaving



Police Sergeant David G. Larson  
Police Sergeant Thomas E. Hines Jr.  
Police Officer Tanya M. Boll  
Police Officer Nathan A. Butz  
Police Officer Mark S. Dillman  
Police Officer Mark D. Kruschke  
Police Officer Christopher E. Manney  
Former Police Officer Tremell A. Noble  
Police Officer Joel T. O'Brien  
Police Officer Herbert E. Smith

### Distinguished Service



Police Sergeant Gregg R. Duran  
Police Sergeant Denmark O. Morrison  
Police Officer Kim M. Crist  
Police Officer Joann Hickson  
Police Officer Scott T. Iverson  
Police Officer Glenn J. Podlesnik  
Police Officer Gary L. Post  
Police Sergeant Richard P. Stein  
Police Officer Jeffrey S. Thiele

### Excellence in Police Service



Police Sergeant Charles A. Grimm  
Police Sergeant James K. Sobek

### Unit Service Award



Captain of Police Kurt R. Leibold  
Police Lieutenant Keith A. Balash  
Police Lieutenant James H. Mac Gillis

## 2009 Merit Award Program

### Unit Service Award



Police Sergeant Sean M. Hanley  
Police Sergeant Teresa R. Heidemann  
Police Sergeant Justin J. Sebestyen  
Police Sergeant Joseph M. Seitz  
Detective Dale Bormann Jr.  
Detective Justin K. Carloni  
Detective Katherine M. Hein  
Detective Gilbert Hernandez  
Detective Keith M. Kopcha  
Detective Jacques Sampon  
Detective Erik K. Villarreal  
Police Officer David L. Claas  
Police Officer Denise L. Gabler  
Police Officer Allen R. Groszcyk  
Police Officer Kenneth Kmichik  
Police Officer Ramon P. Lastrilla  
Police Officer Glenn E. Meister  
Police Officer David P. Neils  
Police Officer Michael A. Parker  
Police Officer Peter A. Pfau  
Police Officer Darren J. Picard  
Police Officer Sisto Placencia  
Police Officer Ted C. Puente  
Police Officer Daniel L. Robinson  
Police Officer Mitchell L. Ross  
Police Officer Jeffrey A. Schwark  
Police Officer Kieran J. Sawyer  
Police Officer Frederick A. Terriquez  
Police Officer Gregory S. Wagner  
Ret. Police Officer Kathleen A. Grobe

### Chief's Superior Leadership



Captain of Police Gary J. Gacek  
Captain of Police Kurt R. Leibold  
Detective Carol M. Starr  
Graphic Designer II Diane F. Lardinois

### Meritorious Service



Police Officer Michael W. Anderson  
Police Officer Jacob E. Baczek  
Police Officer Mark P. Bell  
Police Officer Gregory A. Byers  
Police Officer Juan Castillo  
Police Officer Tony J. Castro  
Police Officer Corstan D. Court  
Police Officer Kenneth D. Daugherty  
Police Officer James J. Filsinger  
Police Officer David M. Gabbard  
Police Officer Bodo Gajevic  
Police Officer Rosemarie C. Galindo  
Police Officer Tobias J. Golembiewski III  
Police Officer Paul F. Graczyk  
Police Officer Mark E. Harms  
Police Officer Roy A. Horn  
Police Officer Carl V. Howell Jr.  
Police Officer Carl V. Howell Jr.  
Police Officer Kathleen M. Huber  
Police Officer Theresa C. Janick  
Police Officer Mark M. Kubicek  
Police Officer Dustin L. Langfeldt  
Police Officer Anthony S. Leino  
Police Officer Shelli M. Lemke  
Police Officer Shaun R. Lesniewski  
Police Officer Shaun R. Lesniewski  
Police Officer Dean D. Lidwin  
Police Officer Jeremy J. Limberg

## 2010 Merit Award Program

### Meritorious Service



Police Officer Jorge L. Madrigal  
Police Officer Manuel Molina  
Police Officer Andrew D. Moutry  
Police Officer Thomas M. Multhauf  
Police Officer Michael S. Murphy  
Police Officer Dayon Ninkovic  
Police Officer Joel T. O'Brien  
Police Officer Jason E. Rodriguez  
Police Officer Martin Saavedra  
Police Officer Frank Salinsky  
Police Officer Ade O. Shabaka

Police Officer Michael B. Smith  
Police Officer Mary J. Smolen  
Police Officer Shahriar A. Solati  
Police Officer Steven M. Stelter  
Police Officer Scott C. Suvaka  
Police Officer James D. Swiercz  
Police Officer Darcie J. Trunkel  
Police Officer Robert Velez  
Police Officer Daniel J. Vidmar  
Police Officer Richard P. Villanueva  
Police Officer Jonathan M. Witkowski  
Police Officer Cheuyeml H. Yang  
Police Officer Daniel R. Zolo