

CORE VALUES

COMPETENCE

We are prudent stewards of the public's grant of authority and resources. We are accountable for the quality of our performance and the standards of our conduct. We are exemplary leaders and exemplary followers.

COURAGE

We place the safety of others before our own and accept our moral responsibility to take action against injustice and wrongdoing. Police members are expected to take prudent risks on behalf of the public.

INTEGRITY

We recognize the complexity of police work and exercise discretion in ways that are beyond reproach and worthy of public trust. Honesty and truthfulness are fundamental elements of integrity. It is our duty to earn public trust through consistent words and actions. We are honest in word and deed.

LEADERSHIP

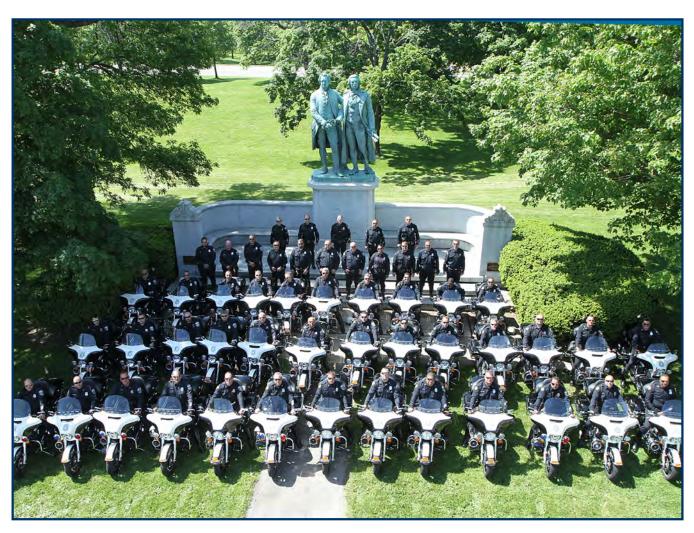
We seek to influence human behavior to achieve organizational goals that serve the public while developing individuals, teams and the organization for future service. We accept our responsibility to be leaders, both within the community and among our peers, and for the actions of our colleagues and ourselves. We are all responsible for the performance, reputation and morale of the department.

RESPECT

We hold life in the highest regard. We treat all citizens and colleagues with dignity and respect, and are fair and impartial as we perform our duties.

RESTRAINT

We use the minimum force and authority necessary to accomplish a proper police purpose. We demonstrate self-discipline, even when no one is listening or watching.





M I L W A U K E E POLICE DEPARTMENT 2015 Annual Report



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MESSAGE FROM THE CHIEF

In 2015, I completed my second full term as the Chief of the Milwaukee Police Department and was honored to be re-appointed for a third term. Each and every day I am proud to serve this City and this Department and rely on your support, confidence, and enthusiastic interest in helping the Department advance its vision and mission.

the Mayor's Compete Milwaukee initiative and allowed young people to work with mentors in the Department. In 2015, we also rolled out our implementation of our body-worn cameras and will expand their use to all officers in 2016.

Our relationship with the citizens we serve and protect remains the cornerstone of our profession. We welcome a healthy discourse with

those in the community, including those who may disagree with us. As former President Herbert Hoover once said "Honest differences of views and honest debate are not disunity. They are the vital process of policy making among free men." This is why I look forward to our Collaborative Reform agreement with the U.S. Department of Justice and building more community support.

This year marks my 45th year in law enforcement and during those years I have been surrounded by men and women commit-

ted to helping their fellow citizens. I exhort all members of the Milwaukee Police Department to be the best version of themselves so that others can look at us as an example of those who employ effective crime control and foster strong community relations.

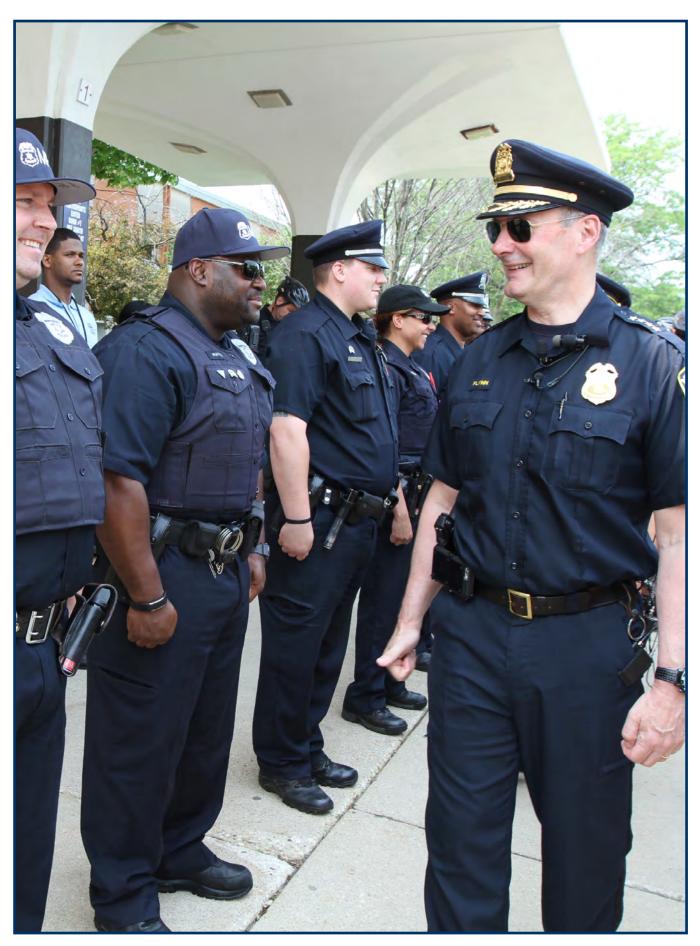
I present to you the 2015 Annual Report for the Milwaukee Police Department.

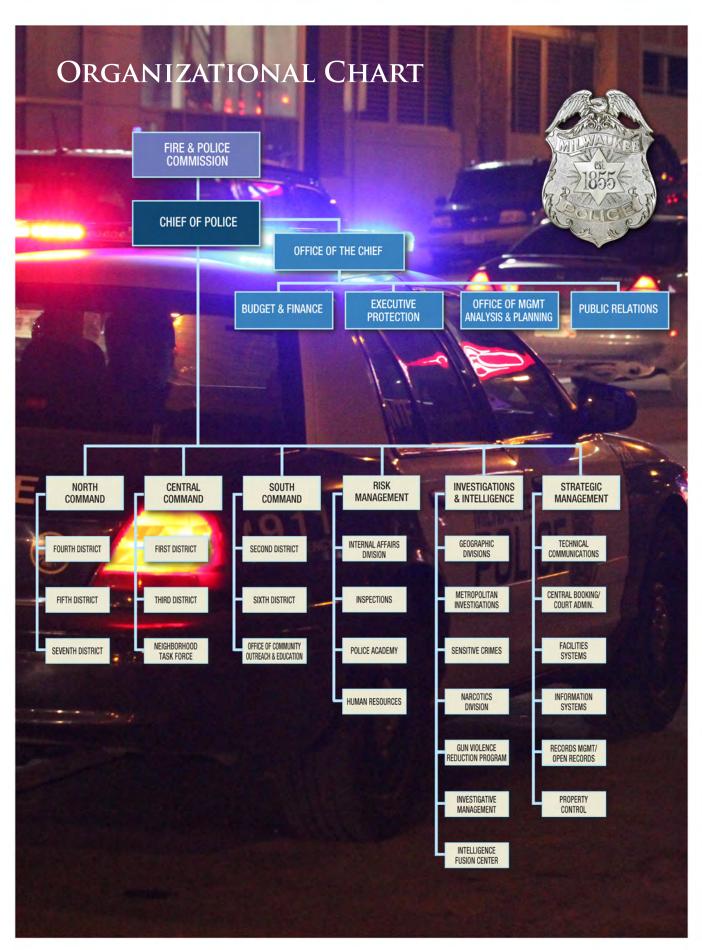
Edward A. Flynn Chief of Police City of Milwaukee



The past year brought with it challenges in regards to crime in Milwaukee, including significant increases in homicides. Our City is not the only one in the country to see these types of trends. We continue to work hard to reduce levels of crime, fear, and disorder in Milwaukee.

I am immensely proud of our accomplishments this year. Our recent statewide accreditation by the Wisconsin Law Enforcement Accreditation Group indicated that our policies and management systems met the highest standards in our profession. MPD joined the Mayor's Office in our innovative Ambassador Program as part of





NORTH COMMAND **Assistant Chief Kurt Leibold** Fourth District Fifth District Seventh District RISK MANAGEMEN

Inspector

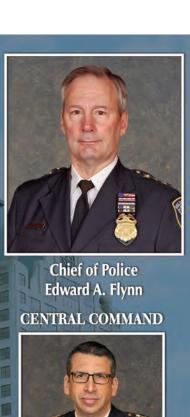
Carianne Yerkes

Internal Affairs

Inspections

Police Academy

Human Resources





Assistant Chief James Harpole First District Third District Neighborhood Task Force



William Jessup Geographic Divisions (North, Central, South) **Metropolitan Investigations Sensitive Crimes** Narcotics **Gun Violence Reduction Program Investigative Management** Intelligence Fusion Center

Inspector

SOUTH COMMAND

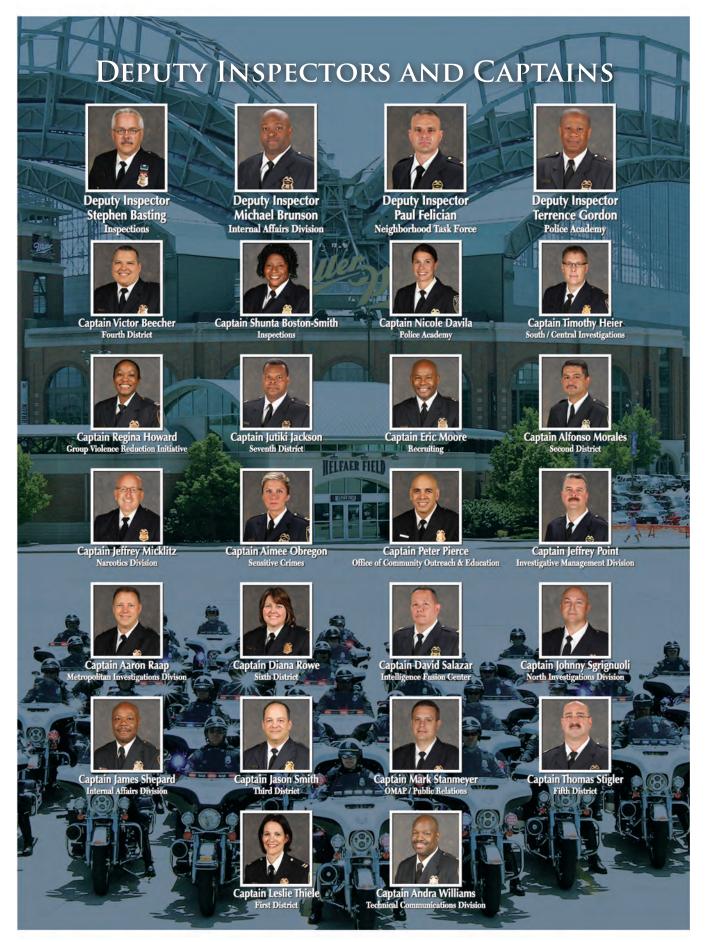


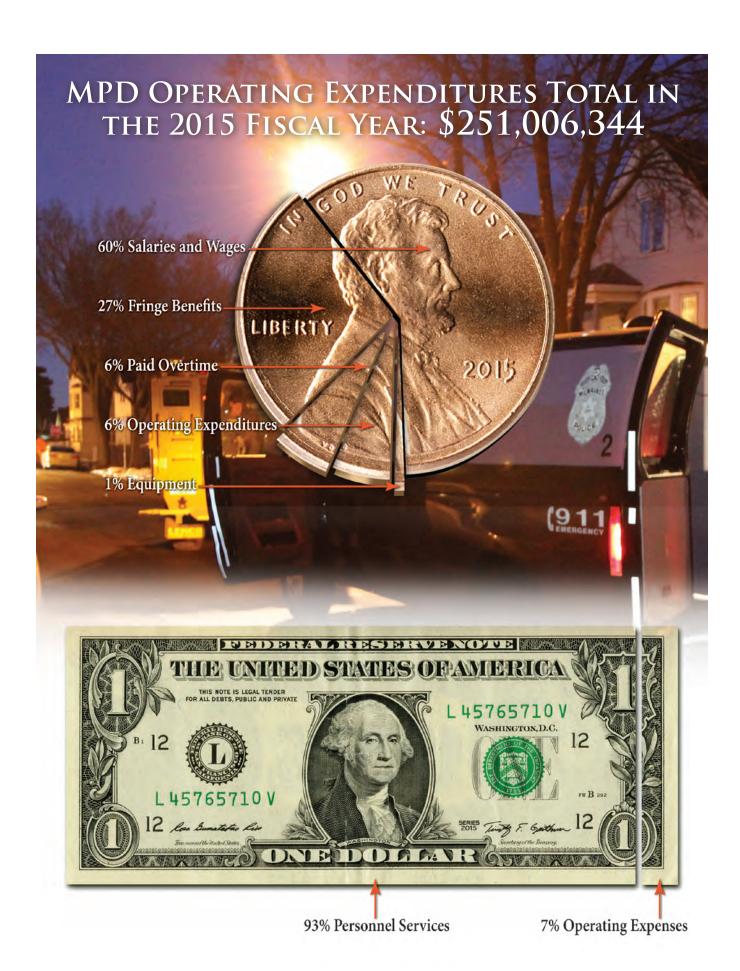
Assistant Chief Edith Hudson Second District Sixth District Office of Community Outreach & Education

STRATEGIC **MANAGEMENT**

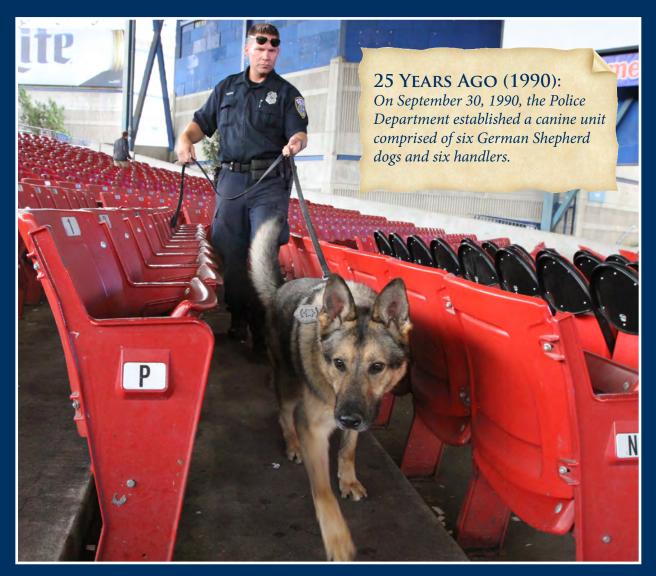


Inspector **Mary Hoerig Technical Communications** Central Booking / Court Administration Facilities Services **Information Systems** Records Management / Open Records **Property Control**





RETURN ON INVESTMENT 2015 PERFORMANCE



- Over 260,000 dispatched calls for service in 2015
- Over 574,000 interactions (dispatched calls + proactive activity) in 2015
- Over 853,000 calls received by Technical Communications
- **75% decrease** in citizen complaints from 2007-2015

- 3% decrease in use of force incidents from 2014-2015
- 9% increase in firearms recovered from 2014-2015
- 23,059 arrests were made of 18,073 individuals in 2015
- 26% decrease in major crimes since 2007

MILWAUKEE POLICE DEPARTMENT IN 2015

- In 2015, 75 new police officers began training at the Police Academy.
 Academy staff taught 592 courses.
- 2,501 guns were taken off the streets.
- The Human Resources Division sent 178
 applicants, including 103
 civilians, to the Fire and Police
 Commission for hiring.
- The Narcotics Division participated in over 335 investigations, executed 170 search warrants, which resulted in the seizure of more than \$877,000 of illegal assets from the sale of drugs.

- The Forensic latent print section worked
 7,924 cases covering 13,500
 latent fingerprints and made 2,656
 identifications. The photo lab uploaded
 41,043 digital photo cases.
- The Property Control Section destroyed 4,197 tons of pharmaceuticals and illegal dugs.
- The Open Records Section received and managed up to 2,000 open record requests per month.
- The Fugitive Apprehension Unit arrested
 1,191 felony offenders for a total of 3,864 total charges.



2007 - 2015 FBI UCR (Percent Change)

OFFENSE	2007	2008	2009	2010	2011	2012	2013	2014	2015	2007-2015	2014-2015
Homicide	105	71	72	95	87	91	105	86	146	39%	70%
Rape	502	408	388	299	347	396	404	399	437	-13%	10%
Robbery	3,543	3,249	3,181	2,947	3,093	3,105	3,294	3,563	3,756	6%	5%
Agg. Assault	5,170	4,989	3,924	3,737	3,256	4,507	4,408	4,876	5,252	2%	8%
Burglary	6,217	6,350	6,578	6,207	7,080	7,039	6,500	5,952	5,484	-12%	-8%
Auto Theft	7,752	6,541	4,875	4,329	4,562	4,812	4,387	6,654	7,380	-5%	11%
Theft	24,402	23,795	23,479	21,231	19,028	18,590	16,138	14,944	12,742	-48%	-15%
Arson	349	320	359	249	272	309	292	280	223	-36%	-20%
Violent Crime	9,320	8,717	7,565	7,078	6,783	8,099	8,211	8,924	9,591	3%	7%
Property Crime	38,720	37,006	35,291	32,016	30,942	30,750	27,317	27,830	25,829	-33%	-7%
Total Crime	48,040	45,723	42,856	39,094	37,725	38,849	35,528	36,754	35,420	-26%	-4%

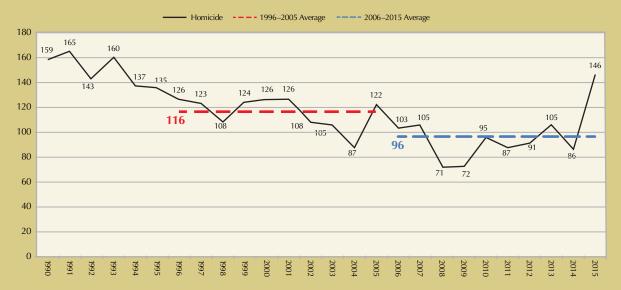
^{*} Data retrieved from the Uniform Crime Report extracts from the Wisconsin DOJ. Homicide data updated by the Milwaukee Police Department. Preliminary UCR statistics are subject to change for a period of up to two years. Rape category reflects the FBI revised definition for all years (2007–2015)

2007 - 2015 Crime and Service

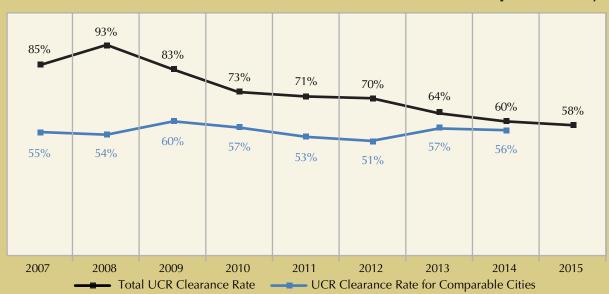
YEAR	TOTAL PART 1 CRIME	DISPATCHED CALLS	ARRESTS	PROACTIVE ACTIVITY	TRAFFIC STOPS	SUBJECT STOPS	USE OF FORCE	OFFICER INVOLVED SHOOTINGS	CITIZEN COMPLAINTS	FIREARMS RECOVERED
2007	48,040	317,608	37,217	66,852	52,399	14,258	*	9	488	2,657
2008	45,723	283,332	35,547	84,376	62,031	15,871	*	11	361	2,362
2009	42,856	248,049	34,308	180,678	138,978	27,067	*	8	363	2,344
2010	39,094	239,536	38,292	278,977	191,029	47,306	*	9	309	2,118
2011	37,725	234,178	36,885	302,051	188,720	60,813	*	9	258	1,972
2012	38,849	246,488	34,326	365,948	196,904	71,905	*	4	348	1,980
2013	35,528	237,151	30,280	335,429	183,914	60,840	938	12	201	1,922
2014	36,754	250,517	25,188	287,314	172,088	46,251	729	3	165	2,287
2015	35,420	260,860	23,059	313,439	149,604	46,830	706	9	124	2,501
2007-2015	-26%	-18%	-38%	369%	186%	228%	N/A	0%	-75%	-6%
2014-2015	-4%	4%	-8%	9%	-13%	1%	-3%	200%	-25%	9%

 $^{^{*}}$ Use of force reporting changed in January 1st, 2013 to include decentralization without injury.

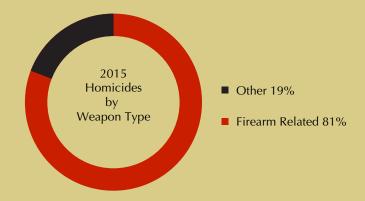
1990-2015 Homicides in Milwaukee



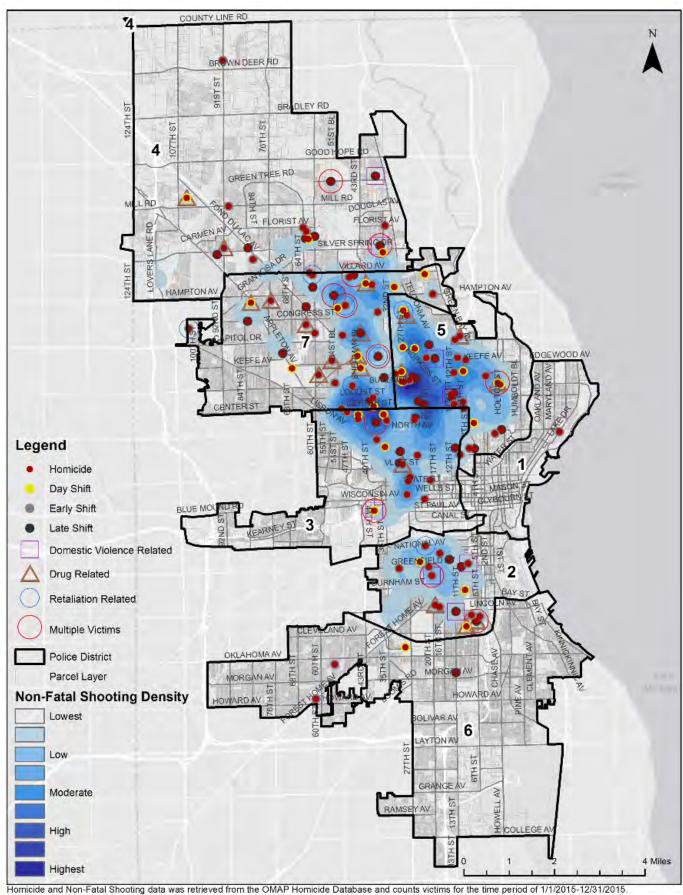
Milwaukee 2007 - 2015 Homicide Clearance Rates & Comparable City



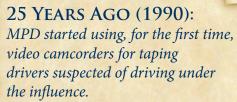
^{*} Comparable city clearance rates retrieved from the FBI UCR website and includes cities with a population of 500,000 - 999,999.



2015 HOMICIDES AND NON-FATAL SHOOTINGS









2015 HIGHLIGHTS

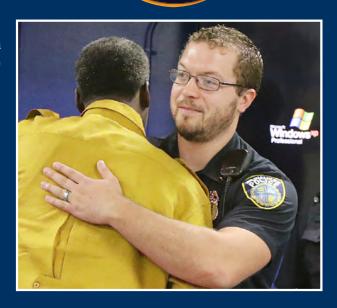


MPD Ambassador Program—Mayor Barrett and Chief Flynn created the program as part of the "Compete Milwaukee" initiative. Starting in March, 17 young adults worked with mentors in the Department and were provided meaningful work experience.

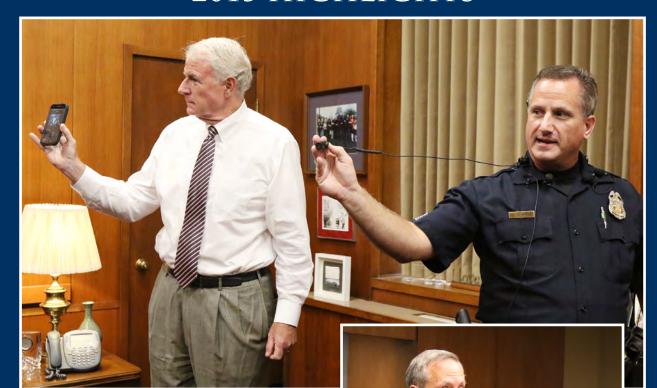
WILEAG Accreditation—MPD

received its accreditation status from the Wisconsin Law Enforcement Accreditation Group (WILEAG) in November. MPD was required to comply with 235 standards in order to gain the status.

Collaborative Reform—In December, the U.S. Department of Justice's Office of Community Oriented Policing Services accepted Chief Flynn's request for a Collaborative Reform Initiative. The Chief made the request to strengthen and build the mutual trust between MPD and the citizens it serves.



2015 HIGHLIGHTS



Body Camera Roll-Out—MPD began its implementation of body-worn cameras in specific Districts in the fall. Cameras will be worn by almost all officers by the end of 2016. The cameras will help tell the story from the perspective of officers and provide agency transparency.

Chief Speaks to Presidential

Task Force—Chief Flynn testified before the President's Task Force on 21st Century Policing in February. The Task Force presented recommendations to President Obama about public trust in law enforcement and building community relationships.

MPD K9 Blood Drive—The MPD K9 Unit and community partners teamed up to raise awareness of the need for canine blood donation. The event was held at the Neighborhood Task Force in May where visitors could meet MPD's four-legged officers.





Hundreds of winter hats were donated from Wisconsin Knitwear and distributed by a District Two Officer to the district kids.



Officers and Ambassadors host food drive



Applebee's features Mounted Patrol Officer and other department members in their new restaurant murals

SOUTH COMMAND

- District Two recovered 213 firearms, 82% of which were evidence of a crime.
- District Six worked to improve police-community relations in the Polonia Neighborhood, an area challenged by crime.
- OCOE presented 46 Truth About Drug Sessions to local youth groups.

District Two participated in the Clarke Square Initiative, and partnered with Journey House, Milwaukee Christian Center, Hmong American Peace Academy and others to revitalize the area and create business improvement districts. With the help of a local business, Wisconsin Knitwear Inc., District Two officers received a donation of hundreds of winter hats in January and were able to hand them out as part of their patrol duties. District Two conducted a

nearly year-long, complicated investigation into a known offender, who was operating a drug trafficking and prostitution operation at four separate residences in the District. The offender was responsible for several shootings and human trafficking. State and federal charges were issued against him and

other members of his group, the Southside Hitters.

District Six continued to experience decreases in property crimes, specifically burglary and theft, and during 2015 there were double-digit reductions in both crime categories. District Six officers, in cooperation with their investigative partners and federal authorities, continued to combat human sex trafficking. Officers targeted area hotels and massage parlors known to engage in human trafficking for the purposes of prostitution. The District also partnered with the Southside Organizing Committee to conduct a neighborhood cleanup in the Polonia neighborhood and officers adopted two families in that neighborhood for the Christmas holiday.

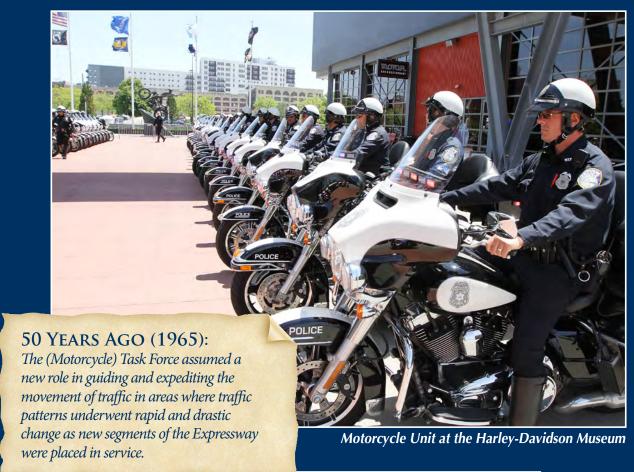
The Office of Community Outreach and Education (OCOE) expanded its "Bigs in Blue" program with Big Brothers Big Sisters from ten to thirteen officers. Big Brothers Big Sisters, working with OCOE, provided anti-bullying and Educate 2 Empower workshops. OCOE's Students Talking it Over with

District Six Coffee with a Cop



S.T.O.P. vehicle at the Milwaukee Auto Show donated by Schlossmann's Subaru City auto dealership

Police (S.T.O.P.) Program operated in 58 public, private, and charter schools across Milwaukee and graduated nearly 680 students. In partnership with Roundy's and Feeding America, OCOE officers went to 11 local Pick 'n Save grocery stores and collected more than 3,300 bags of food for the hungry. Along with other community partners, OCOE distributed over 9,000 books as part of the Milwaukee Summer Reading Initiative.





District One Coffee with a Cop

CENTRAL COMMAND

- District One held several "Coffee with a Cop" events where residents and visitors could talk to officers from the District.
- District Three held clean-ups in several neighborhoods and worked with the Department of Public Works to bag litter.
- The Neighborhood Task Force's Commercial Motor Vehicles Inspections inspected more than 600 vehicles.

District One continued its Code RED (Responsible Entertainment Districts) initiative where supplemental police officers are added to the city's nightlife entertainment areas Thursday through Saturday nights. Code RED's strategic deployment methods proved effective in the areas and assigned officers were instrumental in reducing violence, theft, vandalism, underage drinking, establishment overcrowding and impaired driving. District One also helped host a delegation from the country of Montenegro who were in the United States on a training deployment.

District Three began a Faith Based Initiative with Pastors United, which consisted of reaching out to families involved in violent crimes and bridging the gap between officers and family members



K9 Unit at Summerfest

affected by the trauma. To help improve quality of life issues, District Three officers worked with the Department of Neighborhood Services (DNS) to target blocks with high crime and disorder in the District. DNS wrote orders on the problem homes and the officers addressed problem houses based on information received from citizens and aldermanic complaints. A Domestic Violence Squad launched within the district and an officer conducts home visits with the Sojourner Family Peace Center Domestic Violence Victim Advocate.



District Three clean-up

The Neighborhood Task Force (NTF) provided security for dozens of events across Milwaukee including Summerfest, various ethnic festivals, the Lakefront Marathon, the Republican Debate, Opening Day, and several protests. NTF's Street Crimes Unit integrated Officers in Training (OIT's), who recently graduated from the Academy, into the Summer Initiative. The OIT's worked in challenging neighborhoods, made numerous community contacts and had an impact on reducing fear in those areas. They also gained valuable pro-active policing techniques. To help NTF officers, the K-9 Unit streamlined re-certification from five days to three days, saving money and having officers back on the street sooner. NTF recruited and trained ten new Motorcycle Unit members to supplement those already serving. The Tactical Enforcement Unit served more than 250 high-risk search warrants that resulted in the seizure of hundreds of firearms, large quantities of drugs, and illegally obtained cash.



District Seven officers read with children at Boys and Girls club on Sherman and Burleigh

NORTH COMMAND

- District Four experienced reductions in auto theft, burglary, and non-fatal shootings.
- District Five, for the third year in a row, saw a double digit decrease in burglaries.
- District Seven recorded double digit reductions in burglaries and auto thefts.

District Four collaborated with business partners to create a business block watch to improve communication in order to solve crime. Block watches in five new neighborhoods were created in 2015. Dealing with an issue that is felt in many neighborhoods, the District worked with property management companies to significantly reduce auto thefts in the Woodlands Neighborhood, an area hit hard by the problem in 2014. A permanent tavern safety team was created in the District to ensure safe operations inside bars. District Four also received the Award for Excellence in Victim Services from the International Association of Chiefs of Police.

District Five and its officers continue to be a strong partner with the Amani Neighborhood as part of the ongoing Building Neighborhood Capacity Program. With the help of the residents in the neighborhood, there has been significant community development along with reductions in crime. To help combat violent crime in District Five, throughout the year

the District and the FBI Violent Crime Task Force conducted 39 search warrants, seized 69 guns, made more than 87 arrests, and made 104 drug seizures. Along with several community partners, District Five raised money to buy steering wheel anti-theft devices and gave away over 300 devices to residents.

District Seven began its trauma response partnership with the Mobile Urgent Treatment Team (MUTT) in 2015, in which counseling is provided to children between the ages of 5-17. Officers made referrals to MUTT personnel who then followed up with the children and their family. The goal is to lessen the effects of

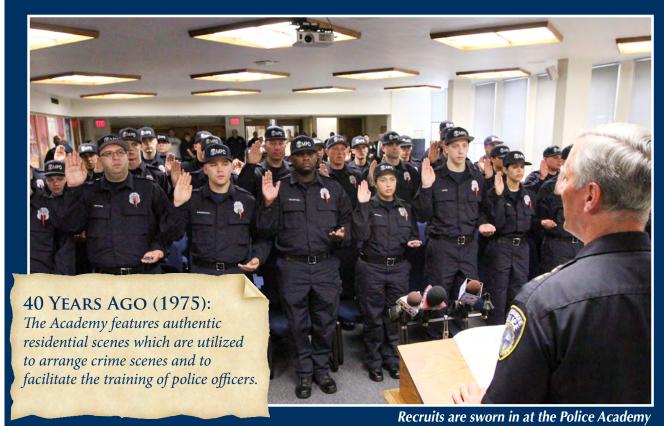
trauma after witnessing violent crimes. The District also continued its Faith Based Initiative, which also dealt with victims of trauma. Officers worked with congregations to provide support to community members in need. Nuisance properties are an issue in every District, so District Seven's Community Prosecution Unit and the State Tobacco Inspector canvassed the W. Center Street corridor. They identified problem stores selling single cigarettes and conducted sweeps to enforce city ordinances and state statutes.



Gang roundup on the city's Northwest Side, the task force seized firearms, cocaine, marijuana, heroin and cash.



Auto anti-theft devices installed





Crossing Guard assists children in intersection

RISK MANAGEMENT

- The Academy worked with the State of Wisconsin to refine the new recruit curriculum that expanded from 520 to 720 hours.
- Internal Affairs reviewed and investigated 263 vehicle pursuits.
- Human Resources introduced the ePerformance System to MPD members and provided training to supervisors.

The Internal Affairs Division (IAD) provided training in several areas including internal policies and procedures, the proper documentation and investigation of use of force, vehicle pursuits, and squad accidents for supervisory personnel. New recruits that entered the Department received instruction from IAD in ethics and MPD's Code of Conduct. The Special Investigations Section of the Division assisted the Intelligence Fusion Center with dignitary protection during several high-profile visits.

The Police Academy introduced a regular wellness component to Academy instruction and took oversight of the Early Intervention Program to integrate it into the Department's employee wellness program. Training at the Academy is always evolving and in 2015, the concepts of crisis intervention, de-escalation, and 21st Century policing were incorporated.



Ambassadors train at the Police Academy



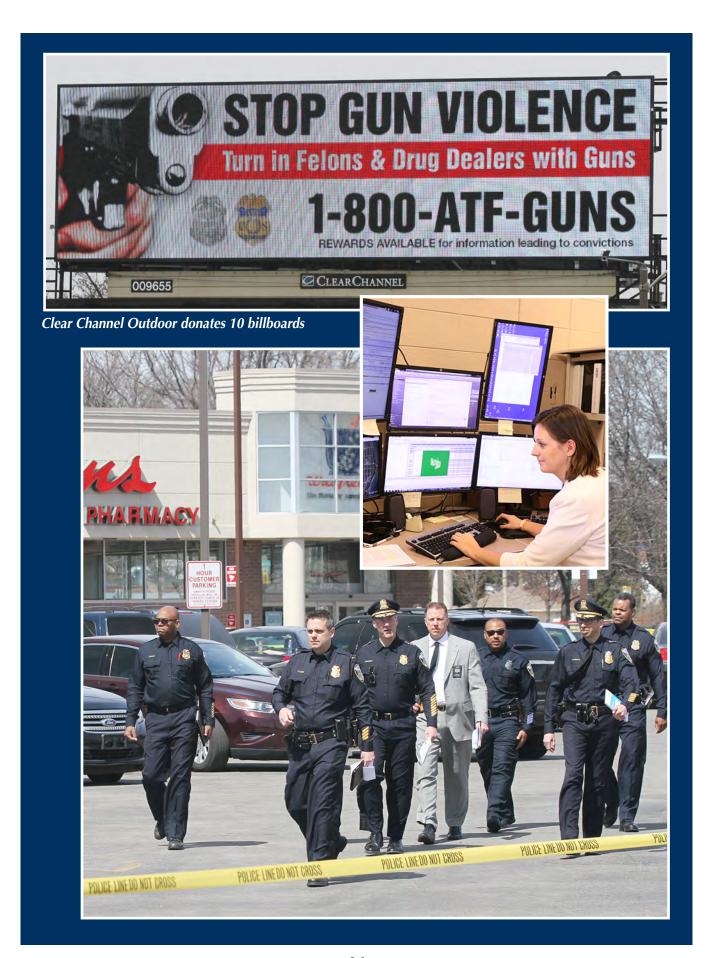
Salvation Army Pastor Training

The Inspections Division obtained accreditation from the Wisconsin Law Enforcement Accreditation Group (WILEAG) in November. Accreditation status is granted for three years, during which time the Department must submit annual reports to maintain compliance. All seven district work locations, the Neighborhood Task Force, and the Police Administration Building were inspected by the Division and Inspections also completed all audits and inquiries as requested.

Nationally-renowned instructors in the topics of victimization and trauma were brought to the Academy to train new detectives. A commercial website for the Regional Training Center was implemented, which allows the Academy to market training to other agencies in Wisconsin. The Academy collaborated with the Salvation Army to train faith-based leaders as part of MPD's chaplaincy program. Both officers and chaplains conducted training together to create a better understanding of each other's roles and how both groups can assist each other.

The Human Resources Division completed the bi-annual Equal Employment Opportu-

nity Plan and conducted 818 background investigations on applicants, including 258 for police officers alone. The Medical Section continued assisting the University of Iowa in the Cardiovascular Disease Study for dispatchers and telecommunicators. The Payroll Section of Human Resources processed over \$170 million in salaries and overtime money and was successful in transitioning the entire Department to the Online Scheduling Module.



INVESTIGATIONS AND INTELLIGENCE BUREAU

- Investigative Management processed more than 2,000 video cases, a 21% increase over 2014
- Sensitive Crimes was awarded a human trafficking grant in conjunction with Sojourner Family Peace Center.
- Intelligence Fusion Center added an additional team to the Explosive and Firearm Detection K-9 Unit.

The Intelligence Fusion Center (IFC) expanded their analytical staff and hired several new crime analysts, bringing the department total to sixteen. Members of IFC's Crime Gun Intelligence Center utilized the National Integrated Ballistic Information Network (NIBIN) and developed leads in over 1,800 firearms related crimes. IFC provided technical assistance for the policing plan for the Republican Presidential Debate and the commissioning of the USS Milwaukee, both in November.

The Geographic commands created a Robbery Task Force with a strong emphasis on case management, trends, and patterns. The commands improved lines of communication with their District partners, the District Attorney's office, and the Milwaukee County Children's Center to ensure justice for victims.

The Metropolitan Investigations Division streamlined their focus to include homicide investigations, cold-case homicide investigations, and officer-involved critical incidents. This reorganization resulted in an increased clearance rate in the second half of 2015. Metro investigators were sent to advanced training in death investigations and law enforcement polygraph techniques.

While Southeast Wisconsin has seen a sharp increase in heroin deaths, the Narcotics Division was instrumental in the investigation into a local drug gang that supplied heroin and helped get the group charged with racketeering and other crimes. Narcotics helped Metro and outside agencies in clearing several homicides.

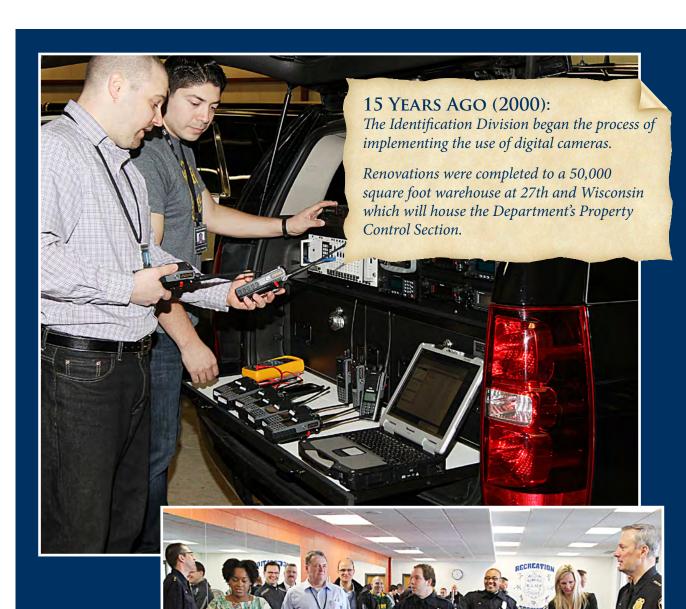
The Investigative Management Division (IMD) conducted classes for new Crime Scene Technician officers, putting 42 of them on the street at the seven police districts. Technology is an integral part of IMD and in 2015, they increased their capacity to handle forensic video requests. IMD implemented new policies in the Forensics Lab to provide quicker turnaround on priority cases including the use of an automated DNA tracking system that can more quickly identify sexual assault suspects.

The Sensitive Crimes Division moved to the new Sojourner Family Peace Center sharing space with representatives from the District Attorney's Office, domestic violence advocates, and other service providers. They also adopted the Sex Offender Watch database as the community notification tool to track sex offenders within city limits.

Intelligence Fusion Center Crime Analyst



Family grateful after homicide suspect arrested





Milwaukee unveiled new prescription drug drop box receptacles in MPD district stations

R.A.M.P. unveils new work out room on the fifth floor of the Police Administration Building

STRATEGIC Management

- All lighting in the PAB garage was replaced with more efficient lighting to help in energy reduction efforts.
- Property Control saw a 10% increase in evidence firearms that were recovered and inventoried.
- Technical Communications acquired access to approximately 70 Department of Neighborhood Services cameras for the pole camera operators.

With the completion of the Police Administration Building's 5th Floor remodeling project, the Central Booking Section was reopened and the Court Administration Section and the Citation Processing Unit moved back into one central location. The Domestic Violence Court Liaison Unit assumed responsibility of handling felony domestic violence cases which helped the District Attorney's Office obtain a felony conviction rate of 90%.

The Facilities Services Division planned, designed and awarded contracts for the renovation of the 4th floor of the PAB. The Division upgraded the landscaping at Department properties to improve their external appearance and installed a 2500 gallon fuel tank at the Radio Shop for an emergency generator which will allow it to run for nearly a week. To help with the new body-worn cameras,

infrastructure components for the cameras were installed at District stations.

After a thorough evaluation process, Information Systems selected Taser as the firm that would provide the Department with body-worn cameras and storage and began to equip 200 sworn officers with body cameras and training. Information Systems also completed the update and reconfiguration of MPD's Active Directory System to streamline the management of network accounts.

Property Control unveiled prescription drug box receptacles in all seven District Stations and received an award for this project from the Milwaukee County Substance Abuse Prevention Coalition. Property Control saw a 26% increase in heroin inventories and a 343% dollar increase from 2014 in property sold.

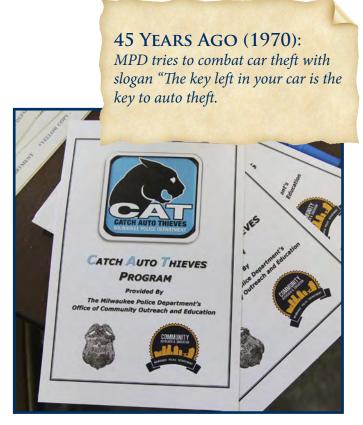
The Records Management Division reviewed, approved, and transferred more than 178,000 records in 2015, a 4% increase over 2014. Police Records Specialists were nominated for a Unit Service Award for their high degree of accuracy. The Open Records Section started the process of updating and revising the Department-wide Record Retention Schedule.

The Technical Communications Division (TCD) started a database of the location of neighborhood cameras to be entered into CAD (Computer Aided Dispatch) to assist officers in the field regarding possible evidence. Telecommunicators who handle calls at TCD now have iPads to assist with call protocol and handling responsibilities.



- Staff at the Police Academy participated in Doors Open Milwaukee to provide tours to visitors.
- MPD and ADAMM (Automotive Dealers Association of Mega Milwaukee) partnered to install more than 300 anti-theft devices in cars likely to be stolen.
- MPD helped recognize multiple community members with Safe & Sound and LISC (Local Initiatives Support Corporation) in the annual Crime Prevention Awards Luncheon.
- Community Liaison Officers from all Districts took part in distribution of Holiday food boxes, provided by Roundy's, just before Christmas.
- District Five and the Milwaukee Archdiocese hosted a Thanksgiving dinner for members of the District and fed more than 350 people.
- MPD, with Near West Side Partners, Aurora Health Care, Harley-Davidson, Marquette University, MillerCoors, and Potawatomi, joined together in PARC (Promoting Assets and Reducing Crime) Initiative
- District Two officers participated in a "Clean 4 Peace" event which brought more than 300 neighbors into the Clarke Square area to help beautify it.

- More than 100 people attended the District Seven Holiday Party at Mt. Calvary Church in December.
- District Three, with the Washington Park Partners, held an ice cream social in the summer and a hot cocoa social in the fall.





District Three holds National Night Out event.



68 members from recruit to inspector climbed Wisconsin's tallest building raising \$7000.

MPD officers went to 17 schools on "Read Across America Day" to share the stories of Dr. Seuss.



International Police "Tweet-a-thon" Officer stops to shoot hoops with kids



Officer with children for National Walk to School Day



A Detective in MPD's Sensitive Crimes Division responded to an animal cruelty complaint and adopted one of the abused dogs.

District Seven Ambassadors collect for food drive.





Anonymous resident donated toys for District Two Officers to distribute to children during the holidays.



District Five Officers help out with Thanksgiving meal for residents in their District.



Police K9 Dasty, along with his partner visited a 3rd grade class.

HANKHANANANA

Neighborhood Block Watch members thank their Police District by holding luncheon.

MERIT AWARDS 2015



PURPLE VALOR STAR

Police Officer Troy L. Hopgood

MEDAL OF VALOR COMBAT

Detective James Henner Detective Mitchell Ward Police Officer Brian Maciejewski Police Officer Anthony J. Milone Police Officer Joshua R. Nemeth Police Officer Jaime S. Rosado Police Officer Michael P. Walker

MEDAL OF VALOR RESCUE

Police Officer Joshua P. Dummann Police Officer Gregory D. Hunter Police Officer Michael D. Kuykendall Police Officer Steven A. Mahnke Police Officer Jason Stachowiak Police Officer James Spinato

LIFESAVING AWARD

Police Officer Milford Adams
Police Officer Joseph Bauer
Police Officer Kyle L. Baus
Police Officer Jason A. Chadwick
Police Officer Aja A. Chirpke
Police Officer David L. Claas
Police Officer Scott Davis
Police Officer Michael Dederich

Police Officer Stephen L. Dombrowski Police Officer Matthew Dresen (2) Police Officer Patrick Elm Police Officer Andrew T. Fuerte Police Officer Michael L. Gasser Police Officer Tyler J. Kirkvold Police Officer James N. Knapinski II Police Officer Nicholas M. Kropp Police Officer Ismar Kulenovic Police Officer Gregory M. Kuspa Police Officer Ramon P. Lastrilla Police Officer Mark I. Lindstrum Police Officer Juan Lopez Police Officer Craig M. Nawotka Police Officer Jonathon C. Newport Police Officer Matthew Nogalski Police Officer Eric Northwood Police Officer Iulian G. Nunez Police Officer Pernell V. Reynolds Police Officer Raynaldo Roman Police Officer Adam I. Rusch Police Officer Frederick C. Schroeder Police Officer George C. Simonson Police Officer Mary Smolen Police Officer Jason G. Stachowiak Police Officer Bradley M. Tremblay Police Officer Janel M. Vytlacil

Police Officer Molly Wellman

Police Officer Ronald Ziarnik

Police Officer Matthew J. Zaworski

MERIT AWARDS 2015

DISTINGUISHED SERVICE AWARD

Police Officer Larry L. Leibsle Police Officer Gregorie McKay Police Officer Stephanie C. Ramskugler Police Officer Eugene J. Reyes Police Officer Staci D. Steen Custodial Worker Joseph Smith

EXCELLENCE IN POLICE SERVICE

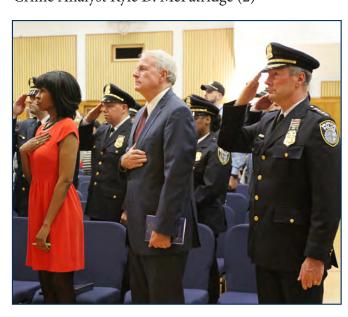
Detective Timothy Behning (2)
Detective Sarah Blomme
Detective Tammy Tramel
Police Officer Louise Bray (2)
Police Officer Jesus N. Gloria
Police Officer Trisha Klauser
Police Officer Kevin Matte
Police Officer Jolene Reyes

UNIT SERVICE AWARD

Captain Jeffery C. Micklitz

Captain Johnny C. Sgrignuoli Lieutenant Kevin Armbruster Lieutenant William R. Beauchene Lieutenant Aaron G. Berken Lieutenant Alexander Ramirez Sergeant Steven J. Braunreiter Sergeant Brian C. Burch Sergeant Steven Herrmann Sergeant Wesam F. Yaghnam Detective Keith E. Dodd Detective Eric C. Donaldson Detective Shawn G. Halverson Detective Mark E. Harms Detective Vanessa M. Harms Detective James A. Henner Detective John H. Ivy Detective Daniel G. Knitter Detective Shaun R. Lesniewski Detective Charles P. Libal Detective Gena A. Malanche Detective Barbara J. O'Leary Detective Anne M. Portnoy Detective Phillip C. Simmert II

Detective Michael J. Slmoczewski Detective Chad D. Vartanian Detective Mitchell G. Ward Police Officer Brian P. Brosseau Police Officer Jason A. Dewitt Police Officer Joseph L. Esqueda Police Officer Jennifer Feather Police Officer William R. Feely Police Officer Phillip J. Ferguson Police Officer Daniel J. Keller Police Officer Lori M. Kowalefski Police Officer Gregory M. Kuspa (2) Police Officer Richard K. Litwin Police Officer Michael J. Lopez Police Officer Paul D. Martinez Police Officer Andrew I. Molina Police Officer Dean S. Newport Police Officer Jonathan C. Newport Police Officer Vincenzo G. Paolo Police Officer Jose G. Ramirez Police Officer Christopher J. Randazzo Police Officer Kurt S. Saltzwadel Police Officer John L. Schott Police Officer Steven L. Strasser Police Officer Joel P. Susler Police Officer Melissa A. Takacs Police Officer Elgerrith Tucker Police Officer Michael P. Wawrzyniakowski Police Officer Kurt R. Ziarnik Crime Analyst Kyle D. McFatridge (2)



MERIT AWARDS 2015

MERITORIOUS SERVICE

Lieutenant M'Johno R. Foster Sergeant Kieran J. Sawyer Sergeant Andrew P. Tischer Detective Craig J. Thimm Police Officer Tom Bognar Police Officer Danilo Cardenas Police Officer Gary S. Cherone Police Officer Ruben Cordova Police Officer Jason A. DeWitt Police Officer Jonathan Echevarria Police Officer Lafayette Emmons Police Officer Mark A. Flessert Jr. Police Officer Richard Gordy Police Officer Kenneth J. Justus Police Officer James Klusman Police Officer Douglas J. Lemke Police Officer Shirley Lewis Police Officer Corey J. Lopez Police Officer Jose Luna

Police Officer Carlos Marquez-Santiago Police Officer Brian D. Matte Police Officer Raymond L. Monfire Police Officer Jeffery C. Muhammad Police Officer Christopher Ottaway Police Officer Shane A. Pecoraro Police Officer Sarah A. Polka Police Officer Radivoje Pupovac Police Officer Kurt S. Saltzwadel Police Officer Gerald Schmidt Police Officer Vance Scollin Police Officer John Shipman Police Officer Zachary Sowin Police Officer Joel P. Susler Police Officer Suzanne L. Szweda Police Officer Matthew C. Wagner Police Officer Michael P. Walker Police Officer Nathan Woods Telecommunicator Elisa Marquez Custodial Worker II Joe Adams



2015 Promotions

Name	2015 Promotions Position	Date of Promotion
Ahnert, Todd D.	Police Fleet Manager	10/25/15
Ayala, Alexander C.	Detective Detective	6/21/15
Babich, Rebecca L.	Police Lieutenant	10/11/15
Beasley, Melanie M.	Detective	6/21/15
Bell, Daniel C.	Police Lieutenant	10/11/15
Bjorkquist, Paul J.	Police Sergeant	6/21/15
Blum, Bradley M.	Police Sergeant	5/10/15
Bosetti, Karen M.	Accountant I	2/1/15
Boston Smith, Shunta A.	Captain Of Police	8/2/15
Brock III, Raymond J.	Police Sergeant	3/15/15
Burch, Brian C.	Police Sergeant	4/26/15
Charles, Scott D.	Police Lieutenant	8/2/15
Cole, Gary G.	Detective	5/10/15
Crawley, Robert J.	Police Sergeant	3/29/15
Cross, Theodore D.	Office Assistant III-PD	10/25/15
Davila, Nicole J.	Captain Of Police	8/2/15
Davis Cobin, Jacqueline	Police Records Specialist I	5/10/15
Davis, Scott	Court Liaison Officer	2/15/15
Dela Cruz, Madrina	Police Lieutenant	8/2/15
Dettman, Deborah A.	Office Assistant IV - PD	10/25/15
Donaldson, Eric C.	Police Lieutenant	8/2/15
Draeger, Eric J.	Detective	3/15/15
Dugger, Deborah K.	Police District Office Assistant	7/5/15
Dukic, Mladen	Detective	3/15/15
Duran, Gregg R.	Police Lieutenant	8/2/15
Emanuelson, Jeffrey N.	Detective	10/11/15
Feely, William R.	Detective	12/6/15
Felician, Paul L.	Deputy Inspector Of Police	8/2/15
Feldmeier, David K.	Police Lieutenant	12/6/15
Fellers, Benjamin R.	Police Sergeant	12/6/15
Felsman, Kristin K.	Police Lieutenant	10/11/15
Flock, Samantha L.	Detective	10/11/15
Fraley, Guy J.	Detective	6/21/15
Gabbard, David M.	Detective	6/7/15
Gadzalinski, Matthew M.	Detective	3/15/15
Guthrie, Thomas L.	Detective	10/11/15
Hackett, Nancy	Office Assistant III-PD	10/25/15
Hansen, Sandra	Office Assistant III-PD	10/11/15
Holzem, Andrew R.	Detective	10/11/15
Jackson, Peggy A.	Police District Office Assistant	8/2/15
Jegen, Steven N.	Detective	11/8/15
Kirkvold, Tyler J.	Detective	8/2/15
Klabunde, Alexander R.	Detective	12/6/15
Koleas, Pamela A.	Police Records Specialist I	5/10/15

2015 Promotions

	2015 Promotions	
Name		Date of Promotion
Koleas, Pamela A.	Police Records Assistant Manager	
Kowalefski, Lori M.	Detective	11/8/15
Krause, Lynn M.	Personnel Payroll Assistant II-NR	6/21/15
Lemke, Douglas J.	Police Sergeant	12/6/15
McCord, Sean A.	Detective	3/15/15
Mejias Rivera, Jonathan	Detective	11/22/15
Micklitz, Jeffery C.	Captain Of Police	8/2/15
Mrozinski, Kyle R.	Detective	6/21/15
Norberg, Vynetta S.	Police Sergeant	5/10/15
Olson, James A.	Police Lieutenant	10/11/15
Orvis, Shannon D.	Detective	4/26/15
Panning, Joel C.	Police Sergeant	5/24/15
Pfeiffer, Eric J.	Police Lieutenant	8/2/15
Policht, Natalie C.	Police District Office Assistant	2/15/15
Post, Joshua J.	Detective	8/2/15
Priewe, Daniel E.	Detective	11/8/15
Rodriguez, Jason E.	Detective	6/21/15
Ramos, Manuel	Building Maintenance Mechanic	II 9/27/15
Savagian, William M.	Detective	9/27/15
Schmirler, Thomas A.	Building Maintenance Mechanic	II 9/27/15
Sedlacek, Joseph W.	Detective	6/7/15
Sgrignuoli, Johnny C.	Captain Of Police	8/2/15
Smith, Sarah L.	Office Assistant IV - PD	5/10/15
Smith, Sarah L.	Health And Safety Specialist	12/20/15
Spahiu, Drita M.	Police Records Manager	2/15/15
Stanmeyer, Mark R.	Captain Of Police	8/2/15
Sturma, Colleen B.	Police Sergeant	3/15/15
Tabiadon, Tracy L.	Police Sergeant	2/15/15
Thimm, Craig J.	Detective	6/21/15
Thomae, Michael W.	Detective	6/7/15
Thomas, Richard J.	Building Maintenance Mechanic	II 9/27/15
Thompson, Daniel P.	Police Lieutenant	10/11/15
Thorne, Scott F.	Police Sergeant	7/5/15
Tucker, Elgerrith	Detective	8/2/15
Vandervest, Daniel J.	Police Sergeant	3/15/15
Van Duyn, Elizabeth A.	Police Records Specialist I	5/10/15
Viljevac, Paul J.	Police Sergeant	3/15/15
Wehausen, Todd G.	Building Maintenance Mechanic	II 9/27/15
Weissenborn, Barry T.	Police Sergeant	2/15/15
Williams, Tyronda L.	Office Assistant III	11/8/15
Wilson III, William W.	Police Lieutenant	12/6/15
Wurth, Heather N.	Captain Of Police	11/22/15
Xiong, Bai	Crime Analyst	4/26/15
Xiong, Mai O.	Office Assistant II-PD	7/5/15
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2015 Retirements

Name	2015 Retirements Position	Date of Retirement
Aberle, Daniel J.	Police Sergeant	4/15/15
Adkins, Brian C.	Police Officer	6/17/15
Allam, Cynthia M.	Police Telecommunicator	12/18/15
Ball Jr., Billy	Detective	8/15/15
Bejma, Steven M.	Garage Attendant	2/15/15
Bocek, James E.	Police Fleet Manager	9/12/15
Bol, Susan	Office Assistant III-PD	5/21/15
Borkowski, James	Police Sergeant	4/15/15
Britt, Cheryl A.	Help Desk Specialist II	4/5/15
Britton Jr., Ivory B.	Police Sergeant	3/19/15
Brown, Kelly D.	Police Officer	3/28/15
Bryda, John M.	Police Officer	5/16/15
Burmeister, Rick W.	Police Sergeant	5/23/15
Clements, Peggy A.	Administrative Assistant IV	9/27/15
Dalland, David E.	Detective	4/25/15
Davis, Leon P.	Police Sergeant	1/12/15
Delgado, Octavio	Detective	6/24/15
Dubis, Karen M.	Police Lieutenant	8/15/15
Dumke, Jeffrey J.	Police Officer	3/1/15
Eder, Jeffrey G.	Police Officer	7/19/15
Fardy, Daniel W.	Police Officer	11/20/15
Flowers, Kerry L.	Police Sergeant	2/20/15
Fohr, Ron C.	Police Officer	12/20/15
Fralick, Douglas S.	Vehicle Services Assistant	5/23/15
Gacek, Gary J.	Captain Of Police	8/15/15
Gibbs, Raymond R.	Police Lieutenant	11/9/15
Gnas, Stephen J.	Police Services Specialist	8/18/15
Hampton, Reginald	Police Officer	2/16/15
Harrison, Clinton B.	Police Lieutenant	2/15/15
Heaney, Gregory R.	Police Officer	5/23/15
Hudson, Edith L.	Assistant Chief Of Police	11/7/15
Jastrow, Michael L.	Police Officer	3/15/15
Johnson, Patrick A.	Police Officer	8/11/15
Jones, Gregory D.	Police Officer	5/23/15
Knight, Matthew J.	Police Officer	8/14/15
Kolatski, David	Detective	4/26/15
Koscielak, Michael R.	Detective	5/23/15
Kranz, Deborah A.	Police Officer	9/26/15
Lalko, Christopher J.	Police Officer	11/7/15
Lassa, Geoffrey M.	Police Officer	2/28/15
Lee, Willie L.	Police Sergeant	6/20/15
Lemmie Jr., Derrick J.	Police Officer	8/14/15
Lindsey, Bobby R.	Police Officer	2/15/15
Lutz, Michael W.	Police Officer	6/13/15
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2015 Retirements

2015 Retirements							
Name		Date of Retirement					
Lutze, Robert M.	Police Officer	4/25/15					
Martinez-Guse, Ana I	Police Telecommunicator	7/18/15					
Mc Kay, Gregorie	Police Officer	9/12/15					
Mc Kee, Richard W.	Detective	2/14/15					
Mendolla, Joseph P.	Police Officer	11/6/15					
Mrozek, Albert J.	Help Desk Specialist I	4/26/15					
Mueller, Charles J.	Detective	2/16/15					
Mueller, Lawrence A.	Police Sergeant	3/15/15					
Nowak, Robert C.	Police Services Specialist	8/1/15					
Pixley, Rebecca L.	Captain Of Police	3/3/15					
Ramskugler, Constance	Lead Police Telecommunicator	12/25/15					
Reyes, Edwin J.	Police Officer	2/18/15					
Richards, Raynard E.	Police Lieutenant	2/15/15					
Rowe, Stephen G.	Detective	2/15/15					
Schmitz, Michael T.	Police Lieutenant	2/25/15					
Scholler, Linda M.	Police Officer	4/16/15					
Shepard Jr., Charles W.	Detective	8/7/15					
Sims II, Jerome J.	Detective	7/24/15					
Smith, Anthony T.	Captain Of Police	2/15/15					
Smith, Joseph H.	Custodial Worker II-C L Foot	12/5/15					
Springer, Patricia L.	Police District Office Assistant	3/19/15					
St Onge, Robert D.	Detective	9/26/15					
Tatman, Paula R.	Police Officer	6/21/15					
Urbaniak, Michael A.	Police Officer	12/23/15					
Walters-Boyd, Neaver C.	Police District Office Assistant	8/16/15					
Walton, Mark	Detective	8/29/15					
Wawrzonek, Michael W.	Police Officer	6/17/15					
Wellens, Steven M.	Detective	3/27/15					
Wesley, John H.	Police Services Special Investigat	tor 1/3/15					
Williams, Valarie	Human Resources Administrator	7/1/15					
Winfrey-Gray, Annie F.	Police Telecommunicator	12/31/15					
Wirth, Dora L.	Police Officer	8/15/15					
Young, Alfreddy D.	Police Sergeant	2/15/15					
Ziesemer, Thomas R.	Police Officer	4/15/15					







PROUDLY CERTIFIED







