



MILWAUKEE POLICE DEPARTMENT'S
ANNUAL REPORT
2016





BE A FORCE

MILWAUKEE POLICE DEPARTMENT

VISION

A Milwaukee where all can live safely and without fear, protected by a police department with the highest ethical and professional standards.

MISSION

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.





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

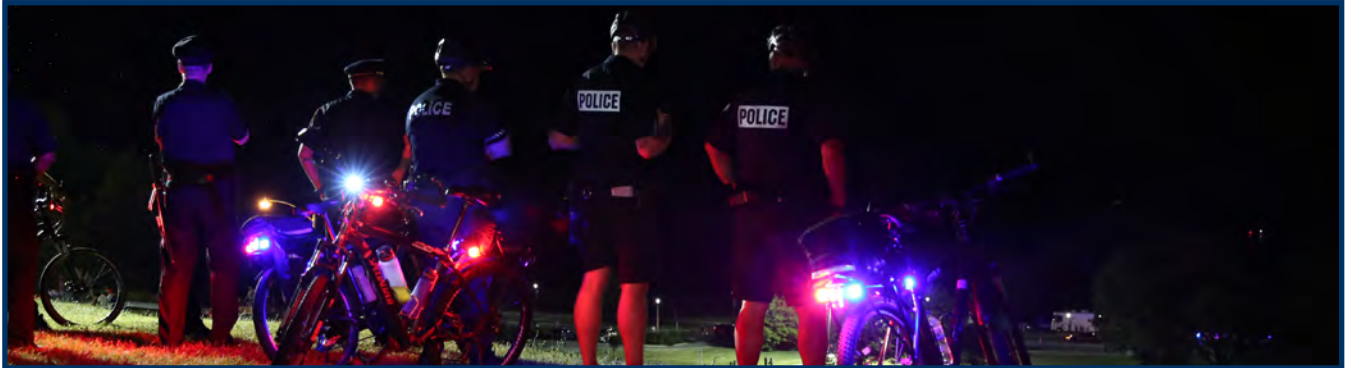
We hold life in the highest regard. We treat all citizens and colleagues with dignity and respect, and are fair and impartial as we perform our duties.

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.



MILWAUKEE POLICE DEPARTMENT 2016 Annual Report



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MESSAGE FROM THE CHIEF

In 2016, the men and women of the Milwaukee Police Department continued their mission of community-based and problem-oriented policing. Whether it was the continuation of our successful ambassador program, the hiring of the new Community Service Officers, or our participation in the Violence Reduction Network, MPD is committed to making Milwaukee a safe place. The work we are doing is not only recognized at a local level, but nationally as well, as evidenced by our recent MetLife Awards for partnerships in the Amani and Washington Park Neighborhoods and the Police Executive Research Forum Leadership Award.

These successes are presented against a backdrop of concerns about policing both here in Milwaukee and nationwide. Our officers showed incredible restraint following the civil unrest this past summer. Following arson and mayhem, MPD officers were involved in no deadly force incidents and restored peace and calm to the Sherman Park neighborhood.

The work of our officers is evident in the numbers with decreases in 2016 in both total crime and violent crime. Non-fatal shootings, citizen complaints, and uses of force also saw decreases. While we acknowledge the positive strides we've made, we realize our work is never done. Homicides, in particular, remain at an alarmingly high level. We are not the only city in America to see this type of trend. Violent crime increased in nearly 2/3 of major cities across the United States. Our core mission remains the same: to reduce levels of crime, fear, and disorder in Milwaukee.

With the recruit classes of 1991 and 1992 at their 25th anniversary, MPD is seeing many retirements and we thank those employees for their years of dedication and service. Two new recruit classes started at the Academy in 2016 and I am confident our eager new officers, along with the expertise and knowledge of our veteran employees, will help contribute to the Department for years to come.



In 2016, I began my third full term as the Chief of the Department and I take pride in the achievements of MPD. With law enforcement under increased scrutiny, there is no time like the present for our employees to serve as role models for the citizens of Milwaukee.

I present to you the 2016 Annual Report for the Milwaukee Police Department.

Edward A. Flynn
Chief of Police
City of Milwaukee





Chief of Police
Edward A. Flynn

**NEIGHBORHOOD
PATROL BUREAU**



Assistant Chief James Harpole



Inspector Michael Brunson

First District
Second District
Third District
Fourth District
Fifth District
Sixth District
Seventh District
Neighborhood Task Force

**INVESTIGATIONS AND
INTELLIGENCE BUREAU**



Assistant Chief William Jessup



Inspector Thomas Stigler

South Investigations
North Investigations
Metropolitan investigations Division
Sensitive Crimes Division
Narcotics Division
Investigative Management Division
Intelligence Fusion Center
Project Safe Neighborhood

**RISK MANAGEMENT
BUREAU**



Assistant Chief Carianne Yerkes



Inspector Terrence Gordon

Internal Affairs Division
Inspections
Police Academy
Human Resources Division
Technical Communications Division
Court Administration/
Central Booking Section
Office of Community
Outreach & Education
Property Control Section
Facilities Services Division
Office of Police Information
System Services
Records Management Division
Early Intervention Program
Open Records Section

**STAFF AND LINE
INSPECTIONS**



Inspector Stephen Basting



Inspector Jutiki Jackson



**COMMAND
STAFF**



Captain Raymond Banks
Office of Community Outreach & Education



Captain Shunta Boston-Smith
Third District



Captain Steven Caballero
South Investigations Division



Captain Nicole Davila
Police Academy



Captain Paul Felician
Technical Communications Division



Captain Timothy Heier
Fifth District



Captain Regina Howard
Executive Officer



Captain Jeffrey Micklitz
Narcotics Division



Captain Eric Moore
District One



Captain Alfonso Morales
Project Safe Neighborhood



Captain Aimee Obregon
Sensitive Crimes



Captain Peter Pierce
Inspections



Captain Jeffrey Point
Investigative Management Division



Captain Aaron Raap
Metropolitan Investigations Division



Captain Diana Rowe
Sixth District



Captain David Salazar
Intelligence Fusion Center



Captain Johnny Sgrignuoli
North Investigations Division



Captain James Shepard
Internal Affairs Division



Captain Mark Stanmeyer
Office of the Chief



Captain Leslie Thiele
Neighborhood Task Force



Captain Boris Turcinovic
Seventh District



Captain Andra Williams
Fourth District



Captain Heather Wurth
Second District

MPD CAPTAINS



MPD OPERATING EXPENDITURES TOTAL IN THE 2016 FISCAL YEAR: \$318,074,689



95% Personnel Services

5% Operating Expenses

2017 STRATEGIC GOALS

GOALS

1. Reduce levels of crime, fear, and disorder through community-based, problem-oriented, and data-driven policing.
2. Obtain justice for victims, clear crimes, and bring offenders to successful prosecution in the criminal justice system.
3. Further community support by enhancing partnerships with stakeholders while actively seeking trust and achieving legitimacy through constitutional policing practices.
4. Invest in our Department personnel by exposing them to high quality training that enhances effectiveness and prepares them for leadership opportunities.
5. Improve upon our use of technology in the field and provide methods of measuring progress and maintaining accountability.



2017 STRATEGIC PLAN

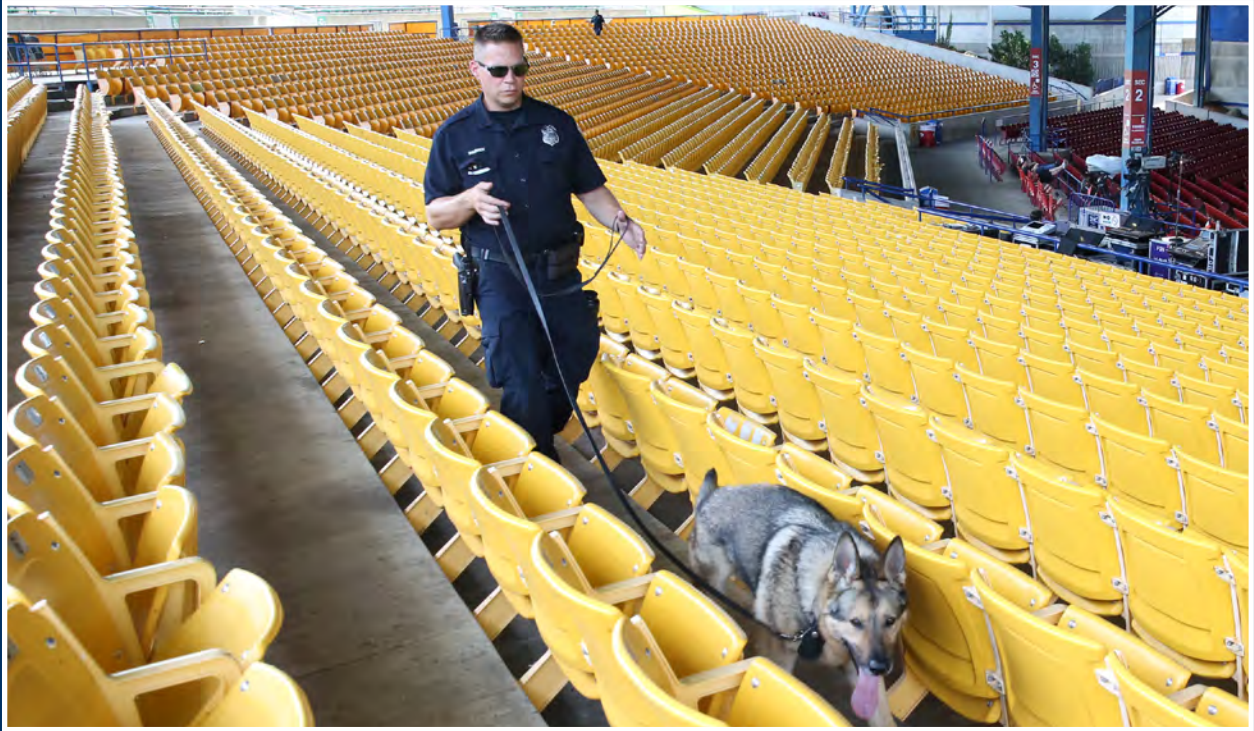
MPD'S STRATEGY

- 1. MPD Mission Statement:** “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.”
- 2. Community-Based:** When police work with citizens to reduce their level of victimization and improve their capacity to act together, they are laying the groundwork for sustainable public safety.
- 3. Problem-Oriented:** Short term improvements in crime rates can be achieved through police tactics but long term improvements require coordination and cooperation in neighborhoods to combat problems that are preventing peace.
- 4. Data-Driven:** Data is a core component of neighborhood safety and serves as a mobile tactical resource of great value to our strategic vision.



RETURN ON INVESTMENT

2016 PERFORMANCE



Explosive detection K9 sweeping Marcus Amphitheater

- **Total crime declined 5%** in 2016 from 2015.
- While violent crime increased in nearly 2/3 of major cities across the United States, there was a **4% decline** in violent crime in Milwaukee from 2015-2016*.
- Non-fatal shootings **declined 12%** in 2016 from 2015 in the City of Milwaukee and **declined 28%** in the Center Street Corridor.
- Citizen complaints **declined 48%** in 2016 compared to the 2007-2015 average (291 to 152).
- Use of force frequency has **declined** every year since 2013 (938 to 672 in 2016)
- Citywide carjackings **decreased 9%** in 2016 from 2015.
- Auto thefts **declined 17%** in 2016 from 2015.
- 2016 was the **second lowest year** in burglaries in 10 years; theft was lowest in 10 years.
- **2,419 guns** were taken off the streets.
- Milwaukee joined several other cities in the U.S. Department of Justice's Violence Reduction Network. This program provided assistance to MPD in fighting crime and the Center Street Corridor saw a **14% reduction** in Part 1 crime.

* Comparable city violent crime data obtained from the Major City Chiefs Association (MCCA) (2017), Violent Crime Survey Totals, Year End Comparison, January 1 – December 31, 2015 & 2016, and includes 63 major cities reporting violent crime.

MILWAUKEE POLICE DEPARTMENT IN 2016

- **2,419 guns** were taken off the streets.
- The K9 Unit helped locate **11 pounds of marijuana, 3 pounds of cocaine, and 2 pounds of heroin.**
- The Tactical Enforcement Unit served **191 search warrants.**
- The Latent Print Section worked **7,907 cases covering 14,386** latent fingerprints and made **2,795 identifications.** The Evidence Analysis Unit processed and tracked **2006 DNA submissions** to the State Crime Lab.
- **177 applicants** (79 police officers and 98 civilian positions) **were hired and 103 promotions** (82 law enforcement members and 21 civilian members) were made.
- The Background Investigations Section of Human Resources conducted **1,013 investigations** into applicants applying for MPD positions.
- The Motorcycle Unit **assisted in 118 special events** throughout the year.
- MPD was **awarded 11 grants** for a total of **\$4,123,811.**



Preparing for the Democratic Debate at UWM

2016 HIGHLIGHTS



Chief Flynn was sworn in for his third term in January and promoted two new Assistant Chiefs and five new Inspectors in February.

Milwaukee joined several other cities in the U.S. Department of Justice's Violence Reduction Network. This program provided assistance to MPD in fighting crime and the targeted Center Street Corridor saw a 14% reduction in Part 1 crime.

More than a dozen dignitaries visited Milwaukee during the 2016 election campaign, and MPD was there to ensure their protection, monitor peaceful demonstrations, and maintain appropriate staffing levels for calls for service.

MPD graduated 14 new Community Service Officers in September who are assigned to District Stations to take non-felony, low-priority calls for service. A second class of 15 MPD Ambassadors successfully completed their program in October.

MPD unveiled StarChase, a GPS tagging system and attachment device, which can be deployed from a squad car. This new technology reduces the need for some vehicle pursuits and allows for recovery of more stolen and suspect vehicles.

MPD received two national MetLife Awards in December for successful community-police partnerships in the Washington Park and Amani Neighborhoods. The federal Byrne Criminal Justice Innovation Grant was also given to MPD to advance crime reduction efforts in Amani.



MAJOR CITIES CHIEFS ASSOCIATION

Violent Crime Survey Totals

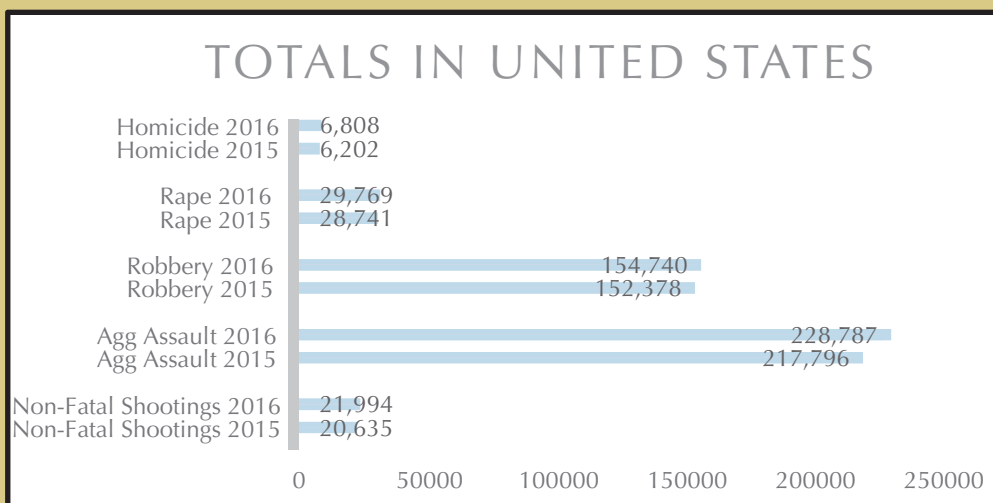
Year End Comparison

January 1 to December 31, 2016 and 2015

Indicates increase from 2015 to 2016

United States 63 Responding Agencies

United States	2016	2015
Homicide	6,808	6,202
Rape	29,769	28,741
Robbery	154,740	152,378
Aggravated Assault	228,787	217,796
Non-Fatal Shootings	21,994	20,635



As of January 31, 2017 1. Data is preliminary-not a final UCR/NIBRS report.

- The Major Cities Chiefs Association (MCCA) represents the largest cities in the United States, Canada, & the UK.
- Recently published a report on violent crime in 63 cities across the United States.
- 62% of major cities reported increases in violent crime in 2016 from 2015.
- The largest increase in violent crime occurred in Chicago (22%).
- 63% of major cities reported an increase in homicide.

* Comparable city violent crime data obtained from the Major City Chiefs Association (MCCA) (2017), Violent Crime Survey Totals, Year End Comparison, January 1 – December 31, 2015 & 2016, and includes 63 major cities reporting violent crime.

MAJOR CITIES CHIEFS ASSOCIATION

Violent Crime Survey Totals

Year End Comparison

January 1 to December 31, 2016 and 2015

Indicates increase from 2015 to 2016

United States	Homicide		Rape		Robbery		Aggravated Assault		Non-Fatal Shootings	
	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015
Albuquerque PD	61	42	368	404	1,725	1,686	3,465	3,273	329	N/A
Arlington PD ²	18	4	204	183	404	374	969	907	N/A	N/A
Atlanta PD	111	95	147	157	1,914	2,147	2,179	2,113	488	429
Aurora PD	22	24	394	385	577	448	1,055	833	46	39
Austin PD	39	23	673	753	1,054	938	2,160	1,919	N/A	N/A
Baltimore County PD	34	33	296	321	1,323	1,546	1,734	2,623	42	41
Baltimore PD	318	344	255	275	5,468	4,729	5,002	4,759	666	636
Boston PD	49	40	236	227	1,504	1,556	2,755	2,936	194	211
Charlotte-Mecklenburg PD	68	60	276	282	2,120	1,947	4,148	3,725	344	293
Chicago PD ⁷	760	488	1,574	1,499	11,961	9,639	15,815	13,099	3,550	2,426
Cincinnati PD	62	71	256	250	1,283	1,256	767	764	374	421
Cleveland Police	132	121	539	546	3,231	3,013	2,950	2,442	N/A	N/A
Columbus Police	106	99	754	832	2,091	2,281	1,484	1,615	339	325
Dallas PD	172	136	767	782	4,604	4,177	4,529	3,943	N/A	N/A
Denver PD	58	52	544	590	1,166	1,232	2,863	2,721	254	219
Detroit PD	302	295	564	537	3,060	3,593	8,916	9,135	958	1,035
El Paso PD	21	19	314	306	466	394	1,901	1,763	N/A	N/A
Fairfax County PD	19	13	89	67	416	408	319	342	N/A	N/A
Fort Worth PD	65	61	539	561	1,162	988	2,757	2,816	137	144
Fresno PD	39	39	121	139	1,114	1,005	1,889	1,656	172	162
Honolulu PD	18	15	368	318	831	896	1,175	1,208	139	103
Houston PD	302	303	1,230	980	9,963	10,277	12,491	10,431	N/A	N/A
Indianapolis Metropolitan PD	149	144	820	677	3,550	3,802	4,994	6,497	480	489
Jacksonville Sheriff's Dept	120	113	394	443	1,601	1,563	2,974	2,988	264	364
Kansas City PD	127	110	489	361	1,885	1,701	3,581	4,528	N/A	N/A
Las Vegas Metropolitan PD ⁷	166	139	1,227	1,146	3,462	2,960	3,881	3,700	1,597	1,149
Long Beach PD	33	36	197	179	1,138	1,055	1,481	1,483	N/A	N/A
Los Angeles County Sheriff's Dept	210	189	816	786	4,730	4,155	9,076	8,395	N/A	N/A
Los Angeles PD	294	283	2,331	2,209	10,299	8,952	15,849	13,713	970	931
Louisville Metro PD	117	80	221	270	1,549	1,537	2,921	2,558	402	282
Memphis PD	190	133	385	421	3,205	3,167	5,256	4,750	916	1,626
Mesa PD	19	15	268	241	447	408	1,309	1,307	N/A	N/A

MAJOR CITIES CHIEFS ASSOCIATION

Violent Crime Survey Totals

Year End Comparison

January 1 to December 31, 2016 and 2015

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United States	Homicide		Rape		Robbery		Aggravated Assault		Non-Fatal Shootings	
	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015
Miami PD	60	79	19	8	1,445	1,683	1,272	1,293	275	373
Miami-Dade PD	84	87	406	391	1,519	1,628	4,169	4,365	682	637
Milwaukee PD	141	146	488	442	3,290	3,778	5,349	5,337	554	633
Minneapolis PD	38	47	454	411	1,841	1,896	2,277	2,027	309	228
Montgomery County PD	14	30	319	286	689	620	653	910	33	N/A
Nashville PD	83	79	565	607	2,003	1,900	4,927	4,932	250	236
New Orleans PD	173	164	586	409	1,412	1,497	2,077	1,670	278	252
New York City PD	335	352	1,438	1,450	15,500	16,971	20,847	20,375	987	1,116
Newark PD	94	106	106	103	1,412	1,826	1,152	1,041	206	262
Oakland PD	85	83	283	304	3,215	3,460	2,416	2,374	1,557	1,478
Oklahoma City PD ³	56	60	390	416	925	973	2,925	2,671	N/A	N/A
Omaha NE PD ⁴	29	50	244	174	610	655	1,620	1,452	120	134
Orlando PD ⁵	85	32	163	182	515	522	1,538	1,784	N/A	N/A
Philadelphia PD	273	280	1,259	1,322	6,199	6,765	7,654	7,766	1,055	1,007
Phoenix PD	146	113	1,043	1,024	3,152	3,027	6,522	5,059	N/A	N/A
Pittsburgh Police ⁷	59	57	104	82	997	858	400	381	192	179
Portland Police	16	32	319	310	1,011	874	1,738	1,664	N/A	N/A
Prince George's County PD	98	77	110	102	1,128	1,032	380	366	192	186
Raleigh PD	23	17	134	107	653	674	774	873	78	64
Sacramento PD	41	43	88	105	1,136	1,174	2,284	2,289	N/A	N/A
Salt Lake City PD	14	6	198	180	520	480	864	738	N/A	N/A
San Diego PD	49	37	572	566	1,387	1,378	3,323	3,601	N/A	N/A
San Francisco PD	58	52	342	344	3,715	3,610	2,616	2,703	151	122
San Jose PD	47	30	451	375	1,214	1,140	2,175	1,855	N/A	N/A
Seattle PD	18	24		108	1,550	1,543	2,167	2,057	61	72
St. Louis Metro PD	188	188	288	263	1,904	1,790	3,638	3,522	2,132	2,092
Tampa PD	29	34	80	77	487	671	1,309	1,501	124	174
Tucson PD	31	31	418	398	1,232	1,063	1,842	1,611	N/A	N/A
Tulsa PD	70	54	379	373	1,093	874	2,851	2,532	N/A	N/A
Washington DC (Metro PD)	135	162	346	346	3,000	3,447	2,278	2,432	N/A	N/A
Wichita PD	34	31	352	349	683	739	2,105	1,673	97	65

As of January 31, 2017

1. Data is preliminary – not a final UCR/NIBRS report.

2. Numbers available for months of January to September – Arlington TX Police Department.

3. Numbers available for months of January to October – Oklahoma City Police Department.

4. Omaha PD uses Legacy definition for Rape.

5. Homicide number includes 49 homicide victims at Pulse Nightclub on June 12, 2016.

6. Updated data provided – Chicago, Las Vegas Metropolitan, Quebec City, and Pittsburgh Police Departments.

Milwaukee Police Department UCR Summary Crime Statistics, 2007 to 2016 (Percent Change)

OFFENSE	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2015-2016	2007-2016
Homicide	105	71	72	95	87	91	105	86	146	141	-3%	34%
Rape	502	408	388	299	347	453	465	431	441	482	9%	-4%
Robbery	3,543	3,249	3,181	2,947	3,093	3,099	3,285	3,554	3,752	3,262	-13%	-8%
Agg. Assault	5,170	4,989	3,924	3,737	3,256	4,506	4,408	4,875	5,254	5,286	1%	2%
Burglary	6,217	6,350	6,578	6,207	7,080	7,039	6,498	5,951	5,487	5,834	6%	-6%
Auto Theft	7,752	6,541	4,875	4,329	4,562	4,814	4,389	6,654	7,386	6,157	-17%	-21%
Larceny/Theft	24,402	23,795	23,479	21,231	19,028	18,588	16,138	14,944	12,766	12,245	-4%	-50%
Arson	349	320	359	249	272	309	292	280	224	309	38%	-11%
Violent Crime	9,320	8,717	7,565	7,078	6,783	8,149	8,263	8,946	9,593	9,171	-4%	-2%
Property Crime	38,720	37,006	35,291	32,016	30,942	30,750	27,317	27,829	25,863	24,545	-5%	-37%
Part 1 Crime	48,040	45,723	42,856	39,094	37,725	38,899	35,580	36,775	35,456	33,716	-5%	-30%

Sources: The data was obtained from the WI Department of Justice (DOJ) and reflects preliminary UCR Summary Statistics for the time period of January 1 - December 31, 2007 - 2016. UCR statistics are subject to change for a period of up to two years. The rape category reflects the updated FBI definition for the categories of 11A, 11B, 11C. Homicide data was retrieved from the OMAP Homicide Database and counts victims for the time period of January 1 - December 31, 2007-2016.



Violence Reduction Network (VRN)

- The Milwaukee Model:
 - MPD is recognized as a national leader in VRN
 - Invited to two conferences in Little Rock and Phoenix to discuss Milwaukee's model of VRN
- MPD became a member of the VRN in March 2016.
- Partners include FBI, ATF, U.S. Department of Justice, U.S. Marshals, DEA, Milwaukee County District Attorney, U.S. Attorney's Office and more.
- The Center Street Corridor is located from W. North Avenue to W. Burleigh Street and 16th to 51st St (2.3 square miles).
- Goal is to reduce firearm related violence in the Center Street Corridor, which contains 10% of the violent crime in the City of Milwaukee.
- Every six to eight weeks, MPD hosts a VRN CompStat to discuss and evaluate the progress of the initiative.

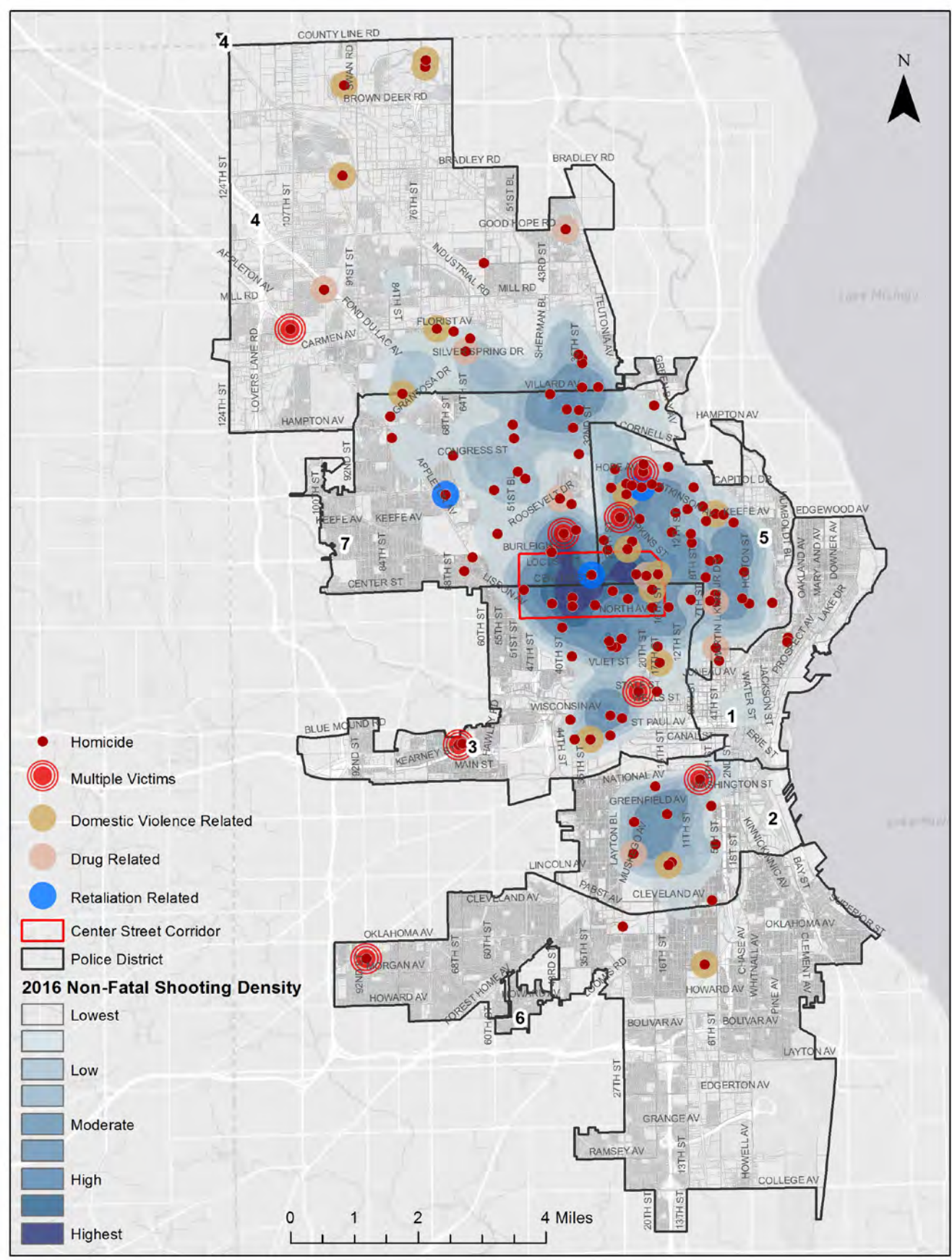
VRN Center Street Corridor Part 1 Crime

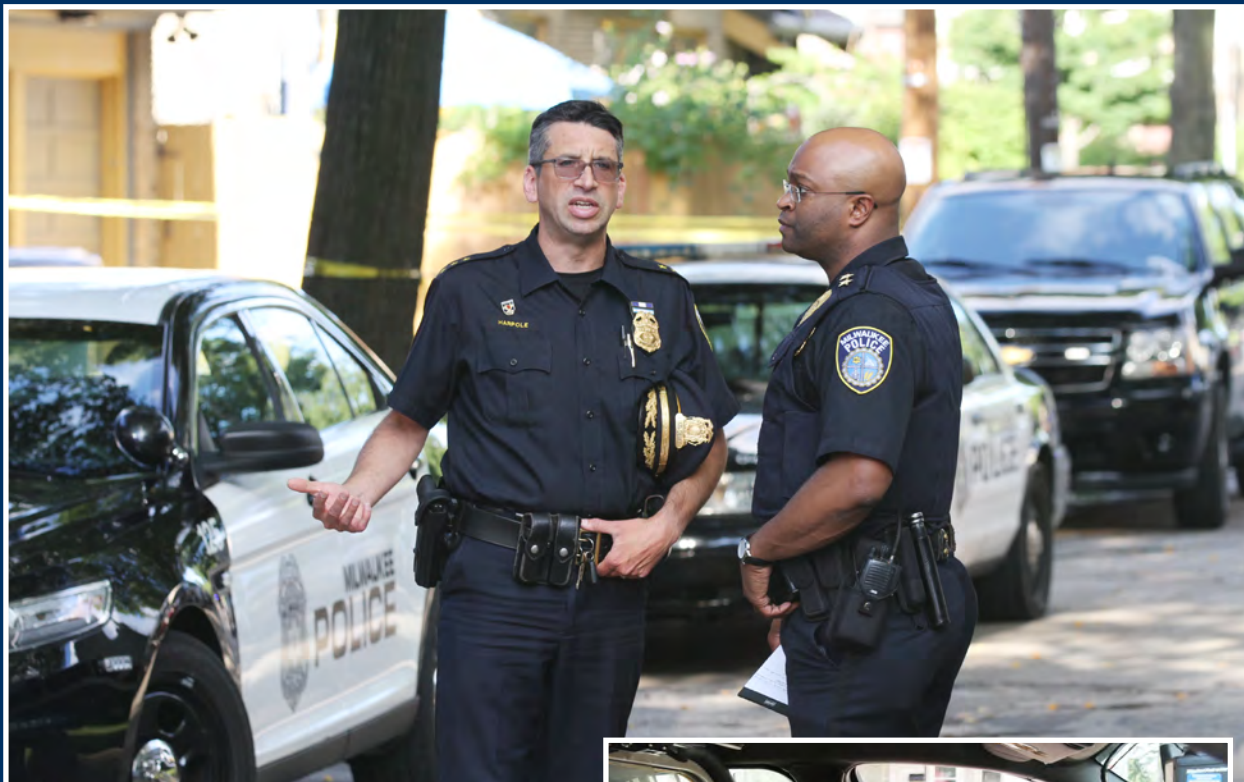
CORRIDOR CRIME	2015	2016	% CHANGE
Homicide	15	14	-7%
Non-Fatal Shootings*	125	90	-28%
Robbery	304	253	-17%
Agg. Assault	522	448	-14%
Burglary	435	327	-25%
Auto Theft	362	319	-12%
Theft	576	548	-5%
Violent Crime	841	715	-15%
Property Crime	1,373	1,194	-13%
Total Crime	2,214	1,909	-14%

The data was obtained from the DCS Fact Table counts distinct incidents of Part I Crime for the time period of January 1 – December 31, 2015 & 2016. Violent crime includes homicide, rape, robbery, and aggravated assault. Property crime includes burglary, auto theft and theft. Total crime reflects distinct incidents of violent crime and property crime. Totals will not sum since an incident may contain more than one offense. Homicides obtained from the OMAP Homicide Database and counts victims.

**Non-fatal shootings are excluded from the totals since they are encompassed in aggravated assaults and robbery totals; rape and arson are also excluded.*

2016 HOMICIDES AND NON-FATAL SHOOTINGS





Above: Assistant Chief Harpole and Inspector Brunson discuss officer deployment



Above: Officer reviews information on his squad computer



Left: Officer John Pedersen greets visitors outside Miller Park

NEIGHBORHOOD PATROL BUREAU

District One created a six-officer Downtown beat in 2016. These officers were highly successful in identifying and actively addressing chronic offenders, to the great satisfaction of Downtown constituencies. District One also played an important role in the success of the county wide homeless collaborative “Housing First”. The District and its partners worked hand-in-hand and assisted individuals in the Downtown area who were homeless. In its first year, the collaborative placed dozens of previously homeless persons in housing.

District Two combined its monthly Crime and Safety Meetings with Translation Services in order to better serve its citizens, many of whom only speak Spanish. District Two conducted more than three dozen Crime Prevention Through Environmental Design surveys in 2016 to help businesses improve their security. District Two saw 29 of their officers receive individual awards for their extraordinary performances in the line of duty.

District Three made over 4,700 positive citizen contacts with residents on the West Side and had a 64% increase in Park and Walks. District Three experienced decreases in several crime categories including overall crime, robberies, and burglary. District Three held the largest of the National Night Out events in the City this summer and partnered with many of their Near West Side neighbors to provide a safe and fun event for the community.

District Four saw decreases in both car thefts and robberies compared to 2015. The District’s Community Liaison Officers worked with residents in several neighborhoods and helped create eight new block watches in the past year. District Four even had the Block Watch of the Year (POP Block Watch). These same CLO’s worked with the Salva-

tion Army and helped provide gifts for over 3000 families in the annual Toys for Tots campaign.

District Five led the City in the number of guns recovered at more than 450. As the result of several Safe Streets Initiatives, especially in the Riverwest Neighborhood, District Five saw a 14% decrease in robberies. Community partners donated over \$23,000 in goods and services to District Five, capped off with a holiday party at Auer Avenue School. Officers and supervisors spent much of their own money to buy gifts for low-income students.

District Six implemented its Traffic Safety plan. This plan addressed concerns of residents, including traffic-related issues and speeding in neighborhoods, and took place at 27 locations throughout the District. District Six conducted more than 1,000 Park and Walks that provided an opportunity to increase the presence of officers in South Side

neighborhoods. For the third year in a row, District Six exceeded the Department-wide average in their annual inspection.

District Seven experienced decreases in several crime categories including homicides, robbery, and aggravated assault. The District saw increases in proactive

measures like business checks, tavern checks, and vacant house checks. Following the riots and unrest of August 2016 in the Sherman Park neighborhood, District Seven made it their mission to engage even more with that neighborhood and its residents through several gatherings, including the Feast and Football event in November.

The Neighborhood Task Force (NTF) introduced three new canines (Nando, Enox, and Kass) to the unit. NTF’s Tactical Enforcement Unit trained several times with the Bomb Squad, helping both units work more closely together. NTF officers and supervisors patrolled various protests that happened throughout the year. NTF assisted the seven Districts by supporting neighborhood-based, community-based police patrol.





Above: Mayor at meeting

Right: Officers share armed robbery information

Below: Detectives assemble for meeting



INVESTIGATIONS & INTELLIGENCE BUREAU



North and South (Geos) Investigations utilized the Department's Robbery Task Force to help combat carjackings in the City, continued to focus on areas with crime, and improved the clearance rates for robbery. Through the Violence Reduction Network Center Street Corridor, North and South worked closely with their external partners to help reduce crime. North and South and their investigative teams moved into their newly renovated 4th Floor offices during the summer.

The Metropolitan Investigations Division (Metro) collaborated with the Los Angeles Police Department and the Los Angeles County District Attorney's Office on methods for solving homicides. Supervisors at Metro assisted suburban jurisdictions with training and mentoring of members assigned to the newly established Milwaukee County Critical Investigative Team. Metro implemented procedures to continuously improve community outreach and support for families of homicide victims. In 2016, Metro also added a fulltime crime analyst to the Division.

The Sensitive Crimes Division (SCD) helped launch the Offender Watch website which allows

citizens to track notifications for the release of sex offenders into the community. Several SCD members received training on the National Missing and Unidentified Persons system that features long-term missing persons from across the country. Sensitive Crimes hosted a delegation from Egypt as they learned SCD's approach to dealing with sex and gender-related criminal offenses.

The Narcotics Division worked with Project Safe Neighborhood to investigate high value targets. Narcotics increased their information exchange between the seven police districts and geographic divisions. They did this through increased transparency and involvement with District counterparts in overall drug investigations. Narcotics provided assistance and guidance in lower level drug investigations, supported the Robbery Task Force, and actively engaged in Center Street Corridor missions.

The Investigative Management Division (IMD) continued to improve on their capacity to retrieve and process video as several members attended FBI training and additional video recovery equipment was acquired. IMD helped train two new academy classes as Crime Scene Trained officers, which over time will result in all street officers being crime-scene trained. In 2016, IMD moved into temporary quarters in the Police Administration Building as the 3rd floor is being remodeled.

The Intelligence Fusion Center (IFC) implemented Lexis-Nexis Accurint Crime Analysis as the Department's primary tool to visualize and quickly analyze crime. IFC was awarded the National Crime Gun Intelligence Center Initiative grant and processed more than 1400 guns used in crimes. IFC established the ShotSpotter Incident Review Center to provide greater support to investigations; this was the first of its kind established in the country.

The Project Safe Neighborhoods/High Value Target Program (PSN/HVT) program is a Department-wide initiative designed to reduce violent crime by focusing enforcement efforts on prolific gun offenders in Milwaukee. Local, state, and federal agencies are all involved in the program. PSN-HVT works to reduce the number of non-fatal shootings and homicides and bring criminal charges against offenders.



Above: P.O. Taylor with kids

Right: Sergeant Delmar Williams greets barber and client at neighborhood shop



Below: Citizen Academy class at the Range



RISK MANAGEMENT BUREAU

The Internal Affairs Division (IAD) continued to work on improving understanding of fair and impartial policing and how that applies to IAD investigations. IAD personnel provided nearly 300 hours of instruction to Department members. IAD participated in the 2016 Presidential Election Task Force that required the training of patrol sergeants and police officers in election laws. The election went smoothly with minimal disruption to the voting process.

The Inspections Division continued to maintain the Department's WILEAG accreditation status by working with all the work locations to collect proof of compliance for the past year. Inspections expanded their purview to include the Investigations and Intelligence Bureau. Inspections worked with subject matter experts to conduct spot checks for specific Areas of Focus in order to increase understanding and compliance. Inspections completed 17 inspections in 2016, an increase of 41% from 2015.

The Police Academy improved Crisis Intervention Team (CIT) training that officers received to include real actors in scenarios. The Academy was able to provide tourniquets to every officer in 2016. As part of the Department's ongoing effort for greater officer wellness, a police psychologist started working at the Academy. Among other responsibilities, she worked with the CIT program, helped create in-service curriculum, and conducted debriefs with officers involved in critical incidents.

The Human Resources (HR) Division launched ePerformance to all members of the Department and continued to provide additional training in the process to Department members. The Payroll Section made improvements to the Online Scheduling Module and is working to eliminate the need for printing out timecards. The Medical Section is continuing to

assist the University of Iowa in their cardiovascular disease study with new recruit officers.

The Technical Communications Division (TCD) conducted a comprehensive review of all TCD training programs which were updated and improved. This included reviewing call answering protocol to increase the efficiency of answering 911 calls. TCD instituted the "Active Management" concept to ensure a sense of urgency and that squads were more efficiently taking assignments. With the Fire and Police Commission, TCD recruited and hired nearly three dozen Emergency Communications Operators. These employees will learn MPD's Computer Aided Dispatch and Enhanced 911 system.



The Court Administration Section/Central Booking Section worked with the Milwaukee County Sheriff's Office to develop a shared curriculum and training on Prisoner Cell Extraction for non-

compliant prisoners to ensure the highest regard for their safety and well-being. Court Administration partnered with Municipal Court for “Warrant Wednesdays”. This project helped members of the community lift warrants, reinstate driver’s license suspensions, and create installment payment plans to pay off debt to the City of Milwaukee.

The Office of Community Outreach and Education (OCOE) had its officers participate in Project G.A.M.E. (Guiding and Mentoring Everyone) Program at North Division High School. Officers took part in proactive activities including education, mentoring, and athletics. OCOE held two Youth Summits to help young people make healthy choices and provide career guidance. The MPD/ Salvation Army Chaplaincy program was restructured and chaplains were instrumental in quelling additional violence during the Sherman Park riots.

The Property Control Section embarked on a pilot program with the City of Milwaukee, Milwaukee Metropolitan Sewage District, and area CVS pharmacies for the Prescription Mail-Back Program. Citizens can place unwanted prescription medication in a pre-paid envelope and mail them to MPD for disposal. Property Control worked with the Metro Division to determine a process on how to deal with homicide evidence that is no longer needed.

The Facilities Services Section implemented its

maintenance management program. This gave Districts and other work locations the ability to electronically enter requests for maintenance services. Facilities Services developed a program with both Milwaukee Area Technical College and Waukesha County Technical College for assistance with the repair of various vehicles. Facilities Services also obtained gently used furniture at no cost from the FBI and reallocated it throughout our Districts.

The Information Systems Division completed the rollout of all body-worn cameras and completed the necessary training of MPD’s 1200 sworn officers. Mobile Data Computers were replaced in 450 vehicles with the purpose of making officers better equipped to access databases, write reports, and communicate with dispatch and fellow officers. Information Systems upgraded more than 2400 workstations throughout MPD to Windows 7. Considerable testing took place to ensure that these workstations operated without compromise.

The Records Management Division processed more than 197,000 Automated Reporting Systems reports in 2016, a more than 10% increase over 2015. This increase was accomplished even though three Records Specialists were new to the Department. Personnel in Records Management began cross training in all crime categories in 2016 with the goal of increasing productivity and efficiency.





Above: Fight for Air Climb Below: Sergeant Williams out in the community



COMMUNITY-BASED ACTIVITY

- Community-based activities include park & walks, bus checks, business checks, and citizen contacts performed by officers.
- Officers are deployed based on spatial and temporal analysis of data, input from district commanders and context from the community.
- Geographical and time based policing initiatives ensure police presence at the right places and at the right times.
- The Milwaukee Police Department recognizes that these activities are only a part of the community policing model.

COMMUNITY ACTIVITY	2012	2013	2014	2015	2016	2012-2015 Average	Average 2016 Change
Park & Walks	10,215	8,316	7,147	18,149	15,291	10,957	40%
Bus Checks	25,264	21,520	10,000	21,384	21,444	19,542	10%
Business Checks	52,681	55,734	48,937	69,037	86,038	56,597	52%
Citizen Contacts*	N/A	N/A	N/A	N/A	13,703	N/A	N/A



Left: Having a conversation at the Community Thanksgiving Dinner

Below: Officer Pfau walks with students back to school after an Arbor Day event in a neighborhood park



COMMUNITY RELATIONSHIPS

- The Office of Community Outreach and Education held two Citizen Academy sessions designed to provide the public with an internal working knowledge of MPD.
- District Two held its first-ever Three Kings Day event in January and it was such a success that it was brought back in early 2017.
- Districts Two, Three, and Seven teamed up with the Milwaukee Health Department's "Cribs for Kids" program with the goal of getting "Pack 'n Play" cribs to families and promoting safe sleep environments.
- Districts Three and Seven worked with community partners to host an Easter egg hunt in Sherman Park.
- District Five and Home Depot replaced porch lights at homes in Riverwest this summer in an effort to create a brighter and safer neighborhood.
- Safe & Sound expanded into District Four in November and is working to build a network of residents and partners focused on improving neighborhood safety.
- District Seven transformed into a haunted house and welcomed children of all ages to their annual "Kids and Cops in Costumes" event in October.
- District Five and students from Messmer Catholic Schools and Milwaukee Area Technical College cooked and served Thanksgiving dinner for hundreds on the City's North Side.
- All Districts participated in holiday events and donated to families in their Districts who needed some help during the season.



Above: Cop on a Rooftop event to raise money for Special Olympics




Left: Shop with a Cop



Below: Kids and Cops in Costumes

MPD AWARDS

- MetLife Foundation Awards
 - Excellence in Civic Engagement - Washington Park
 - Excellence in Neighborhood Revitalization and Youth Safety - Riverwest/Harambee
- Police Executive Research Forum Leadership Award
- Winner for Webber Seavey Award for quality in law enforcement
- International Association of Chiefs of Police (IACP) Excellence in Law Enforcement Research Award
- Honorable Mention: Excellence in Victim Services Award for Domestic Violence Initiative
- Finalist 2016 Herman Goldstein Award for Excellence in Problem-Oriented Policing
- 1st Place Crime Mapping from the International Association of Crime Analysts



AWARD		2009	2010	2011	2012	2013	2014	2015	2016	TOTAL
HEROISM	Medal of Honor	0	0	0	0	1	1	0	0	2
	Medal of Valor Combat	3	1	5	1	1	5	7	15	38
	Medal of Valor Rescue	6	13	7	2	1	0	7	11	47
	Lifesaving	10	12	22	26	39	50	45	50	254
	Purple Valor/Star	0	2	1	0	0	1	1	1	6
POLICE SERVICE	Chief's Superior Leadership	9	10	8	15	4	2	0	0	48
	Unit Service Award	47	35	28	50	35	4	61	15	275
	Distinguished Service	9	14	10	6	6	6	6	5	62
	Meritorious Service	57	69	59	67	37	138	44	100	571
	Excellence In Police Service	7	5	4	26	20	11	9	26	108
	Heroism Awards Total	19	28	35	29	42	57	60	77	347
	Police Service Awards Total	129	133	109	164	102	161	120	146	1,064
	TOTAL	148	161	144	193	144	218	180	223	1,411

MERIT AWARDS 2016



PURPLE VALOR STAR

Police Officer Bradon Baranowski

MEDAL OF VALOR COMBAT

Sergeant Robert Crawley
Sergeant Michael C. Karwoski
Police Officer Michael Budziszewski
Police Officer Peter Hauser
Police Officer Jeffrey Kennedy
Police Officer William T. Kingston III
Police Officer Steven J. Kuspa
Police Officer Sean Mahnke
Police Officer Michael J. McGrath
Police Officer Bryan Miller
Police Officer Patrick Shannon
Police Officer Jacob Spano (2)
Police Officer Joseph G. Spingola
Police Officer Zebdee Wilson

MEDAL OF VALOR RESCUE

Detective Rodney B. Young
Police Officer Joseph M. Boehlke
Police Officer Steven J. Kuspa
Police Officer Daniel J. Floyd
Police Officer Jeffrey P. Lepianka
Police Officer Matthew J. Rittner
Police Officer Michael R. Schwandt
Police Officer Daniel W. Stachowiak
Police Officer Juitiki X
Police Officer Lee Xiong

LIFESAVING AWARD

Detective Alexander C. Ayala
Police Officer Jose A. Acevedo
Police Officer Erik A. Andrade
Police Officer Chad Boyack
Police Officer Daniel M. Clifford
Police Officer James Dauer
Police Officer Mark Dillman
Police Officer Stephen Dombrowski
Police Officer Casey C. Donahue
Police Officer Cary J. Doyne
Police Officer Andrew T. Fuerte (2)
Police Officer Joseph D. Goggins
Police Officer Tobias T. Golembiewski III
Police Officer Wyatt Graikowski
Police Officer Nicholas Gronwall
Police Officer Robert A. Guetchidjian
Police Officer Paul M. Helminiak
Police Officer Matthew G. Helwer
Police Officer Marshall Jones
Police Officer Arthur R. Kleist
Police Officer Michelle L. Kranz
Police Officer Nicholas Kropp
Police Officer Alejandro Leal
Police Officer Richard D. Lopez
Police Officer Russell J. Macrae (3)
Police Officer Troy L. Mason
Police Officer Bryan Miller
Police Officer Anthony Milone
Police Officer Matthew J. Murray
Police Officer Eric A. Northwood,

MERIT AWARDS 2016

LIFESAVING AWARD

Police Officer Courtland Pederson
Police Officer Stephen Pinchard
Police Officer Timothy W. Ptaszek
Police Officer Ryan M. Reagan
Police Officer Daniel A. Resnick
Police Officer William Schmitz
Police Officer Joseph L. Szczybialka
Police Officer John R. Tietjen
Police Officer Misty Torres
Police Officer Colin M. Ulatowski
Police Officer Terell Velazquez
Police Officer Janel M. Vytlačil (2)
Police Officer Jason G. Warwick
Police Officer Matthews J. Wenzel
Police Officer Damon Wilcox

DISTINGUISHED SERVICE AWARD

Police Officer Edward Ciano
Forensic Investigator Chet St Clair
Police Officer Brian Matte
Police Officer Sarah Polka

EXCELLENCE IN POLICE SERVICE

Captain Jeffery C. Micklitz
Detective Abner Valcarcel
Police Officer Chad E. Boyack (2)

Police Officer Christopher J. Bruns
Police Officer Mark S. Dillman (2)
Police Officer Jeremy Green
Police Officer Robert J. Gregory
Police Officer William C. Hanney
Police Officer Kenneth J. Justus
Police Officer Evelyn Lazo
Police Officer Phillip B. Lewis
Police Officer Sean A. Mahnke
Police Officer Michael Mattioli
Police Officer Anthony J. Milone
Police Officer Jose R. Rivera III
Police Officer Raynaldo Roman Jr.
Police Officer Richard D. Schnier
Police Officer Daniel J. Smokovich
Police Officer John P. Szweda
Police Officer David Waliszewski
Police Officer Joseph Zawikowski
Police Officer Matthew Zaworski

UNIT SERVICE AWARD

Lieutenant Shaun P. Doyne
Detective Matthew Cooper
Detective John H. Ivy
Police Officer Joseph L. Esqueda
Police Officer Gregory M. Kuspa
Police Officer Andrew J. Molina
Police Officer John L. Schott
Police Officer Ashley E. Van Drisse



MERIT AWARDS 2016

MERITORIOUS SERVICE

Lieutenant Kristin K. Felsman
Sergeant Dennis H. Baisley
Sergeant James E. Bryce (2)
Sergeant Bradley Buddenhagen
Sergeant Melissa A. Franckowiak
Sergeant Joseph Honzelka
Sergeant Michael C. Karwoski
Detective Sarah C. Blomme
Detective Marlon Davis
Detective David M. Gabbard
Detective Rosemary Galindo
Detective Rodney P. Gonzales
Detective James F. Hutchinson
Detective John W. Karlovich
Detective Michael Sarenac
Detective Kathleen Spano
Detective Harold D. Thomas
Detective Abner Valcarcel
Police Officer Kathyryn L. Andere
Police Officer Vincent M. Andrysczyk
Police Officer Taylor Baas
Police Officer Sarah M. Beland (2)
Police Officer Kevin P. Besaw
Police Officer David Bettin (2)
Police Officer Joseph M. Boehlke (3)
Police Officer Jesse Busshardt
Police Officer Mickal J. Chemlick
Police Officer David Claas
Police Officer Miguel Correa Jr.
Police Officer LaCarlin A. Davis
Police Officer Mark S. Dillman
Police Officer Patrick C. Elm, Jr.
Police Officer Daniel J. Floyd (2)
Police Officer Ryan R. Foth
Police Officer Fabian Garcia
Police Officer Kevin G. Gaulke
Police Officer Joseph D. Goggins
Police Officer Lane Grady
Police Officer Robert J. Gregory
Police Officer Michael L. Hansen
Police Officer James Henry Jr.
Police Officer Scott T. Iverson
Police Officer Erin A. Jackson

Police Officer Angela M. Juarez
Police Officer Kenneth J. Justus
Police Officer Derek Kitts
Police Officer Miles D. Kowalik Jr.
Police Officer Ester Kremserova
Police Officer Corey D. Kroes
Police Officer Steven J. Kuspa (3)
Police Officer Susan M. Laroque-Wishowski
Police Officer Jose A. Lopez
Police Officer Michael Lopez
Police Officer Sean A. Mahnke
Police Officer Michael S. Maldonaldo
Police Officer Kevin D. Matte
Police Officer Warren McDuffie
Police Officer Cedrix X. McFadden
Police Officer Anthony J. Milone
Police Officer Eric Moore
Police Officer Matthew J. Murray (2)
Police Officer James J. Nowak
Police Officer Julilan G. Nunez
Police Officer Procopio G. Orlando
Police Officer Kevin M. Panfil
Police Officer Curtis J. Pelczynski
Police Officer Sonthana M. Rajaphoumi
Police Officer Matthew J. Rittner
Police Officer Erik D. Rodriguez
Police Officer Trinidad Rodriguez (3)
Police Officer Daniel J. Roufus
Police Officer Joseph A. Scheuring
Police Officer Michael R. Schwandt
Police Officer Charles K. Seelow
Police Officer Christopher Shorts
Police Officer David J. Skonieczny
Police Officer Nicole A. Swenson
Police Officer Mark Swieczak
Police Officer Melissa F. Toms
Police Officer Mous A. Vang
Police Officer Scott A. Voeks
Police Officer Michael C. Washington
Police Officer Robert J. Wilkinson (2)
Custodial Worker II Joe Adams
Telecommunicator Sherrel E. Cannon
Emer. Comm. Operator II Nancy E. Daniels Police
Aide Jonathan C. Schroeder
Crime Analyst Bai Xiong

PROMOTIONS

2016 Promotions

Name	Position	Date of Promotion
Debbie Allen	Detective	7/31/16
Sandra M. Baier	Police Lieutenant	9/25/16
William M. Baker	Detective	12/18/16
Raymond E. Banks	Captain Of Police	2/28/16
Stephen R. Basting	Inspector Of Police	1/31/16
Cassandra L. Benitez	Police Sergeant	12/4/16
Ryan M. Bergemann	Detective	7/31/16
Irma D. Bickham	Police District Office Assistant	12/4/16
Gregory D. Borst	Police Sergeant	6/5/16
Michael J. Brunson	Inspector Of Police	1/31/16
Steven A. Caballero	Captain Of Police	2/28/16
Laura L. Captain	Police Sergeant	2/28/16
Jonathan W. Caya	Police Sergeant	7/31/16
Narayda Chairez	Office Assistant II-PD	12/4/16
John P. Corbett	Police Lieutenant	12/18/16
Efrain Cornejo Jr.	Detective	11/20/16
Jacqueline Davis Cobin	Police Records Specialist II	5/8/16
Remero M. Dunkley	Police Sergeant	12/18/16
Michael A. Fedel	Detective	7/31/16
Winfrid T. Finkley	Police Lieutenant	2/28/16
James M. Floriani	Police Sergeant	10/9/16
Richard A. Fredericks	Detective	2/28/16
Scott T. Freiburger	Police Sergeant	2/28/16
Nicole M. Gengler	Police Sergeant	8/14/16
Kent U. Gordon	Detective	11/6/16
Terrence T. Gordon	Inspector Of Police	1/31/16
Jamie V. Harmon	Police District Office Assistant	8/14/16
Tiffanie N. Henderson	Office Assistant II-NR	7/3/16
James R. Hunter	Detective	7/31/16
Christy C. Irvine Bachmann	Office Assistant II-PD	7/31/16
Jutiki C. Jackson	Inspector Of Police	1/31/16
Troy K. Jankowski	Police Lieutenant	2/28/16
William R. Jessup	Assistant Chief Of Police	1/31/16
Dawn R. Jones	Police Lieutenant	12/18/16
Sally A. Kallas	Administrative Assistant I-PD	7/31/16
Telly A. Kemos	Detective	7/31/16
Brian P. Maciejewski	Detective	11/20/16
Sean A. Mahnke	Police Sergeant	7/31/16
Christopher F. Martin	Police Sergeant	7/31/16
Michael G. Martin	Detective	9/25/16
Willie O. Murphy	Police Lieutenant	2/28/16
Kayla L. Nohelty	Office Assistant II-PD	12/4/16
Jesus A. Ortiz	Police Lieutenant	7/31/16

2016 Promotions

Name	Position	Date of Promotion
Anissa M. Parker	Office Assistant IV-PD	5/8/16
Anissa M. Parker	Office Supervisor II	12/4/16
Daniel S. Polans	Crime & Intelligence Specialist	5/22/16
Natalie C. Policht	Police Records Specialist I	1/3/16
Jake D. Puschnig	Detective	8/14/16
Stephanie C. Ramskugler	Detective	2/14/16
Jolene A. Reyes	Detective	7/31/16
Omar R. Reyes	Vehicle Services Assistant	3/13/16
Anthony F. Rupert	Police Records Specialist I	2/28/16
Jasen B. Rydzewski	Detective	6/5/16
Kevin J. Sadowski	Detective	7/31/16
Lisa M. Saffold	Police Sergeant	7/31/16
Maria Nicole Scaffidi	Office Assistant III-PD	12/18/16
Terry J. Schemehorn	Bldg Maint-Supervisor II	12/18/16
Christopher K. Schlachter	Detective	12/18/16
William Schroeder	Detective	2/14/16
John R. Shipman	Detective	7/31/16
Stephanie R. Sikinger	Crime & Intelligence Specialist	5/22/16
Amy J. Skenadore	Office Assistant IV-PD	7/3/16
Sarah L. Smith	Health And Safety Specialist	12/20/15
Steven M. Stelter	Police Sergeant	9/25/16
Thomas G. Stigler	Inspector Of Police	1/31/16
Jorge O. Suarez	Detective	5/22/16
Joel P. Susler	Detective	7/3/16
Shannon L. Taylor	Police Lieutenant	10/9/16
Richard M. Ticcioni	Detective	2/28/16
Carolyn A. Tillman	Police Lieutenant	7/3/16
Boris Turcinovic	Captain Of Police	2/28/16
David L. Wagoner	Chief Latent Print Examiner	12/4/16
Robert F. Wenger	Detective	12/4/16
Estelle L. Williams	Office Assistant II-PD	11/20/16
Tyronda L. Williams	Office Assistant IV	7/3/16
Carianne Yerkes	Assistant Chief Of Police	1/31/16



PROMOTIONS

RETIREMENTS

2016 Retirements

Name	Position	Date of Retirement
Acompanado, Daniel J.	Police Officer	7/17/16
Anastasi, Rachel N.	Emergency Comm Oper II	5/29/16
Arredondo, John A.	Police Officer	10/29/16
Baral III, Donald L.	Police Lieutenant	9/24/16
Barker, Phylis K.	Office Assistant II-PD	1/3/16
Barnes, Dwayne A.	Police Sergeant	7/9/16
Beaver, Dolores M.	Police Lieutenant	9/10/16
Becker, David L.	Police Officer	7/17/16
Beecher, Victor E.	Captain Of Police	3/15/16
Bell, Daniel C.	Police Lieutenant	10/29/16
Belsha, John T.	Police Lieutenant	12/18/16
Blakley, Malcolm D.	Police Sergeant	7/16/16
Bowers, Christopher L.	Police Officer	11/20/16
Brown, Gary	Police Officer	3/26/16
Caballero, Michael	Detective	11/5/16
Cameron, Keith T.	Police Officer	7/9/16
Carter, Mark D.	Police Officer	12/17/16
Collado Jr, Gilberto	Police Officer	4/1/16
Corbett, Kent G	Detective	1/16/16
Cornejo, Javier	Police Officer	12/20/16
Cowan, Mercedes	Admin Lieutenant (Health & Safety)	8/20/16
Crouse, James M.	Police Sergeant	12/18/16
Daniels, Marcell H.	Police Officer	1/3/16
Dettman, Deborah A.	Office Assistant IV-PD	1/16/16
Dorava, Jason W.	Detective	10/29/16
Elwing, Timothy D.	Police Officer	12/18/16
Erwin, Joseph J.	Police Lieutenant	12/18/16
Gabrish, Steven W.	Police Lieutenant	11/17/16
Guerra, Maria P.	Police Officer	2/1/16
Gutierrez, Mario F.	Police Sergeant	12/17/16
Hansen, Susan M.	Police Officer	11/19/16
Hawkins, Anthony J.	Police Officer	3/26/16
Heibler, Tamara S.	Office Assistant II-PD	11/4/16
Hempe, Robert P.	Police Audiovisual Spec.	7/30/16
Hoerig, Mary K.	Inspector Of Police	7/9/16
Holloway, Loretta	Helpdesk Specialist I	3/12/16
Jones, Melissa A.	Police Officer	2/22/16
Knueppel, Douglas B.	Chief Latent Print Examiner	11/19/16
Koslo, Duane S.	Police Sergeant	7/17/16
Kurowski, Michael J.	Detective	7/17/16
Laloggia, Robert L.	Detective	9/22/16
Leavy, Susan	Office Assistant II-PD	1/23/16
Lehmann, Karla E.	Police Officer	5/14/16
Leibold, Kurt R.	Assistant Chief Of Police	1/30/16

2016 Retirements

Name	Position	Date of Retirement
Looney, Pamela A.	Police Officer	10/29/16
Matthews, Andre L.	Detective	4/1/16
Mc Carthy, Ann M.	Police Alarm Operator	4/1/16
Mc Crary, Edward B.	Detective	12/18/16
Mc Govern, Susan C.	Lead Police Telecommunicator	1/31/16
Micklitz, Jeffery C.	Captain Of Police	12/15/16
Morales, William	Police Officer	7/15/16
Mulock, Peter J.	Police Sergeant	11/15/16
Nelson, Ronnette L.	Human Resources Analyst-SR	7/30/16
Norton, Dante	Police Sergeant	11/6/16
Parks, Alan D.	Police Officer	7/25/16
Peterson, Kenneth A.	Police Officer	10/28/16
Peterson, Mark A.	Detective	7/18/16
Pierce, Peter D.	Captain Of Police	10/12/16
Placzek, Michael J.	Police Officer	7/30/16
Prebish, Joseph F.	Police Officer	7/31/16
Raap, Aaron M.	Captain Of Police	9/24/16
Rabideaux Jr, Richard A.	Police Officer	4/7/16
Reyes, Eugene J.	Police Officer	12/31/16
Reynolds, James	Building Maint-Supv II	10/5/16
Rineberg, Steven A.	Police Lieutenant	6/1/16
Saxton, Neil E.	Police Officer	3/26/16
Segel, Alan L.	Police Services Specialist	12/31/16
Shuttlesworth, Gigi Y.	Police Officer	3/20/16
Smith, Jason A.	Captain Of Police	1/8/16
Staton, Louis V.	Police Sergeant	3/22/16
Stott, David B.	Police Officer	3/18/16
Strong Jr, Eddie L.	Police Sergeant	5/21/16
Sunn, Joanne M.	Police Officer	7/15/16
Taylor, Cornelius E.	Police Officer	7/15/16
Teske, Sandra	Office Assistant III-PD	10/24/16
Thundercloud, Gary S.	Detective	4/30/16
Tripke, Kathleen G.	Police Telecommunicator	1/7/16
Vasquez, Lydia M.	Lead Police Telecommunicator	1/16/16
Welch, Cheryl A.	Detective	8/28/16
Whiteside, Elliott	Police Officer	7/30/16
Wichmann, Cathleen A.	Police Lieutenant	7/16/16
Wiesmueller, John D.	Police Officer	4/23/16
Wilkerson, Michael W.	Detective	11/18/16
Wilson, Zebdee	Police Officer	5/17/16
Young, Jody H.	Police Officer	4/23/16

RETIREMENTS



PROUDLY CERTIFIED

