



OAK CREEK

1995  
ANNUAL REPORT

POLICE DEPT



**Annual Report Produced By**

Val Neuhart, Conf. Secretary

**Chief of Police**

Michael R. Younglove

**Mayor**

Dale J. Richards

**Aldermen**

1st Dist Elizabeth Kopplin  
2nd Dist Sandra Lipke  
3rd Dist Michael Brever  
4th Dist Merlyn Warner  
5th Dist Lawrence Prochnow  
6th Dist Phillip Haerle

**Police & Fire Commission**

Gary Wilkes, President  
James Schultz  
James Moczynski  
Robert Anderson  
Douglas Barbian

**City Administrator**

Robert Kufirin

**City Attorney**

Larry Haskin

**Municipal Judge**

John Grahovac

**On The Cover:**

The department's new Command and Tactical Operations Vehicle, along with our newly redesigned badge and shoulder patch.

# CONTENTS

Chief's Message ..... 2  
1995 At A Glance ..... 3  
Police Programs ..... 4  
    Citizen Volunteers  
    Citizen's Academy  
    D.A.R.E.  
    Citizen Ride-Along  
    Auxiliary Police  
    Graffiti Abatement  
    Neighborhood Cops  
    Cop Cards  
    Hunter Safety  
    Traffic & Safety  
    Grant Administration  
    Fleet Management  
Department Services ..... 11  
    Administrative  
    Investigative Unit  
    Patrol Bureau  
    Dispatch  
    Clerical/Records  
    Chaplain  
    Municipal Court  
Specialty Units ..... 14  
    Drug Enforcement Unit  
    Crime Prevention Unit  
    Canine Unit  
    Fire Investigation Unit  
    Bike Patrol  
    Emergency Response Unit  
Productivity Measures ..... 18  
    1995 Goals & Objectives  
    Calls for Service  
    Arrest Statistics  
    5 Year Comparison  
Department Personnel ..... 22  
Education & Training ..... 25  
    DAAT & Firearms Training  
    FTO Program  
    Schools/Seminars

# Chief's Message

May 1995

Citizens of Oak Creek  
Mayor Dale Richards  
Common Council  
Police & Fire Commission  
City Administrator Robert Kufrin

Citizens, Mayor, Ladies and Gentlemen:

*I*t is with pleasure and a tremendous amount of pride in the men and women of the Police Department that I present this Annual Report highlighting and summarizing the activities of the Oak Creek Police Department for 1995. As continues to be the pattern, the department in 1995 responded to more calls for service from the citizens of the community than ever in its history. Historical and current trends predict that the community's demand for services by the Police Department will continue to increase at least in the same direct proportion as the community's growth continues.

1995 saw the Police Department aggressively pursuing state and federal grants. The department was successful in several of these attempts including, but not limited to: a COPS MORE grant, providing funding over 3 years for the hiring of an additional police officer. We continued to receive approximately \$25,000 administered by the State of Wisconsin for our Neighborhood Drug Use and Violence Prevention Program for the fifth consecutive year, and the department continued in its successful grant acquisition for traffic safety enforcement related programs. The department was successful in increasing its overall clearance rate for all reported crimes to 32.4%. This was an increase over the 1994 clearance rate of 26.6%, and the 1995 estimated statewide clearance rate of 27%. Total adult arrests increased to 1136 during 1995, from 961 in 1994; and total juvenile arrests increased to 648 during 1995 from 458 in 1994. In addition, Oak Creek's 1995 property recovery rate of 43.3% was greater than both its 1994 property recovery rate of 22% and the estimated 1995 statewide recovery rate of 39%.

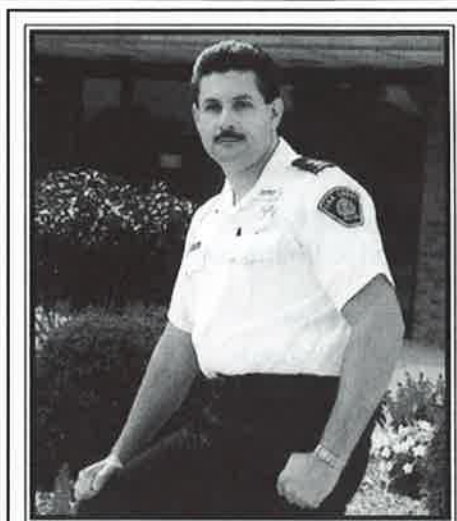
The end of 1995 and the retirement of two longtime command officers, Lt. Jim Lampe and Lt. Wayne Martinko, will change the face of the department in the upcoming years. The department recognizes and applauds the many years of dedicated service these two men brought to the department and looks forward to the challenge of continuing the tradition they exemplified.

I would like to take this opportunity to thank all the employees of the Police Department for their efforts during 1995. Certainly the department and the community continue to have many challenges, balancing the needs and desires of a suburban community with the limited resources a municipal government must work within. I would also like to take this opportunity to thank our elected officials, appointed officials, community leaders, and citizens for their continued support without which this department could not achieve its mission of "**Enhancing the Quality of Life Within our Community**". My special thanks to Capt. William Wilson and my confidential secretary, Val Neuhart, for their extra efforts in compiling and editing this report.

Respectfully submitted,

Michael R. Younglove  
Chief of Police

---



Chief of Police  
**MICHAEL R. YOUNGLOVE**  
1995 OAK CREEK POLICE DEPARTMENT

Chief Michael Younglove



# ***1995 At A Glance***

- ✓ Mobile Command Vehicle put into service (Pg 9)
- ✓ Neighborhood Cops Program instituted (Pg 6)
- ✓ Cop Cards designed and distributed (Pg 7)
- ✓ Graffiti abatement program started (Pg 6)
- ✓ Cold storage pole building constructed
- ✓ Redesigned the department badge and shoulder patch
- ✓ Added base station tactical frequency
- ✓ Held the department's first Citizen's Academy (Pg 4)
- ✓ Added narcotics detection canine (Pasha) and handler (Officer Berglund) to the Canine Unit (Pg 15)
- ✓ Formed Bicycle Patrol Unit and purchased one Trek police mountain bike (Pg 16)
- ✓ Received \$75,000 Department of Justice COPS grant to partially fund one additional patrol officer position for 3 years (Pg 8)
- ✓ Received \$25,408 Neighborhood Drug Use and Violence Prevention grant for the 5th consecutive year (Pg 9)

# Police Programs

## Police Programs

encompasses all of the specialty programs and projects available to the community through the Police Department.

Our **Citizen Volunteer Program** has 6 active members. The volunteers range in age from mid-20's to senior citizens. We are very fortunate to have these citizens volunteer their time and effort for their community.

During 1995, our citizen volunteers contributed over 1500 hours to the department. Their "duties" included, but are not limited to: daily pickups and deliveries (Herb Klump and Duane Troyer); coordination of the Graffiti Removal Program (Dick Picard); filing and supply inventory (Izzy Horton); Crime Prevention duties (Randy Myles); typing (Esther Mussa); and removal of illegal signs from medians and right-of-ways (Dorothy Hanson).

In addition to our "regular" volunteers, we would like to say a special **Thank You** to two high school students—*Nicole McBride* and *Christy Leino*—who volunteered their time and talents to stencil and paint excerpts from our Mission Statement on the wall of the Police Department garage.

The Oak Creek Police Department conducted its first **Citizen's Academy** from February 1 through April 5, 1995. This Citizen's Academy was the first to be conducted in Milwaukee County. The goal of the Academy was not to turn citizens into police officers, but rather to educate the people of our community on the operation of the Police Department from

an inside view.

The Citizen's Academy is a ten-week program. Classes were held on Wednesday nights and lasted approximately three hours. The only requirement to attend the program was a desire to learn more about law enforcement in their community.

The students who attended the program learned

Department's Citizen's Academy, Class of 1995. Some of the people who took time out of their busy lives to attend the program included Oak Creek Mayor Dale Richards, Milwaukee County Supervisor LeAnn Launstein, and Oak Creek Police & Fire Commissioners Robert Anderson and James Moczynski.



1995 Citizen's Academy Graduates

about the legal and court system, juvenile crime and youth gangs, domestic violence, illegal drugs, traffic enforcement, drunk driving investigations, K-9 patrols, crime prevention, and police officers' use of force. Demonstrations were provided by the department's ERU team and the students received safety training and were allowed the opportunity to fire 9mm handguns at the MATC South Campus indoor firing range. The training provided was very interactive and included role playing as police officers and the people police have contact with.

Nineteen citizens attended and graduated from the Oak Creek Police

The **D.A.R.E. Program** was introduced into the Oak Creek school curriculum in 1990 and has not only been a positive program for our children but has proven to be an excellent bridge between school and police officials.

Officers John Finco and Kelly Winegarden completed an intense two-week training course in 1995 and along with Officer Pat Hammernik are currently teaching alternate semesters at each district grade school in Oak Creek, including St. Matthew's and Grace Lutheran schools.

The D.A.R.E. program consists of one hour of classroom instruction to 5th graders for 17 weeks. The curriculum is

# Police Programs

highly structured but also provides time for fun and special events. These events include an assembly in each school with

into 5th grade. Many of them already have a good idea and are eagerly awaiting their turn.

At the end of each

---

*D.A.R.E. is a collaborative effort by D.A.R.E. certified law enforcement officers, educators, students, parents, and communities to offer an educational program in the classroom to prevent or reduce drug abuse and violence among children and youth. The classroom effort helps students recognize and resist the many direct and subtle pressures that influence them to experiment with alcohol, tobacco, marijuana, inhalants or other drugs or to engage in violence.*

D.A.R.E. Officer's Instruction Book

---

Pasha, our drug dog, as well as planned professional sport outings for the D.A.R.E. students. The weekly classroom curriculum involves learning the effects of mind-altering drugs, considering consequences, resisting drugs, building self-esteem, assertiveness, stress management, reducing violence, and risk management. High school role models are also brought in to answer students' questions. Not only do the children learn how to resist drugs, but they also develop a positive relationship with police officers. We have seen children who were afraid to talk to the police and are now responding with enthusiasm. They look forward to sharing their ideas and experiences at the beginning of each class and they listen intently when we tell them true stories about drug-related cases. Throughout the semester the teachers incorporate the D.A.R.E. lessons into other areas of teaching as well.

The younger children in grades K-4 are also visited and given "hints" about what to expect in D.A.R.E. when they get

semester a formal graduation ceremony is held for the students which includes their parents and special guest speakers. Not only do the D.A.R.E. graduates have good lessons to build on, but they have positive experiences to remember for years to come.

Into its fourth year of existence, the department's **Citizen Ride-Along Program** continues to prove itself popular and in demand within our community. Eighty-two citizens "rode along" with members of the Oak Creek Police Department during 1995.

The Citizen Ride-Along Program is open to any Oak Creek resident who is at least 18 years of age. After submitting an application to participate in this program, the applicant is contacted by phone to schedule their ride-along. A person can request to ride along during any regular patrol shift, on any weekday or weekend. The duration of the ride lasts anywhere from 4 to 8 hours, depending on how much time the city resident wants to spend in a patrol car. Citizens are in-

vited and encouraged to participate once a year in this program.

The **Oak Creek Police Auxiliary** unit is comprised of 22 citizens who dedicate their time and energy for the betterment of our community. The auxiliary officers perform a wide variety of duties including traffic control at civic and community events, security duties at high school athletic events as well as other public events, municipal court bailiff duties, and assisting regular sworn officers at public presentations or events. All time and effort that is contributed by these civic minded community members is done with no monetary compensation or benefits. The only "reward" received by the members is the satisfaction in knowing they helped improve the quality of life of everyone who lives, works or visits our community.

During 1995 members of the Oak Creek Police Auxiliary donated in excess of 800 hours of service to our community. By having a valuable resource such as the Auxiliary officers, regular sworn officers can be free and available to perform other duties needing attention or action.

1995 was a year for change within the Auxiliary unit. New shoulder patches were created, giving the auxiliaries their own identity and making them more recognizable when they are out performing their duties in public. Two new Auxiliary members were added to replace two members who retired from the Auxiliary unit after being members for over 10

# Police Programs

years. We extend our thanks to retiring Auxiliary members Frank Glowinski and David Immel, as well as all active Auxiliary members.

In June 1995, at the urging of Mayor Richards, the department put in place an aggressive **Graffiti Abatement Program** within the City.



Officer Schmidt demonstrates our "hands-on" approach to wiping out graffiti.

Community response has been both encouraging and cooperative. Through the efforts of volunteer Dick Picard, program coordinator, graffiti is on its way to being "wiped out" in our city.

To date, some 150 individual incidents have been cleared and, as weather permits, more are waiting. Keys to the long-term success of this endeavor are Commitment (financial and manpower), Persistence (in identified chronic locations), and Community Involvement... public, private and commercial.

In the public sector, the

Common Council authorized the purchase of a portable baking soda blasting machine in conjunction with (and dollar support by) the Oak Creek-Franklin Joint School District. The Street Division has already put this equipment to good use in a number of locales (including the American Ave. bridge in

Carrollville) and the School District maintenance department will be doing the same come Spring.

Private sector involvement has included reporting, educating and coordinating with insurance companies and others.

Of major import in this area is making our residents aware of the correct removal products to use. For example, the manager of one of the larger apartment complexes in the city had been in the habit of using undiluted muriatic acid (from his swimming pool supplies) for graffiti removal. He has since been "converted" to a much

safer product.

Have you met your **Neighborhood Cop**? In spring of 1995 we began our new concept involving community policing. We assigned each of the large residential areas (i.e., subdivisions, apartment complexes) to an individual first or second shift officer. The program has been given the following objectives:

- ✓ Identify one officer the neighborhood youth can identify with.
- ✓ Identify one officer the area residents can go to with non-emergency questions or concerns.
- ✓ Occasionally visit with the assigned area's Neighborhood Watch Group(s) and gain insight into the fears or concerns of the area's residents.
- ✓ Direct previously unspecified patrol time to that neighborhood.
- ✓ Create an atmosphere of ownership or an area of responsibility for the officer.

Citizens were advised that if they were reporting a crime, any available officer would respond—not necessarily the Neighborhood Cop. This program was geared for non-emergency concerns.

We know that each area has different problems and concerns. We advised our officers to develop their own approaches to "their neighborhoods". Listed below are some of the wide variety of ideas expressed through the officers' efforts.

☆ Several surveys sent out to the neighbors trying to identify what their needs are.



# Police Programs

☆ Several officers have sent out their picture with an introduction and goals for their neighborhood.

☆ Utilize a bicycle patrol during Trick-or-Treat.

☆ Stop and visit with youth during the Parks and Rec summer playground program.

☆ Set up suggestion boxes at the entrances to the neighborhood.

☆ Attend the neighborhood block party.

☆ Assignment of an "apartment complex specialist" to coordinate with other neighborhood cops assigned to complexes.

We believe strongly in how this program can benefit both the citizens and our officers. We look forward to expanding our involvement during 1996.

The department's **Cop Cards** program was established in 1995. Chief Younglove geared this program toward better identification of our officers with the city's youth. We also thought it would be a great way for our Neighborhood Cops to leave an identifier with their neighborhood residents.

The Cop Cards program is an idea that has been implemented around the country; locally it had been done in the city of Beloit. Our cards are similar to the Milwaukee Brewer cards which were sponsored by local businesses and given out by area law enforcement agencies. Instead of a baseball player's picture and message, our Cop Cards have our officers' pictures on one side and a personal message from the

officer on the reverse. This program was optional for our officers and we were pleased with the high percentage of



Sgt. Hermann's 1995 Cop Card

officers that elected to become involved.

In taking pictures of our officers, we attempted to have them in a setting of their choice that reflected a special duty they may have with the department. The personal messages on the back were the choice of the officer and were geared to reach the children.

We believe that we are role models for the youth of our community. We know that this has been a great way to send positive messages to those in our area. The officers have the cards available to hand out when they deem it appropriate.

. The Cop Cards project was jointly sponsored by *Victory Graphics, Mille's Photography, and Specialty Underwriters*. We appreciate their generous support of this program!

In 1995 the Oak Creek Police Department and the Wisconsin Department of Natural Resources combined efforts and conducted two **Hunter Safety Education Programs**. One class was held in spring, the other in fall. The classes were held one night each week for six weeks, and the classes were each three hours long. A total of forty students completed the program in 1995.

The purpose of the department sponsored Hunter Safety Program is to instill the knowledge and skills needed to become a safe and responsible addition to the ranks of those who are considered sportsmen and sportswomen.

The classes were once again a huge success. Police Officer Clint "Rocky" Bauer is the lead instructor for the program. Officer Bauer plans and organizes the courses and is assisted in teaching the courses by Sgt. Scott Jurk, Officer Pat Hammernik, members of the WE-WN Sports Club, several members of the Wisconsin Department of Natural Resources, and valued citizen volunteer Robert Belli.

Since the inception of this program in the city of Oak Creek, Officer Bauer has organized classes that have successfully graduated 225 students. The program is considered a great success.



# Police Programs

The department continued to increase its emphasis on **Traffic & Safety** efforts throughout the community. Utilizing federal, state and local resources the department was part of a statewide campaign that reduced traffic crashes involving alcohol by 9%.

The Oak Creek Police Department worked in cooperation with the Oak Creek Optimist Club and the Oak Creek Community Center to present a bicycle rodeo for the children in the community. The main purpose of the event was to teach and promote safe and responsible biking. Children were able to test their biking skills and knowledge through a series of courses. Bicycles were also inspected and registered. Prizes were awarded throughout the event and Mike Fetters of the Milwaukee Brewers made a special appearance to meet with children and sign autographs.

Police Officer Kelly Winegarden taught bicycle safety courses to local Boy Scout and Girl Scout groups. Officer Winegarden also gave impromptu presentations to groups of children in neighborhoods in the community.

Adults living and working in the community were targeted through the department's "Big Convincer" program. The Big Convincer is a crash simulator that the department regularly borrows from the Wisconsin State Patrol. Adults are seated in the device and safety belted. The device then simulates a crash at 11 mph. Participants leave the

demonstration with a new respect for the usefulness of safety belts in low speed crashes. Officers Kelly Winegarden and Sean Mars responded to requests from PPG and the Oak Creek High School with Big Convincer demonstrations.

Officer Winegarden continued the department's successful "Little Convincer" program. The Little Convincer is a device used to promote safety belt and child safety restraint use. Several years ago Officer Clint "Rocky" Bauer worked with the Oak Creek VFW and raised the funds to purchase the Little Convincer. The Little Convincer has made yearly appearances at the local elementary schools as well as putting in popular appearances at Lions Fest and other local functions.

Through these efforts to educate the public, the department hopes to create a safer environment in which to work and play.

**Alternate Funding Sources (Grants)** have become an integral part of our operation. 1995 saw the department receive the award of \$75,000 from the Federal Dept. Of Justice COPS Office to partially fund one patrol officer position for three years. This program was part of the Federal Omnibus Crime Bill package which intended to 100,000 more police officers on the job across the country. The department also pursued other federal funds available to redeploy officers from dispatch/clerical functions to road/enforcement functions.

In addition to the federal grant programs, the department participated in several state grant programs. The department applied for and received \$8,530.70 for Alcohol Saturation Patrols. These patrols fund overtime to put extra officers on the street during times when there is a high instance of drivers operating under the influence of alcohol or other drugs. The department also applied for a received \$1,500 toward the purchase of a mobile video camera to assist in the gathering of evidence and ultimate prosecution of those driving under the influence of an intoxicant.

The department was able to further a goal of reducing underage drinking problems by participating in a state pilot program called "Cops in Shops". This program forged partnerships with local liquor retailers by putting plainclothes officers in retail establishments, posing as employees, to deter and apprehend underage persons attempting to purchase intoxicants. This program was funded by a \$6,177.48 grant from the Department of Transportation, Office of Transportation Safety, and had a very favorable impact on underage alcohol problems in the city of Oak Creek.

The department also pursued funding in 1995 to help with the growing problem of traffic crashes caused by excessive speed. The Department of Transportation, Office of Transportation Safety, awarded the department \$14,499.98 to be used for a program which put more officers

# Police Programs

on the road during peak accident times. These officers were able to put in 300 hours which would not have otherwise been possible. During this program, 244 written warnings and 167 citations were issued for a total of over 400 contacts relating to speeding violations. Citizens in the areas where this program was operated noted a safer environment for themselves and their children.

For the 5th consecutive year, the department received a Neighborhood Drug Use and Violence Prevention grant in the amount of \$25,408 from the State of Wisconsin, Dept. Of Health & Social Services. The money from the grant was used to proactively reduce violence and drug crimes within the community. This was done by educating the public through public awareness programs such as Neighborhood Watch and D.A.R.E. It is our belief that these programs are the foundation of a positive proactive policing environment. Funds were also used to provide updated officer training in the areas of crime prevention and drug abuse. Information received during training was shared with the community through presentations and seminars. This grant enabled us to come another step closer to meeting our goal of succeeding in the prevention of illicit drug activities and the violent crime associated with this activity. This can only be done through the education and cooperation of community members and the department.

The Oak Creek Police

Department ended 1995 looking to the future and already planning and submitting grant applications for 1996. The department will continue to seek alternative funding sources and will whenever possible forge partnerships with groups in the community to further the department's mission of enhancing the quality of life in the City of Oak Creek.

The **Fleet Management Program** is overseen by Lt. Tom Bauer and includes the responsibility for procuring, maintaining and managing department vehicles. In 1995 we budgeted for five replacement vehicles. We participated in a cooperative bid process (V.A.L.U.E.) with other government agencies in south-eastern Wisconsin. In the past few years the Chevrolet Caprice has been the bid winner and, in fact, this department has traditionally used Chevrolet Caprice police vehicles. This year's bid process was significantly different in that Chevrolet did not participate as they are no longer manufacturing full-size police vehicles. As a result, Ford's Crown Victoria was the vehicle selected as the bid winner and the department's fleet now includes five Ford patrol vehicles.

We also continued to utilize our Motor Unit which consists of one Harley-Davidson police motorcycle owned by the department, and one Kawasaki police motorcycle donated for our use by Sportland of Oak Creek. Sportland also allowed the department to continue to use one of their JetMate boats

for our Dive Team.

Our department vehicles are maintained by one full-time mechanic (Dave Boers) employed by the City. Dave spends 90% of his time on the maintenance of police vehicles.

The following chart shows a breakdown of the vehicles in the department's fleet and the areas the vehicles are designated to be used in.

---

## 1995 Fleet Vehicles

- 7 - Marked Patrol Squad Vehicles
    - (5) 1995 Ford Crown Victoria
    - (1) 1994 Chevrolet Caprice
    - (1) 1992 Chevrolet Caprice (Supervisor's Squad)
  - 1 - Marked Transport Van
    - 1992 Chevrolet G20 Van
  - 4 - Unmarked Detective Squads
  - 3 - Unmarked Administrative Vehicles
  - 2 - Undercover Vehicles
  - 1 - Dive Team Boat
    - (On loan from Sportland)
  - 2 - Motorcycles
    - (1) 1994 Harley-Davidson FXRP
    - (1) Kawasaki
      - (On loan from Sportland)
  - 1 - Command Post Vehicle
    - 1990 Chevrolet P-60 Stepvan
  - 1 - 1970 Chevrolet Truck (ERU Van)
- 

Shortly after Chief Younglove became chief of the Oak Creek Police Department, he identified the need for a **mobile command vehicle** that could be utilized by the department should a major disaster or critical incident occur within the city. By the nature of Oak Creek's location and rapid growth rate, the city has the potential for a wide variety of critical incidents to occur within

# Police Programs

the city.

In 1994 the department began addressing the need for a mobile command post. Several options were considered and the economic impact of those options was evaluated. It was determined that the department would purchase a used vehicle as a cost saving measure and have it converted into a mobile command/communication vehicle.

The department then found that Bank One financed many of the Snap On Tool dealers and, as a result of that business, Bank One had a number of repossessed vehicles for sale. In July 1994, the department was able to purchase a used 1990 Chevrolet 20-foot stepvan from Bank One that was in very good condition and fit all of the requirements the department needed to be converted in a mobile command vehicle.

Once the vehicle was purchased, extensive research was conducted to determine the optimal utilization of the vehicle as a mobile command vehicle. Staff members had the opportunity to view other mobile command vehicles as well as tour a factory that builds mobile command vehicles. A tentative design was then drafted incorporating ideas and concepts from a number of different vehicles.

While planning the vehicle the design team met Michael Swendrowski who was employed in the van conversion field. Mike indicated that he was interested in constructing Oak Creek Police Department's

mobile command vehicle and assisted in developing the final design.

The finalized plan adopted by the department was for a multi-purpose command/communication vehicle that could be used in a wide variety of situations. The vehicle was divided into two compartments, with the forward compartment being the communications center and the rear section designated as the command area.

The communication center was designed as a mobile dispatch center, containing its own cellular telephone system, a computer system capable of connecting with the department's in-house computer, four separate police radios, a marine band radio and a combination fax machine/computer printer/copier.

The command area of the vehicle was planned as an area, separate of the communication center, that could be used as a work area by command officers during a critical incident. The command area contains a conference area, telephones, galley, and bathroom.

The vehicle was also designated to be self-sufficient, having two generators on board for electrical power, and both the communication and command centers having separate climate control systems. The vehicle was also designed with the capability to be connected to conventional sources of electrical power and telephone lines during extended incidents.

Mike Swendrowski began construction of this vehicle for us in January 1995. The construction, which consisted of completely stripping the interior of the vehicle and rebuilding it from the floor up, lasted five months. The exterior of the vehicle was repainted and emergency lighting and decals were affixed. The completed vehicle was placed into service during June 1995 after training was completed for six vehicle operators.

The vehicle was put to use in 1995 as a critical incident command post at the site of a small engine plane crash in our city. It was also utilized for crime prevention and community policing events.



The department's Mobile Command and Tactical Operations Vehicle.



# Department Services

The department's chief executive officer is the **Chief of Police**, who has the ultimate responsibility for the operation and administration of the department. The Chief of Police has the primary responsibility for personnel decisions, policy making, and discipline. The Chief functions as the primary liaison with city officials, community organizations and other law enforcement or governmental agencies. The Chief of Police works closely with his command staff to coordinate activities and communication throughout the department. This is accomplished through daily communication and bi-weekly staff meetings.

The office of the Chief of Police also includes a confidential secretary who, besides assisting the Chief with confidential administrative matters, oversees and coordinates purchasing, assists with preparation of the Police Department budget, as well as a variety of other confidential and office-related duties.

The **Investigative Unit** is responsible for follow-up investigations of criminal incidents. The follow-up investigation begins when the patrol officer reaches a point in the investigation in which he/she can no longer continue and/or when specialized skills of the Investigative Unit are needed to bring the case to a successful conclusion. Examples of some of the investigations assigned to the Investigative Unit are: burglary, theft, fraud, forgery, robbery, battery, sexual assault, and death

investigations.

The Investigative Unit consists of a Commander of Investigations, two detectives, and one investigator. One of the detectives is temporarily assigned to the Drug Enforcement Administration (DEA) Task Force in Milwaukee.

The detective slots are permanently assigned positions. The investigator slot is filled by a patrol officer on a two-year rotation basis, with a possible one-year extension. The intent of the investigator's position is to provide a patrol officer with extensive training and information (such as contacts and resources available to them), along with experience as it relates to criminal investigations. When the officer rotates out of the position and returns to patrol the training, information and experience he/she received will be a valuable tool for them and the officers that they work with in the collection of evidence and handling of criminal investigations. In September 1995, Officer Daniel Daily completed his rotation as investigator and returned to the patrol force. Officer Andre Antreassian is now assigned to the investigator position for a two-year rotation.

In 1995, the Investigative Unit was assigned and actively investigated 174 cases. As a result of the unit's investigations, arrests were made in 80 of those cases, and 15 cases were determined to be unfounded.

The **Patrol Bureau** consists of one captain, three

lieutenants, five sergeants, and thirty patrol officers. The Patrol Bureau is divided into three primary shifts, with a lieutenant in command of each shift. Those three shifts are complemented by a "power shift" which overlaps the second and third shifts. The power shift is in place to provide maximum manpower during those hours when demands for service are at a peak.

The Patrol Bureau is responsible for providing primary law enforcement services to the community, whether it be via dispatch (calls for service), special assignment, or self-initiated on the part of the officer. Personnel assigned to the Patrol Bureau are the first to respond to any calls for service within the City and are responsible for the preliminary investigation of any incident. Patrol Bureau officers are also responsible for traffic enforcement.

The distribution of personnel within the Patrol Bureau is reevaluated on an annual basis. The allocation of personnel to specific shifts is based on an analysis of calls for service during a specific time period (time of day and/or day of week), average time required to handle a call, a summary of officer activity, and time allotted for days off, vacations, sick leave, training, etc.

In 1995, the department responded to 22,683 calls for service, and made 5,797 arrests.

The **Emergency Services Dispatcher** is an integral part of our organization. The department hired its first civilian

# Department Services

dispatchers in May 1991. Prior to that time a supervisor or patrol officer was assigned to dispatch duties. By hiring dispatchers the Oak Creek Police Department was able to put the manpower back on the street.

At the close of 1995, our staffing included 5 full-time dispatchers. We have one dispatcher permanently assigned to each of the three shifts, and 2 dispatchers who work a rotating schedule—one rotating between first and second shift, and one rotating between second and third shift.

Dispatchers are responsible for answering all emergency and non-emergency phones for the Oak Creek Police Department. They also coordinate all radio traffic and operate the computer aided dispatch (CAD) terminal, teletype terminal, and mobile data terminal. Dispatchers also perform minor clerical duties. Dispatchers must be able to perform their own duties but must also have knowledge of a police officer's duties so they can better handle the daily situations that occur which range from routine matters to life and death situations involving citizens or even our own officers.

Police Department dispatchers currently dispatch only for the Police Department. If a call is received for fire or medical emergencies the dispatcher gathers the required information and passes it on to the Fire Department via a direct phone line. The Fire Department then dispatches their own

personnel. We anticipate assuming dispatching responsibilities for the Fire Department in the near future.

Our **Clerical Department** is currently staffed by three full-time clerks. Clerical work shifts are 7 a.m. to 3 p.m., 8 a.m. to 4 p.m., and 12 p.m. to 8 p.m. The Clerical Department transcribes all dictated incident reports and does data entry of police reports, accident reports, parking tickets, and written warnings. Our Clerical Department also handles all open records requests, including assisting media representatives in compiling information for their news summaries.

The Clerical Department is also responsible for greeting and directing all walk-in traffic to the appropriate personnel. The majority of people who come into our lobby are here to pay fines and they are assisted by a member of our Clerical Department.

The department's **Chaplain**, Father Charles Doan, played an active role in the department in 1995. "Being available" is a working parameter for the Chaplain. Riding with the officers has enabled various functions such as: keeping relatives of injured citizens informed of the "progress" both at the scene and after an accident/incident; administering last rites in cases of death at the scene/in the home; being available for post-accident victim assistance such as funeral arrangements, services or whatever might be requested; providing emotional support to any officers who request same

as a result of post-trauma incidents; emphasis that a chaplain is chaplain to all people regardless of denomination, belief, etc.

Continued effort is being expanded in the Crime Prevention area. This includes active participation in Neighborhood Watch programs, Visual Alliance with Police program, sharing information via discussion, pamphlets or visual aids, counseling as needed, and the RSVP program.

Attendance at workshops, seminars and training functions during 1995 covered areas such as chaplain activities/duties/directions, hostage negotiation refresher courses, crime prevention meetings, blood borne pathogen exposure training, and staff meetings. The effectiveness of said attendance is seen in the proactive programs developed as a result of the training.

The heart of the chaplaincy program continues to be counseling members of the Oak Creek Police Department when asked. Integral to this function is confidentiality which ensures that what is discussed goes no further, except where permitted by the person discussing life issues. This is a vital function of the Chaplain.

Future efforts will be directed toward continued proactive crime prevention, death notification information and seminars, revitalization of Visual Alliance with Police, and any other assigned objectives.

Chaplain Doan reiterates that it is a privilege to be chaplain to this dedicated group

# Department Services

of law enforcement personnel and asks that God bless them richly.

The **Municipal Court** function is conducted in the Police Department building. The Clerk of Courts is a full-time employee of the Police Department although all compensation for this position is deducted from the Municipal Court budget. The charts on this page show the citations and affidavits processed through the Municipal Court in 1995. These figures do not indicate total citations issued for the year.

A portion of the fines collected is forwarded to the state (23%) and county (\$10 per case). On OWI cases, and additional \$300 driver surcharge is forwarded to the state. 42 occupational licenses were approved by the court in 1995;

each license costs \$40, with \$20 of each license being retained by

the City (\$1680 of which \$840 was retained).

FINES COLLECTED			
	1995	1994	1993
January	\$33,943.70	\$22,159.20	\$20,279.00
February	\$27,868.60	\$16,791.10	\$20,481.00
March	\$36,859.46	\$29,806.10	\$23,891.00
April	\$27,517.20	\$23,496.30	\$23,969.00
May	\$29,794.50	\$23,729.00	\$17,738.50
June	\$23,851.70	\$25,080.10	\$25,564.00
July	\$19,582.35	\$18,752.40	\$20,491.75
August	\$31,180.20	\$22,989.60	\$21,584.90
September	\$25,519.00	\$27,904.80	\$24,647.20
October	\$30,933.36	\$28,938.90	\$26,176.70
November	\$26,406.80	\$24,108.00	\$25,211.00
December	\$26,983.55	\$21,540.00	\$20,036.70
<b>Totals</b>	<b>\$340,440.42</b>	<b>\$285,295.50</b>	<b>\$270,070.75</b>

Increase/Decrease for 1995: +\$55,144.92 Parking ticket figures are not included.

CASES DISPOSED						
	Parking	Traffic	OWI/ BAC	Adult Non- Traffic	Juvenile Non-Traffic	Total
By forfeiture due to non-appearance; found guilty in default; plea of guilty; or plea of no contest	907	2017	45	419	299	3687
By dismissal	—	2	42	3	2	49
By plea of not guilty, regardless of disposition	28	767	61	323	125	1304
<b>Totals</b>	<b>935</b>	<b>2786</b>	<b>148</b>	<b>745</b>	<b>426</b>	<b>5040</b>
CASES TRANSFERRED						
	Parking	Traffic	OWI/ BAC	Adult Non- Traffic	Juvenile Non-Traffic	Total
To another Municipal Court	—	13	6	2	2	23
OWI cases to Circuit Court	—	—	8	—	—	8

Total cases disposed for 1995 is 5071; total cases disposed for 1994 is 4688. Total increase of 383.



# Specialty Units

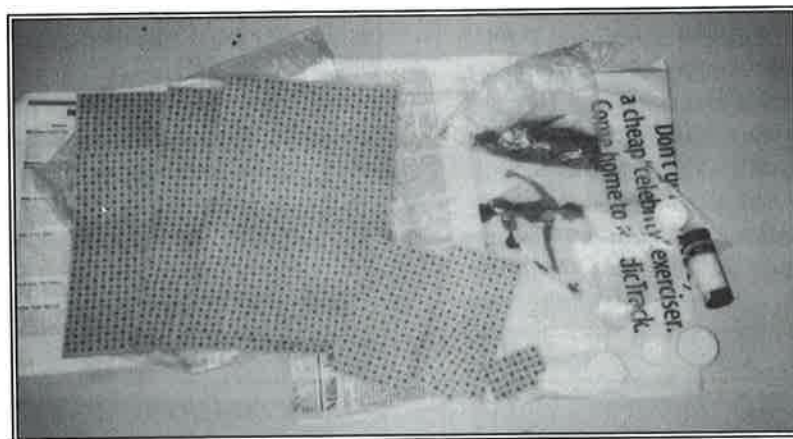
The **Drug Enforcement Unit** consists of a lieutenant, one sergeant, one detective, four patrol officers and one drug detection dog. At present, one of the members of the unit is assigned to the Drug Enforcement Administration Task Force.

1995 brought us a new "weapon" for the fight against drugs. K-9 Pasha was added to the unit and the officer assigned as her handler is also a member of the unit. Unit members continue to attend seminars to exchange information and learn new trends that are needed to fight the war on drugs. Some of the seminars attended in 1995 were: Wisconsin Narcotics Officer's Association training, Drug Courier Identification training, Airborne Counterdrug Operations training, and Vehicle Surveillance training.

Our unit members continue to give talks to the community about drug abuse. We presented a block of instruction at the department's Citizens Academy about what uniformed and undercover officers have to deal with while working in the drug field. Some of the topics discussed were hotel interdiction, highway interdiction, the use of field testing kits, and drug trends in the schools and businesses.

The Drug Enforcement Unit accounted for 23 felony arrests in 1995. These arrests varied and included delivery, possession, and manufacture of a controlled substance. Many arrests had penalty enhancers for being within 1000 feet of a school or park. In all, there were

210 arrests for substance abuse in Oak Creek during 1995. Of these arrests, a total of 3613 hits of LSD were seized; 137 grams of cocaine; 42 grams of crack cocaine; 10,759.94 grams (23.6 lbs.) of marijuana; 4 marijuana plants; 1 gram of methamphetamine; 1 gram of heroin; and 3.1 grams of morphine. The drugs seized had a total street value of \$158,013.98. The arrests made by our unit member assigned to the DEA task force are not included in the above figures.



A portion of the drugs which were confiscated by the Drug Enforcement Unit during 1995.

In 1995, Oak Creek Police Department members continued to actively promote crime prevention within the community. The **Crime Prevention Unit** consisted of Lt. Bill Wilson, Officers Ann Golombowski, Jim Scholtz, and Tom Peterson, and Chaplain Charles Doan. Oak Creek resident Randy Myles, who is a Milwaukee County Deputy Sheriff, volunteered numerous hours of his personal time and assisted the Crime Prevention

Unit throughout the year.

During the year, seven Neighborhood Watch Newsletters (6,000/publication) were written and distributed throughout the community. The newsletters contained information on current crimes taking place within the community, techniques on how to avoid becoming a target of crime, drug awareness information, dates and locations for upcoming crime and/or drug presentations, and welcomed new Neighborhood Watch

members.

Nine informational ads (related to crime prevention and drug awareness) were placed in the local community newspaper at various times throughout the year. The ads provided information about tips for a safe summer, pitfalls of illicit drug usage, caring for where we live and work, how to avoid being conned, and tips for safe holidays. The ads also announced upcoming crime and/or drug prevention

# Specialty Units

presentations available to community members. The objective of these ads was to provide community members with informative tips on how to safeguard their property and themselves from violent crime.

The Crime Prevention Unit, D.A.R.E. officers and Drug Enforcement Unit members provided forty-seven crime prevention and/or drug awareness presentations to community members at various sites. These presentations bring citizen groups up-to-date on the problems that coincide with drug abuse and violent crime, along with ways to combat this crime. We believe these presentations assist in building a better working relationship with community members and law enforcement, which in turn helps in combating illicit drug usage and violent crime, thereby keeping the City of Oak Creek a safe community. The Crime Prevention Unit will continue to make itself available to residents and business owners of Oak Creek and encourage community interest and participation in programs that we offer (Neighborhood Watch, National Night Out, CrimeStoppers).

The latest edition to the department's **Canine Unit** hit the streets in May of 1995. Officer Michael Berglund and his new partner Pasha, a 2½ year old female Belgian Malanois, returned from Southern Police Canine in North Carolina as a certified narcotic detection canine/handler team. Pasha had 14 weeks of training prior to Officer Berglund's arrival and

worked for another 120 hours with Officer Berglund. Pasha is trained to detect the odors of marijuana, cocaine, cocaine base ("crack"), heroin, and hashish. When Pasha locates one of these odors, she aggressively scratches at its origin. Since she uses her incredible sense of smell to locate the odor, she can greatly reduce the amount of time it takes to search and locate narcotics. This is a great asset to the department. Furthermore, Pasha can locate narcotics which might be hidden from officers.

Even though the school is complete, the training is ongoing. At least three or four times a week Officer Berglund trains with Pasha. Since Pasha is utilized in a variety of different environments, so too is the

materials, and amounts. Oftentimes Officer Berglund does not know where the narcotics are hidden, making him rely solely on his partner.

Since hitting the streets, Pasha and Officer Berglund have been quite busy. When Officer Berglund is on patrol, so is Pasha. At times other officers request their assistance in searching for narcotics since it is much quicker and we can be sure we have not missed any narcotics stored in hidden compartments. Pasha and Officer Berglund are also members of the department's Drug Enforcement Unit. Pasha is often used to assist our Drug Unit in search warrants, hotel interdictions, and traffic stops where drug activity may be suspected. Utilizing Pasha decreases the time it takes to



The department's Canine Unit: Putz, Officer Jim Antisdell, Officer Mike Berglund, and Pasha.

team's training. Together they search for narcotics in vehicles, luggage, mail, office buildings, garages, and residences. The narcotics are often hidden in different locations, wrapping

thoroughly search an area for narcotics.

Officer Berglund and Pasha are also utilized by other area departments through mutual aid. In 1995, Pasha and

# Specialty Units

Officer Berglund helped other departments such as South Milwaukee, Franklin, Cudahy and the Milwaukee County Sheriff's Department search for narcotics.

From May to December 1995, Pasha and Officer Berglund performed 57 searches resulting in over 1000 grams of marijuana, over \$4000 in US Currency, cocaine, LSD, and numerous items of drug paraphernalia. Pasha did not do this alone—Oak Creek officers on patrol and in the Drug Unit keep this team busy with the excellent work that they are doing.

The K-9 team of Officer Jim Antidel and his German Shepard partner, Putz, had a productive year in 1995. They were involved in numerous building and area searches. Putz is now almost 9 years old and a decision on his retirement will be made in 1996. Putz has been experiencing some arthritis in his hips.

During 1995 this K-9 team continued to train and spent in excess of 40 hours of in-house training. Training is directed in the areas of obedience, tracking, and reasonable force. Reasonable force by Putz means that when a suspect is found Putz will not bite unless resistance is offered. Even if a suspect is fleeing and Putz is in chase, when the suspect stops and stands still Putz will sit in front of him and bark. An example of this was during a pursuit of a stolen vehicle. The suspect jumped out of the car and began to run through a field. Putz was sent and once he caught up with the

suspect, the suspect stopped and froze. Putz sat in front of him and began to bark. The suspect then decided to try to run away and Putz bit him on the arm, holding him until ordered to release. Officers then placed the suspect under arrest.

This K-9 team has been an asset to the department for the last 3½ years and is responsible for many finds. Its success is due to the department's and citywide support for the program, and the team would like to thank everyone for their support.

The department's **Fire Investigation Unit** is comprised of one lieutenant, two sergeants, and three patrol officers. These investigators receive training annually for updates in the field of fire investigation.

Many of the fire calls that the department receives are handled by a regular patrol officer. If the fire is more involved, or the officer feels it is suspicious in nature, the officer may request a Police Department fire investigator. The department fire investigators have received advanced training in investigating fires to determine possible cause and origin. These Police Department fire investigators often work in conjunction with an investigator from the Oak Creek Fire Department.

In 1995 the Fire Investigation Unit responded to 133 reported fires in 1995. Of these fires, 113 were reported as miscellaneous, 17 were intentionally set, and 4 were carbon monoxide detector related. Of the 17 intentionally

set (arson) fires, 9 were set by juveniles. Eight of the nine juvenile fires stem from a student igniting papers in his school desk on fire, lighting small fires in playgrounds or abandoned buildings, and burning rummage sale signs. In these incidents the offenders were ordered to attend a counseling class put on by the Oak Creek Fire Department. The other juvenile incident involved a juvenile male being arrested by officers for constructing and igniting pipe bombs. Officers from our department worked in conjunction with the Milwaukee County Sheriff's Bomb Disposal Unit when handling this case. The 113 miscellaneous fires range from dwelling fires, to dumpster fires, to brush fires. Several of the miscellaneous fires were caused by individuals being careless with flammable materials.

In an effort to expand our ability to patrol all areas of the City, and to initiate more contact with the public, we initiated a **Bike Patrol Unit** in 1995. The unit consists of officers who expressed an interest in this type of patrol. The officers assigned will take the bike with them by using the squad-mounted bike rack. Officers will be able to cover the large area of the City with the squad, while at the same time be able to quickly exit the squad and utilize the bike for spot patrols of areas like apartment complexes, parks and subdivisions. We believe that using the bike is an excellent way for officers to extend themselves in our



# Specialty Units



Officer Winegarden proudly displays the Trek police mountain bike purchased with funds donated by the Oak Creek Lion's Club.

"Neighborhood Cops" program.

At the present time, we have one "police" bike suitable for off-road patrol. We were fortunate to have the Lion's Club donate the funds to purchase that bike. Without their assistance we would not have been able to begin this program that we believe will be a real benefit for the community.

The program really first began toward the end of 1995. We anticipate really taking off with this new patrol tool in the spring of 1996. One noteworthy use during 1995 was Officer Mars' patrol of the permitted night time "Trick or Treat" at the Oakwood Terrace Subdivision.

The **Emergency Response Unit (ERU)** is a tactically trained and equipped unit within the Police Department that is utilized to respond to any high risk situation. Through the use of highly specialized training and specialized equipment and tactics, the ERU is responsible for the safe resolution of such incidents as armed barricaded

subjects, high risk search and arrest warrant execution, hostage situations, and high risk vehicle stops.

During 1995 the Emergency Response Unit executed five high risk narcotics search warrants, resulting in the seizure of various controlled substances, and the successful prosecution of a number of subjects for drug offenses. The Unit was also called out one time for an individual that was threatening to harm himself and others, and members of the ERU were instrumental in safely resolving that situation.

The Emergency Response Unit is allotted twelve positions and is currently staffed with: Sgt. Endthoff and Sgt. Hermann (Team Leaders), Sgt. Jurk and Ptm. Antidel (Assistant Team Leaders); Ptm. Edwards, Ptm. Dailey, Ptm. Antreassian, Ptm. Bolender, Ptm. Murphy, and Ptm. Piojda (Active Unit Members); and Ptm. Scholtz and Ptm. Peterson (Inactive Unit Members).

Training is an extremely

important element of the Unit. The ERU trains bi-monthly for a minimum of eight hours per month. The training is conducted by unit members encompassing all areas of the Unit's responsibility, and is conducted in the most realistic manner possible. Unit members also attended various training classes and seminars throughout the state conducted by agencies such as the FBI, Milwaukee Police Department, and the Wisconsin National Guard.

During 1995, members of the ERU assisted in developing training programs in conjunction with the Wisconsin National Guard, utilizing their facilities at Volk Field. Members of the Unit were then used as instructors in training members of other units in subjects such as room clearing, high risk warrant execution, and distraction devices.

The Emergency Response Unit also established a physical fitness standard for all unit members during 1995. All members must pass a physical agility test every three months to remain an active member of the Unit. Failure to pass two consecutive tests will result in a member becoming inactive and removed from the Unit.

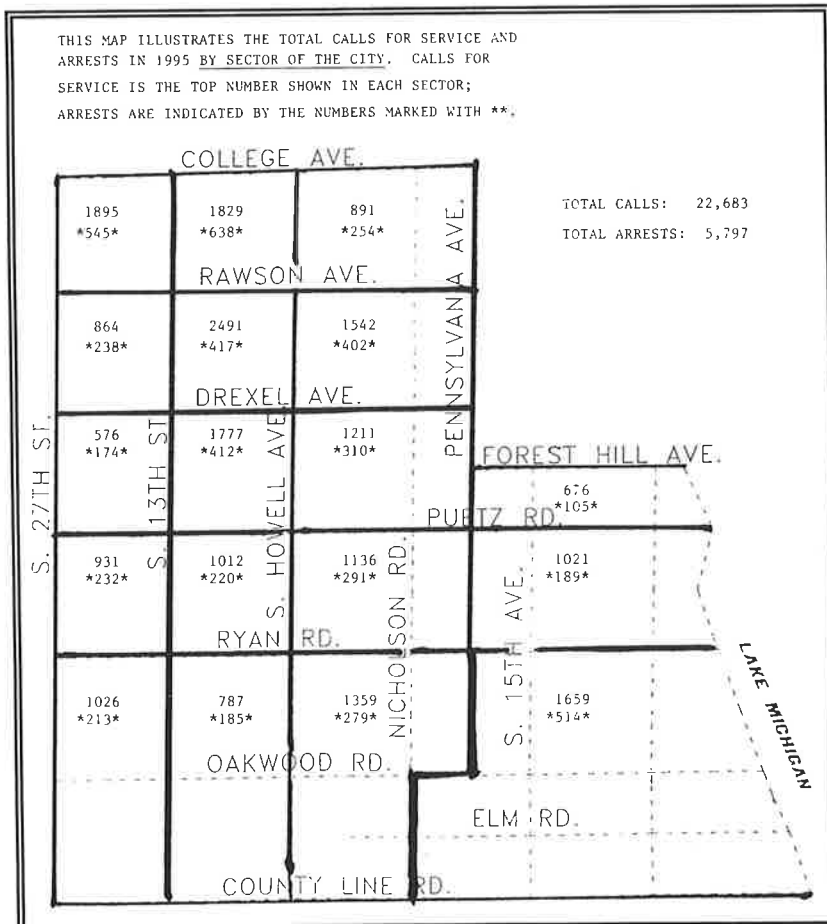
The Mission Statement of the Oak Creek Police Department is to enhance the quality of life and, above all, the protection of human life within the City of Oak Creek. The Emergency Response Unit, through training and devotion to duty, is dedicated to fulfilling that Mission Statement.

# Productivity Measures

## 1995 Department Goals

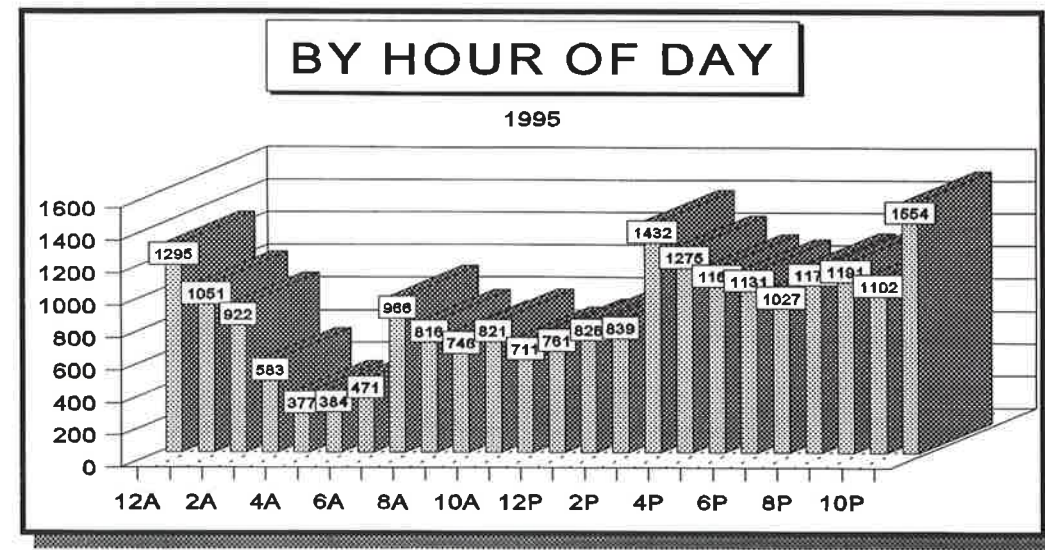
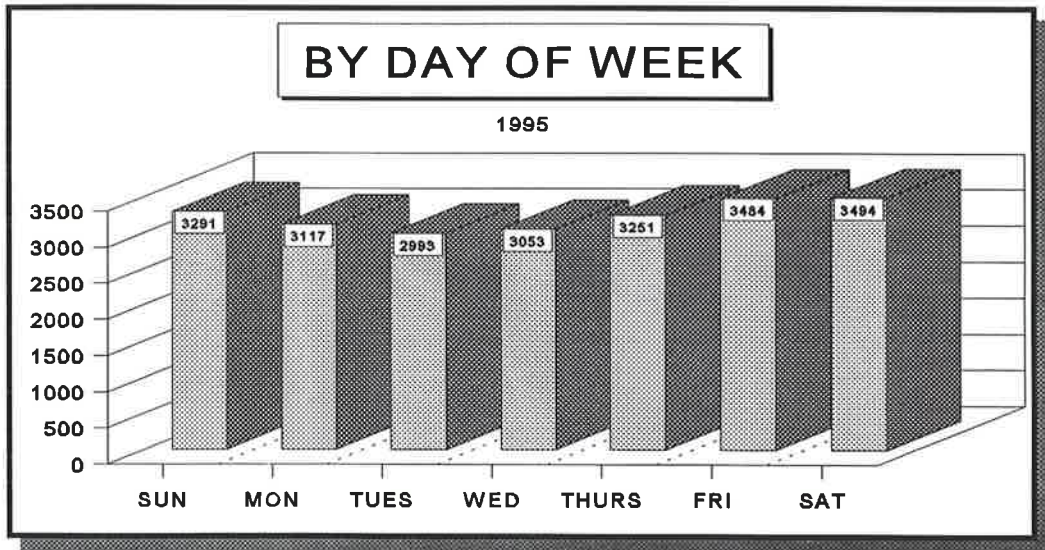
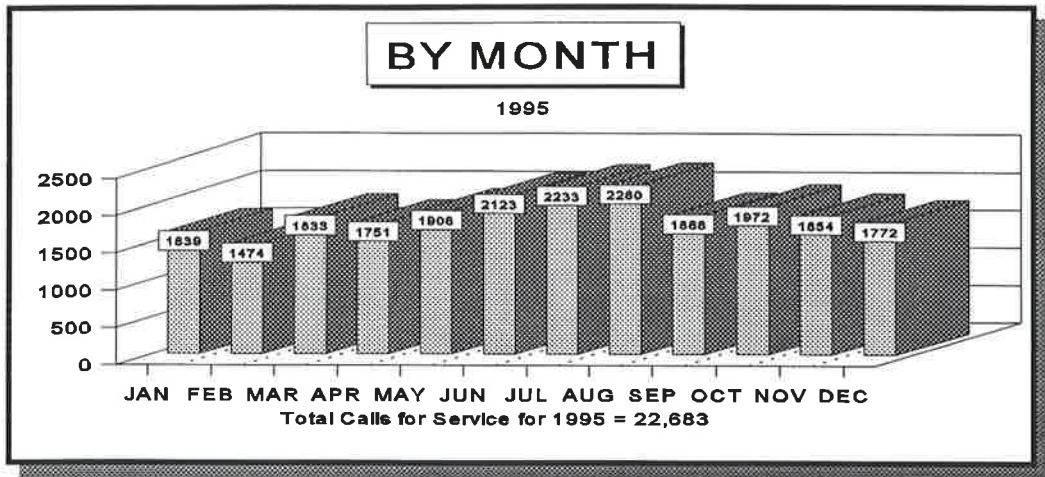
The Police Department has formulated a Mission Statement, as well as a Statement of Values, which it uses as its foundation in objectively analyzing external as well as internal operations. The community of Oak Creek, like most (especially those located in southeastern Wisconsin), placed greater demands for service, community preservation and protective policing on the department during 1995. With those needs, demands and responsibilities in mind the department worked toward the following objectives during 1995:

- ▶ Effective administration of all resources allocated to the department, providing effective leadership and vision into the future.
- ▶ Continue the process of reviewing department policies and procedures as required, and establishing new policies in areas where required. Continue a review process of all existing written policies and update those policies as required by either law, community needs or modern law enforcement principles.
- ▶ Continue to emphasize an aggressive, proactive police patrol function, maintaining the number of officer initiated contacts with citizens while balancing the ever-increasing demand for non-officer initiated police services
- ▶ Using approved resources to provide professional police services to the 21,000 plus requests for police services anticipated during 1995.
- ▶ Continue the very successful drug demand reduction education and training by continuing to offer the D.A.R.E. program in our public and private schools.
- ▶ Continue to work toward community policing as a model by redirecting our uncommitted patrol time into directed community policing issues as they arise within the community and/or the department.
- ▶ Continue with our customer satisfaction survey instrument, randomly sampling the level of satisfaction the department is achieving with its citizens, at least twice during 1995, and attempting to correlate the results of this survey that has now been used for 2+ years.
- ▶ Continue at least the same level of amount of technical, professional and management training offered to members of the department, particularly those in top management positions, attempting to address specific areas of individual and community needs.



# Productivity Measures

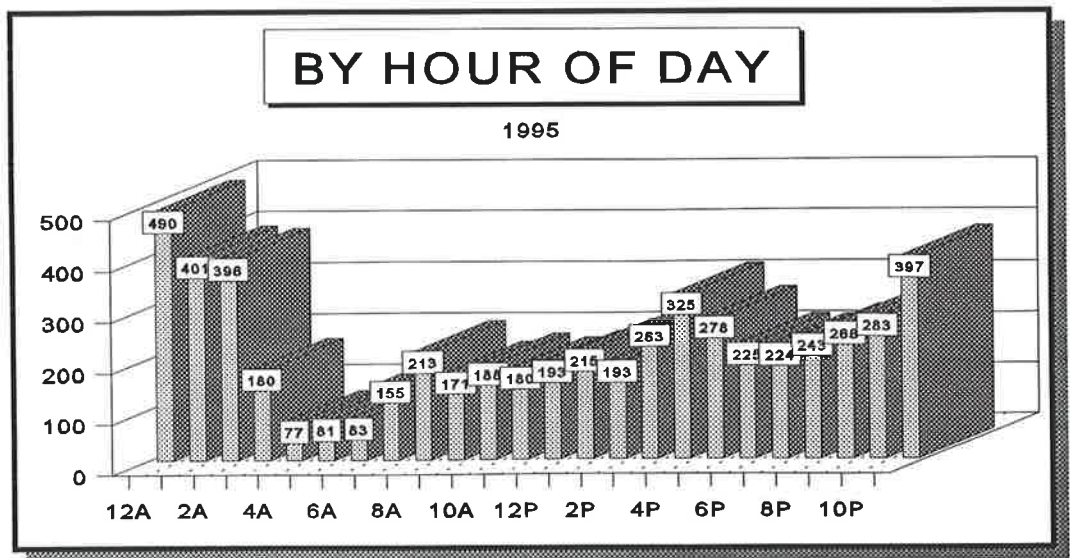
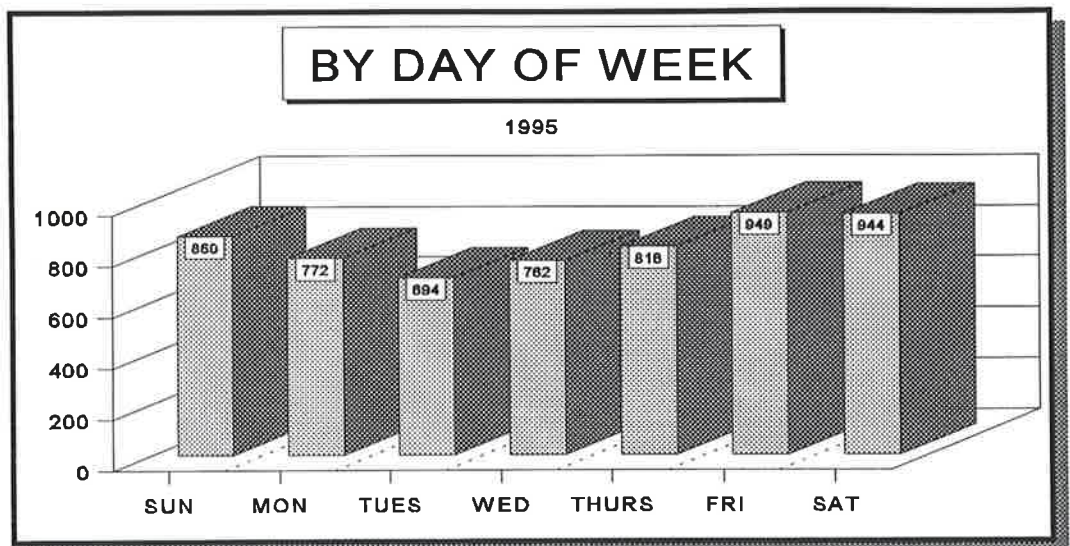
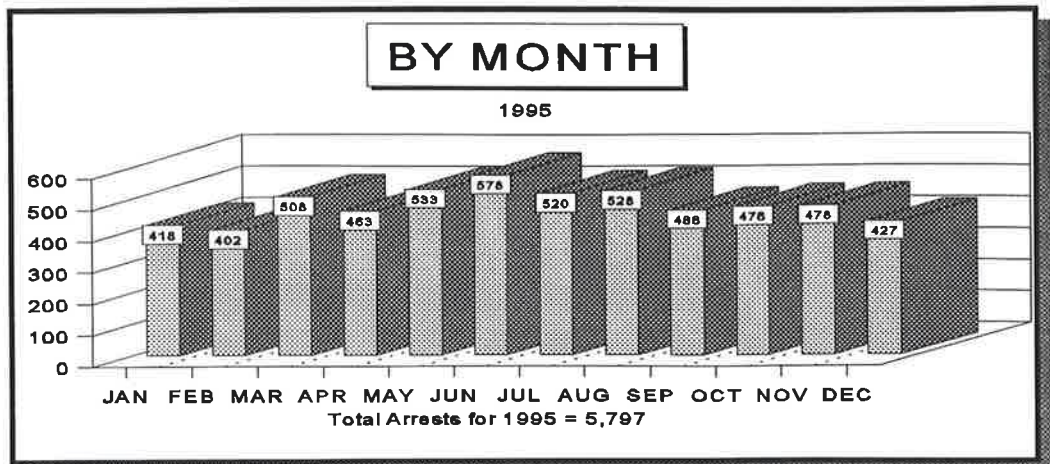
C  
A  
L  
L  
S  
  
F  
O  
R  
  
S  
E  
R  
V  
I  
C  
E





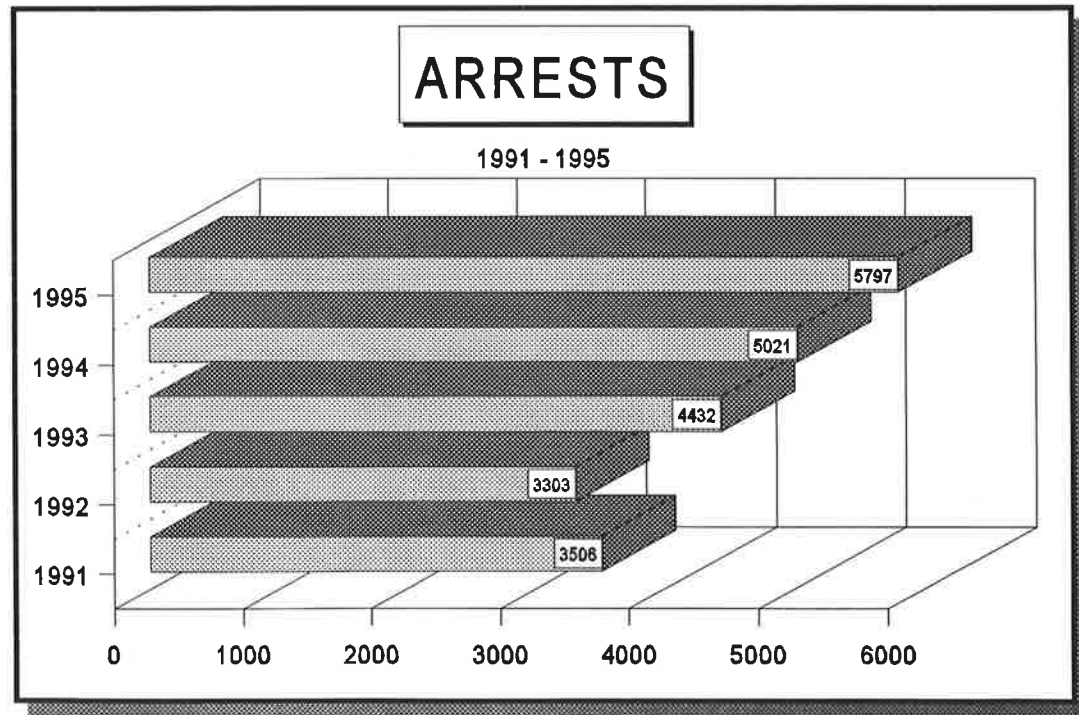
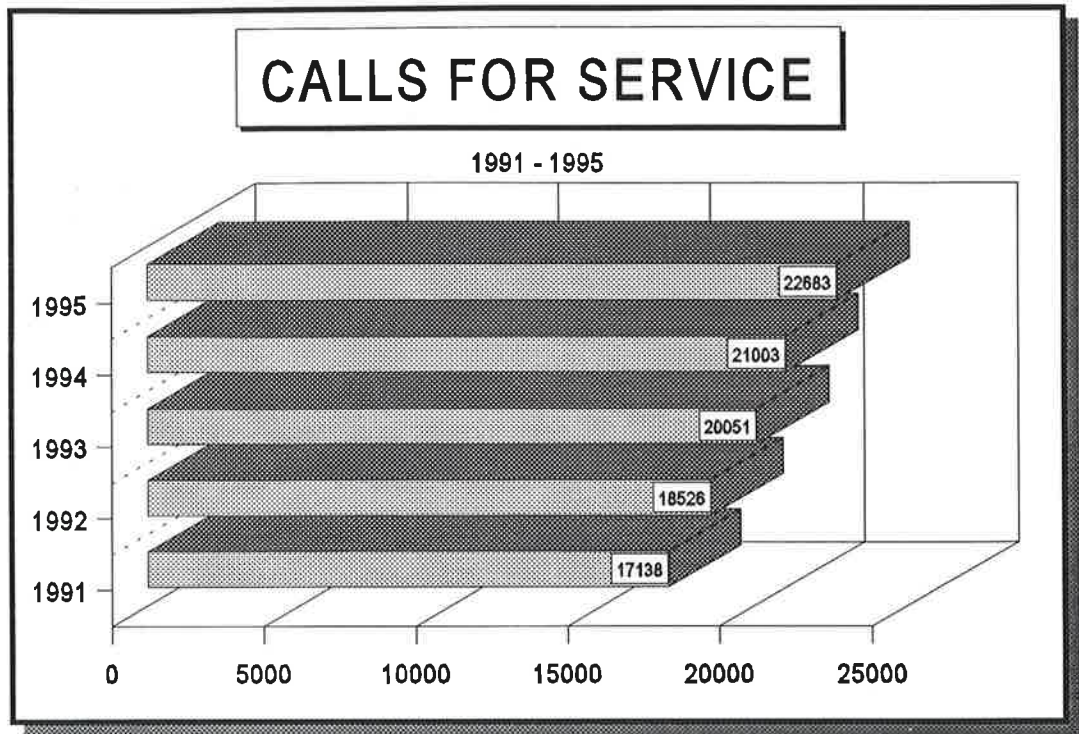
# Productivity Measures

ARREST DATA



# Productivity Measures

5  
Y  
E  
A  
R  
  
C  
O  
M  
P  
A  
R  
I  
S  
O  
N





# Department Personnel

<u>TITLE</u>	<u>NAME</u>	<u>DATE OF HIRE</u>	<u>DATE OF RANK</u>
<b><u>COMMAND STAFF</u></b>			
CHIEF OF POLICE	MICHAEL R. YOUNGLOVE	09-28-90	
CAPTAIN OF POLICE	ALBERT H. CLASEN	12-17-56	03-31-84
<b><u>INVESTIGATIVE DIVISION</u></b>			
LIEUTENANT OF DETECTIVES	WILLIAM W. WILSON	09-26-77	03-12-93
DETECTIVE	JOHN E. SIARKIEWICZ	07-16-69	08-01-82
DETECTIVE	JOSEPH C. GALEWSKI	07-16-69	11-04-88
INVESTIGATOR	ANDRE S. ANTREASSIAN	11-28-88	09-05-95
<b><u>PATROL DIVISION</u></b>			
<b><u>DAY SHIFT (0700 - 1500 HRS)</u></b>			
SHIFT COMMANDER - LIEUTENANT	THOMAS P. BAUER	09-26-77	01-05-92
SHIFT SERGEANT	WARREN N. ENDTHOFF	04-01-80	11-04-88
SHIFT SERGEANT	DANIEL S. HERMANN	08-02-82	02-19-90
POLICE OFFICER	THOMAS R. PETERSON	10-31-72	
POLICE OFFICER	MICHAEL L. WILLAN	07-22-74	
POLICE OFFICER	WILLIAM W. BAUER	09-26-77	
POLICE OFFICER	RONALD G. SCHMIDT	07-01-78	
POLICE OFFICER	JAMES A. LIEGLER	07-01-78	
POLICE OFFICER	DANIEL C. SIETTMANN	03-26-84	
POLICE OFFICER	JOHN O. EDWARDS	03-25-85	
<b><u>SECOND SHIFT (1500 - 2300 HRS)</u></b>			
SHIFT COMMANDER - LIEUTENANT	WAYNE E. MARTINKO	12-16-67	06-14-92
SHIFT SERGEANT	PATRICK L. MITCHELL	08-02-82	06-14-92
SHIFT SERGEANT	SCOTT J. JURK	05-06-91	10-18-93
POLICE OFFICER	SAVAN N. LENDA	02-11-80	
POLICE OFFICER	DANIEL R. DAILY	04-01-80	
POLICE OFFICER	JAMES E. SCHOLTZ	04-05-82	
POLICE OFFICER	JAMES A. DAILEY	11-28-88	
POLICE OFFICER	JOHN H. LEGWINSKI	12-01-88	
POLICE OFFICER	CLINT BAUER	02-13-89	
POLICE OFFICER	MICHAEL R. BOLENDER	04-08-91	
POLICE OFFICER	KELLY R. WINEGARDEN	07-22-91	
POLICE OFFICER	SEAN T. MARS	05-23-94	
POLICE OFFICER	JOEL H. BATEMAN	08-21-95	
<b><u>POWER SHIFT (19130 - 0330 HRS)</u></b>			
POLICE OFFICER	JAMES G. ANTISDEL	03-25-85	



# Department Personnel

POLICE OFFICER	BRIAN J. MURPHY	04-15-91
POLICE OFFICER	JULIE M. GRAUBERGER	07-22-91

## THIRD SHIFT (2300 - 0700 HRS)

SHIFT COMMANDER - LIEUTENANT	JAMES M. LAMPE	06-13-66	09-27-88
SHIFT SERGEANT	GEORGE M. ARTKA	10-09-78	01-05-92
POLICE OFFICER	PATRICK A. HAMMERNIK	03-25-85	
POLICE OFFICER	ANN E. GOLOMBOWSKI	02-27-89	
POLICE OFFICER	STEVEN J. ANDERSON	07-22-91	
POLICE OFFICER	MICHAEL J. BERGLUND	01-27-92	
POLICE OFFICER	JOHN H. FINCO	08-03-92	
POLICE OFFICER	STEVEN M. GALLAGHER	01-04-93	
POLICE OFFICER	RONALD P. PIOJDA	01-18-93	
POLICE OFFICER	RANDALL A. KNITTER	05-23-94	

## CLERICAL STAFF

CONFIDENTIAL SECRETARY	VALERIE M. NEUHART	05-06-90
CLERK/MATRON	KATHLEEN M. WOOD	04-07-80
CLERK/MATRON	VICKI L. SIARKIEWICZ	04-07-80
CLERK/MATRON	DIANA L. WIZA	02-20-89
CLERK/MATRON	DEBORAH A. TUTAJ	01-14-91

## EMERGENCY SERVICES DISPATCHERS

DISPATCHER	JOANN M. STENCEL	05-06-91
DISPATCHER	ROXANNE L. LIEGLER	01-27-92
DISPATCHER	DEBORAH A. PAGET	04-11-94
DISPATCHER	DOREEN M. CORRIGAN	04-11-94/01-03-95 (FULLTIME)
DISPATCHER	MARY S. HERBERT	01-03-95

## POLICE CHAPLAIN

CHAPLAIN	CHARLES C. DOAN
----------	-----------------

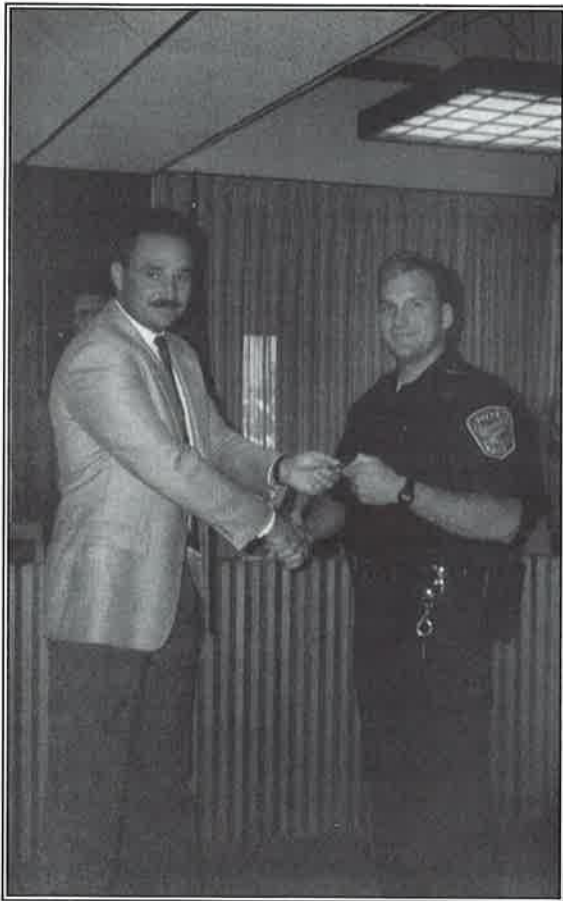
## NEW PERSONNEL/PROMOTIONS/RETIREMENTS

**Promotions:** None

<b>New Employees:</b>	HERBERT, Mary S.	01-03-95	Dispatcher
	YORK, Steven M.	08-14-95	Police Officer
	BATEMAN, Joel H.	08-21-95	Police Officer
	MICELE, Anthony G., Jr.	08-28-95	Police Officer

<b>Retirements:</b>	LAMPE, James M. (Lt.)	Hired 06-13-66	Retired 12-27-95
---------------------	-----------------------	----------------	------------------

# Department Personnel



Officer Steve York being presented his badge by Lieutenant Wilson



Officer Joel Bateman being presented his badge by Chief Younglove



Officer Anthony Micele being presented his badge by Chief Younglove

OAK CREEK  
NEW EMPLOYEES  
POLICE DEPT



Dispatcher Doreen Corrigan and Mary Herbert being sworn in by City Clerk Beverly Burretta

# Education & Training

During 1995 the department began monthly **Firearms and D.A.A.T.** (Defense and Arrest Tactics) **Training Programs**, coordinated by the department's "use of force officer" Ptm. Mike Bolender. The department's firearms instructors, Officers Pat Hammernik, Rocky Bauer and Sam Lenda, were responsible for planning and conducting the monthly firearms training.

The monthly training was conducted at three different training sites—the WEWN Sports Club outdoor range, our indoor range located in City Hall, and the indoor range located at MATC South Campus. Utilizing three different ranges allowed the firearms and D.A.A.T. instructors the flexibility to train in many different weather and light conditions.

The emphasis of the firearms training program was to conduct training that was as realistic as possible for the patrol officers. Officers were required to shoot at various styles and types of targets from a wide variety of positions. Various training scenarios required the officers to fire their weapons from many different positions, including firing while running, shooting while exiting a vehicle, shooting with both hands, and shooting in reduced light. Officers also received training in verbal commands that would be applicable should they become involved in a shooting situation.

In addition to monthly firearms training, all officers are required to qualify with their duty weapon and a shotgun at least once a year. The 1995

qualification was conducted at the WEWN Sports Club during May 1995.

The department began a formalized Defense and Arrest Tactics training program for all sworn personnel in 1995. This was the first time the department utilized regular monthly training with D.A.A.T. and firearms coupled into a 2-hour block of instruction and hands-on application.

The department's D.A.A.T. instructors are Officers John Edwards and Mike Bolender, who are responsible for conducting monthly training. Training is based on the Wisconsin D.A.A.T. System and real life situations. Utilizing training done in all weather conditions that an officer will face on the street, as well as footing and lighting conditions, increases the department's training realism and effectiveness. The program is a building block approach using the Force Option Continuum as a guide with the final goal being low, medium, and high level simulations utilizing F.I.S.T. and Redman equipment acquired during 1995.

Professionalism, proper force option selection, officer safety, and follow-care for all involved are mainstays in the Oak Creek Police Department D.A.A.T. training.

The goal of the department's **Field Training Program** is to provide Oak Creek Police Department probationary officers with controlled and standardized training which will prepare them for assignments in the field and

make them effective/productive police officers. The field training program also allows for on-the-job observations and evaluations which are used as a screening process to determine if a new hire is capable of becoming a competent police officer.

All newly hired police officers are required to participate in the Field Training Program, regardless of whether or not they have previous law enforcement experience. In addition to evaluating a new officer's performance "on the street", the program also familiarizes the new officer with this department's policies and procedures

The field training program begins with a seven week training program. At the end of the seven week period a recommendation is made by the field training supervisor as to whether or not further field training is required. If it is decided that the training is to continue, the probationary officer is assigned to another five weeks of training. At the end of twelve weeks of training the officer should be able to perform the duties expected of him/her. The probationary officer will continue to receive close supervision and will be evaluated on a monthly basis until completion of the probationary period.

Two new officers went through the Field Training Program in 1995. Officer Joel Bateman and Officer Steve York successfully completed the program

Police Department



# *Education & Training*

personnel received 5055 hours of training in 1995. Sworn members of the department, as well as emergency services dispatchers, are required to attend at least 24 hours of "in-service" training each year.

Department members also attend seminars and training conferences throughout the year. Those officers/employees who are assigned to specialty units (i.e., Drug Unit, Crime Prevention Unit, etc.) receive training relating to their specialty unit when scheduling allows and funds are available. Examples of seminars/conferences attended by department members during 1995 are: Wisconsin Narcotics Officers Association Annual Training Conference, Incident Command System, Use of Force updates, International Association of Chiefs of Police Annual Conference, Wisconsin Chiefs of Police Training Conference, National Association of Field Training Officers Conference, Municipal Clerk of Courts seminar, UCR Update, Wisconsin Crime Prevention Practitioners Conference, Topical Crime Prevention Symposium, Governor's Conference on Emergency Government, Radar/Laser Instructor Training, Supervision of Police Personnel Seminar, Drug Courier Identification Seminar, Surveillance School, Association of SWAT Personnel Annual Conference, Internal Affairs Seminar, Water Safety Patrol, Midwest Gang Investigator's Association Annual Conference, Analysis of Computer Evidence Seminar, Forum on Youth

Violence, CPR Recertification, Hostage Negotiation Update, Wisconsin Law Enforcement Canine Handler's Conference, Crime Scene Technician Training, Wisconsin Traffic & Safety Officer's Conference, Governor's Conference on Highway Safety, Arson Seminar, D.A.R.E. Officer Training, Police on Bikes Conference, Drug Dog Narcotics Detection Course,

Several of our employees are also pursuing college degrees on a part-time basis. Tuition reimbursement is available to help defray the costs of job-related education.

# **ATTITUDE**

by  
**Charles Swindoll**

**"The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness or skill. It will make or break a company..a church..a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past..we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude...I am convinced that life is 10% what happens to me and 90% how I react to it. And so it is with you...we are in charge of our Attitudes."**

# MISSION STATEMENT

THE MISSION OF THE OAK CREEK POLICE DEPARTMENT IS TO ENHANCE THE QUALITY OF LIFE IN THE CITY OF OAK CREEK.

We can accomplish our mission by working to achieve goals of

protecting life and property  
preserving the peace  
enforcing the law.

However, we cannot succeed alone. Essential to the success of achieving these common goals is the active involvement of our citizens through the formation of a public/private partnership with us.

We, the members of the Oak Creek Police Department, commit ourselves to the following set of values that always guide our actions in this mission.

**HUMAN LIFE** We value human life above all.

**INTEGRITY** We believe integrity includes fairness, honesty and loyalty, which are essential for the public trust.

**RESPECT** We respect ourselves and all others. We strive to treat each other with dignity and compassion and to provide cooperation and teamwork.

**CONSTITUTION (AND LAWS)** We believe in both the federal and state constitutions; as well as recognizing & applying federal, state, and local laws.

**EXCELLENCE** We strive for excellence in all tasks performed. We also believe in the importance of knowledge and continual self-development in gaining excellence.

**ACCOUNTABILITY** We accept responsibility for our actions and are accountable to our community.

**ADAPTABILITY** We believe through a combination of imagination, ingenuity and common sense that we can be effective in our work of identifying and solving problems. We are also flexible and innovative enough to meet the demands of a dynamic, ever-changing community.

**Michael R. Younglove**  
Chief of Police