

PORT WASHINGTON POLICE DEPARTMENT

ANNUAL REPORT

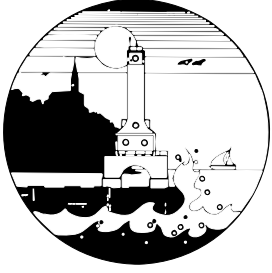
2008

Richard Thomas, Chief



TABLE OF CONTENTS

ADMINISTRATION AND PERSONNEL	5
SWORN PERSONNEL CHANGES	6
POLICE RESERVE MEMBERS.....	7
POLICE RESERVE ACTIVITY	8
SCHOOL CROSSING GUARDS.....	9
TRAINING	10
OFFICER ACTIVITY.....	14
CITATIONS ISSUED.....	17
STATE ARRESTS	18
ACCIDENTS	19
JUVENILE ARRESTS.....	20
SPEED CITATIONS	21
UCR PART 1 CRIMES	22
UCR PART 2 CRIMES	24
BOAT PATROL.....	27
POP PROJECTS.....	28
GOALS AND ACTION PLANS.....	29
SPECIFIC WORK PLAN FOR 2008	30
STATEMENT OF FUTURE CONSIDERATIONS	31



May, 2009

CITY OF
PORT WASHINGTON

POLICE DEPARTMENT

Richard Thomas,
Chief of Police

Michael Keller,
Police Captain

MEMO TO: Police & Fire Commission

FROM: Richard Thomas, Chief

SUBJECT: 2008 ANNUAL REPORT

The Annual Report for the City of Port Washington Police Department covering the period of January 1, 2008, through December 31, 2008, is hereby submitted for your review.

In February 2008 Ozaukee County assumed the dispatch duties of the Port Washington Police Dept. In addition to this consolidation, an automated phone system was installed at the police department. The former dispatch work area was remodeled and updated.

Throughout 2008 the Port Washington Police Department continued to experience change in the areas of personnel, technology, and equipment. The new TiPSS record management system has been implemented. Laptops in the squad cars enable the officers to remotely access the state's teletype system (TIME), our in-house record management system and the internet.

In September 2008, Port Washington Police Dept. hired its first Police Aide, Megan Dahm. Among Police Aide Dahm's duties are parking enforcement, school presentations, school walk-throughs, etc.

The department first engaged in a proactive tactical deployment program designed to prevent business armed robberies in November 2005. This program has three components and was implemented again in November 2006, 2007 and 2008.

- Education for business
- Directed patrols by officers
- Strategic placement of resources

365 North Wisconsin Street

P.O. Box 365

Port Washington, WI 53074

Tel (262) 284-2611

Fax (262) 377-9648

The police department appreciates the donation of resources such as a Chevy Blazer
2008 ANNUAL REPORT *

donated by Ernie von Schledorn. This vehicle displays Character Counts decals. In addition, the department uses a police mountain bike provided by Pedal Moraine Cycle & Fitness of West Bend during the summer months for various patrols. The department also has had at its disposal a Yamaha scooter, which is used for various types of patrol especially in the lakefront area, compliments of Yamaha of Port Washington, Inc.

In 2008 the Port Washington Kiwanis and the Port Washington Lions Club generously donated funds for Brewer baseball and Green Bay Packer football cards for distribution to the children in the community. Both of these programs continue to be very popular with the children.

Hunter Safety Education Classes were again offered in March 2008. Approximately eighteen students attended this very popular program. Lt. Davel is the coordinator.

The City of Port Washington Citizens' Academy was offered again. Besides the police department portion of the Academy, the Academy now includes presentations by various city departments. Ten citizens graduated in 2008. Lt. Davel coordinated and planned the Academy.

We once again offered our Safe Boating Course in 2008. Twenty-three students graduated. Officers Kurt Knowski and Jerry Nye were the certified boat safety instructors.

Mid-Moraine Municipal Court continues to be a valuable asset for the City of Port Washington. All ordinance violation cases are efficiently handled by municipal court and help to improve the quality of life in our community.

The department remains committed to working proactively and in close partnership with the community and its residents. We strive to provide high quality professional and innovative police services to all. The department is dedicated to promoting and maintaining a sense of safety, security, stability, and peace of mind within the City of Port Washington. We strive to be both sensitive and responsive to community challenges and concerns. Our efforts to improve and expand upon our community programs continue. In an effort to institutionalize problem-oriented policing, each officer engaged in a problem-oriented police project. These initiatives are identified in the annual report.

I am grateful for the cooperation and support the Commission has given me and the trust and confidence you have placed in this department and its officers.

ADMINISTRATION AND PERSONNEL

BOARD OF POLICE AND FIRE COMMISSIONERS

Rick Nelson (President)
 Virginia Taucher (Secretary)
 Terry Tietyen (Vice Chair)
 Mark Gottlieb
 Bruce Becker

POLICE DEPARTMENT

ADMINISTRATION	APPOINTED	PROMOTED	RECLASSIFIED
Chief Richard Thomas	08-29-05		
Capt. Michael Keller	06-14-77	09-13-93 (Captain)	
Lt. Kevin Hingiss	03-13-84	08-01-94 (Sergeant)	4-9-07 (Lieutenant)
Lt. Michael Davel	09-10-93	12-05-96 (Sergeant)	4-9-07 (Lieutenant)
Lt. Thomas Barbuch	03-02-87	02-27-97 (Sergeant)	4-9-07 (Lieutenant)
Lt. Eric Leet	01-10-94	10-14-97 (Sergeant)	4-9-07 (Lieutenant)

OFFICERS	APPOINTED
Officer Ronald Kridler	06-14-76* Retired 8/20/08
Officer Eric Schmeling	01-04-88
Officer Craig Czarnecki	03-22-91
Officer Thomas Kajtna	01-02-92
Officer Thomas Schleg	09-14-92
Officer Steven Footit	09-23-96
Officer Matthew Keller	01-02-97
Officer Daniel Wolff	03-12-98
Officer Chris Erickson	06-01-99
Officer Kirstin Moertl	11-30-99
Officer Kurt Knowski	03-17-00
Officer Jason Bergin	07-31-01
Officer Jerry Nye	09-06-02

POLICE AIDE	APPOINTED
Megan Dahm	09-04-08

*Retired

**ADMINISTRATIVE
ASSISTANT**

Barb Roska

APPOINTED

02-24-96

DISPATCHERS (Full-Time)

Becki Hill

APPOINTED

03-01-99

Michelle Lutzke

06-12-01*

Shelly Heaslip

04-15-04

Annie Zemruski

09-17-07

PART-TIME DISPATCHERS

Tammy Shepherd

APPOINTED

12-29-92

Patrick J. Frame

06-23-05*

PART-TIME COURT CLERK

Tammy Shepherd

APPOINTED

09-23-92

*Resigned

SWORN PERSONNEL CHANGES

Present for duty December 31, 2006	19
Recruited during year	0
Separated from the service	1
Present for duty December 31, 2007	18

POLICE RESERVE MEMBERS

CAPTAIN: Brad Mielke

LIEUTENANTS: Donald Rosenbauer, Doug Winquist

CORPORAL: Christopher Wuehr, William Parzyszek

MEMBERS:

Allen Biever

Matt Winquist

Tricia Perry

Don Hebein*

Charles Betka

Thomas Brusky, Jr.

Jason Craft

Peter Dougherty*

Robert Mueller

Richard Loberger

Daniel Roth*

James Ruth

Brandon Reel

Issam Izhiman

Sheila Flannery

Patrick Frame*

Jaimie Byrnes

Russell MacRae

Christine Stokkers

*Resigned

ADVISORS

Lt. Tom Barbuch

Officer Craig Czarnecki

Officer Jerry Nye

POLICE RESERVE ACTIVITY

The year 2008 was a very productive year for the Port Washington Police Reserves. Under the leadership of Captain Mielke, Lt. Rosenbauer, Cpl. Wuehr and Cpl. Parzyszek, the Reserves worked at many events and donated over 1,093 hours of their time to our community.

New members were recruited during the year. We welcome our new members and hope that they become productive members of the Reserves.

During the year the Reserves assisted at the following events:

July 4 th Parade	Pirate Fest
July 4 th Fireworks	Take Radar units for repair
Fish Day	Memorial Day Parade
KidCare I.D. Program	Surveillance
Squads to General Fire for repair	Football Games at High School
Bicycle Rodeos	High School Graduation
Christmas Parade, Port Washington	Christmas Parade, Grafton
Ride-Along Program	Homecoming Parade
Saturday Night Church Traffic	Pretrials
Seatbelt Survey (Traffic)	Tornado Watches/Warnings
Squads to Emissions Inspections	Tornado Spotters Training

The Port Washington Police Department would like to thank the Reserves for all the time donated during 2008. Without their help we would not be able to run as efficiently as we do. We are looking forward to another productive year in 2009.

REGULAR

Diane Jung – Head Crossing Guard

Lynn Didier

Gerald Wilde

Kristen Andrews

Sandy Radloff

JulieAnne Weinberger

Duane (Swede) Halverson

Judy Flom

Robert Byrne

ALTERNATES

Allen Bieber

Joan McGarty

Donna Stepaniak

Killian Bode

Liliana Bieber

Kathy Lambrecht

Charles Betka

Ruth Schneider

James Radloff

OFFICER TRAINING***Chief Thomas***

W C P A Mid-Winter Conference, Ashwaubenon
 FBI LEEDA Conference, Daytona Beach, FL
 Emergency Vehicle Operations
 Effective Collective Bargaining Strategy, Stevens Pt.
 Heartsaver CPR and AED-Adult/Child & CPR infant renewal
 4th WI Police Seminar Registration
 International Problem-Oriented Policing Conf, Bellevue WA

Capt. Keller

Target Leadership in Police Organizations, week 1 of 3, Duluth MN
 Target Leadership in Police Organizations, week 2 of 3, Duluth MN
 Target Leadership in Police Organizations, week 3 of 3, Duluth MN
 Emergency Vehicle Operations
 FBINAA 2008 Conference, Milwaukee
 Missing and Abducted Children Response Initiatives, Cedarburg
 FBINA Fall Shoot, Racine
 ICS 400 WCTC

Lt. Hingiss

Taser Recertification Training, PWPD
 Range Training, PWPD, OZSO outdoor range
 FBI LEEDA Command Institute, WCTC
 Heartsaver CPR and AED-Adult/Child & CPR infant renewal
 Missing and Abducted Children Response Initiatives, Cedarburg
 FBINA Fall Shoot, Racine
 Nark II Progressive System of Drug ID

Lt. Davel

Unified Tactical Update-Firearms
 Taser Advanced M26 Instructor Training, Green Bay
 FBI LEEDA Command Institute, WCTC
 Range Training, PWPD, OZSO outdoor range
 Force/Liability Issues & Trends, MATC
 Heartsaver CPR and AED-Adult/Child & CPR infant renewal
 WCPA Conference Eau Claire WI
 Nark II Progressive System of Drug ID

Lt. Barbuch

FBI Law Enforcement Executive Development Seminar, FVTC, Appleton
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Recertification (inservice) Training, WCTC

Lt. Leet

Water Patrol Training
FBI Law Enforcement Executive Development Seminar, FVTC, Appleton
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Missing and Abducted Children Response Initiatives, Cedarburg
Nark II Progressive System of Drug ID

Officer Kridler

Recertification (Inservice) Training, MATC
IS-00200 ICS for Single Resources-FEMA
IS-00800.B National Response Framework, FEMA
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range

Officer Schmeling

Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
IS-00200 ICS for Single Resources-FEMA
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Nark II Progressive System of Drug ID

Officer Czarnecki

Intro to Law Enforcement Intelligence, HIDTA, Milwaukee
S R T Training, WCTC Pewaukee
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
Force/Liability Issues & Trends, MATC
IS-00200 ICS for Single Resources-FEMA
EVOC & Dat Update, MATC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
WI Narcotics Officers' Association training, Green Bay

Officer Kajtna

Recertification (Inservice) Training, MATC
Making Compassionate Death Notifications, Germantown
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
IS-00200 ICS for Single Resources-FEMA
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Recertification (inservice) Training, WCTC
Nark II Progressive System of Drug ID

Officer Schleg

IS-00200 ICS for Single Resources-FEMA
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range

Officer Footit

PBT Calibration training
Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
Property Room Management, WCTC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Emergency Vehicle Operations

Officer Keller

Taser Recertification Training, PWPDP
Range Training, PWPDP, OZSO outdoor range
IS-00200 ICS for Single Resources-FEMA
Property Room Management, WCTC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
DNR Temp. Boating Safety Education
Recertification (Inservice) Training W C T C

Officer Wolff

Taser Advanced M26 Instructor Training, Green Bay
IS-00200 ICS for Single Resources-FEMA
Range Training, PWPDP, OZSO outdoor range
Taser Certified Armorer, Northeast Tech. College
Force/Liability Issues & Trends, MATC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Recertification (Inservice) Training, WCTC
Nark II Progressive System of Drug ID

Officer Erickson

PBT Calibration training
Taser Recertification Training, PWPD
Range Training, PWPD, OZSO outdoor range
Recertification (Inservice) Training, MATC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
IS-00200 ICS for Single Resources-FEMA
Fire Investigations, WCTC
Recertification (inservice) Training, WCTC
Nark II Progressive System of Drug ID

Officer Moertl

Taser Recertification Training, PWPD
Range Training, PWPD, OZSO outdoor range
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
IS-00200 ICS for Single Resources-FEMA
Missing and Abducted Children Response Initiatives, Cedarburg
Crisis Negotiations Seminar, FVTC
Nark II Progressive System of Drug ID

Officer Knowski

POPS Conference, LaCrosse WI
IS-00200 ICS for Single Resources-FEMA
Water Patrol Training
Taser Recertification Training, PWPD
Range Training, PWPD, OZSO outdoor range
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Recertification (Inservice) Training, WCTC

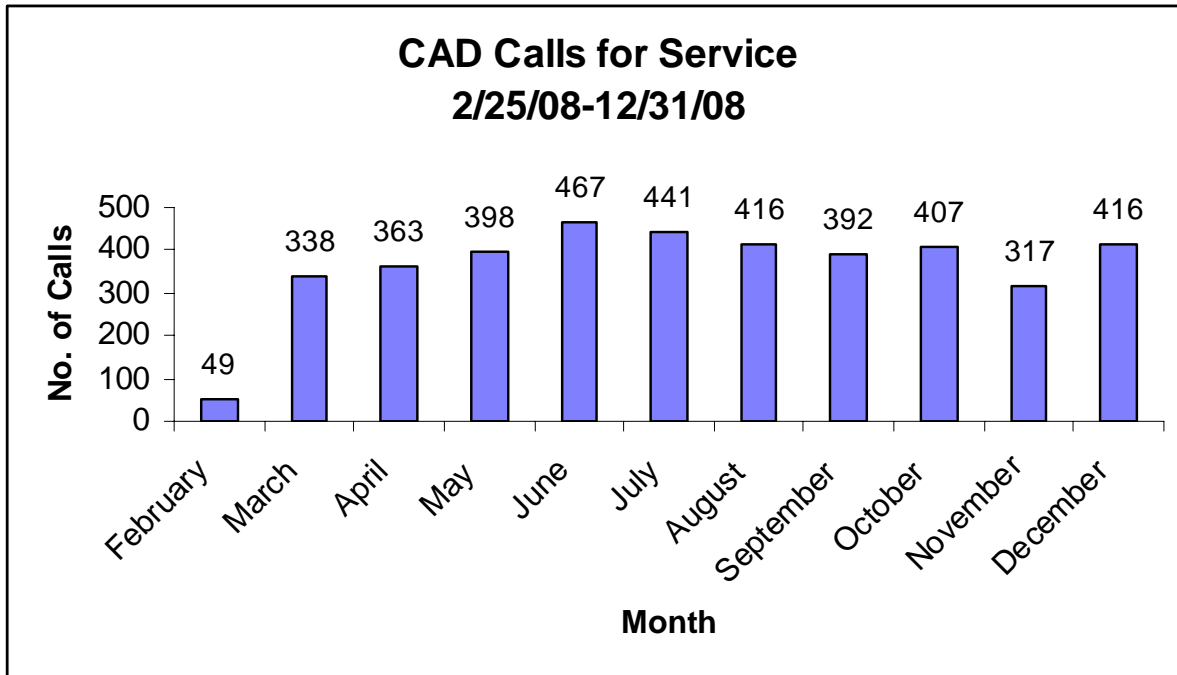
Officer Bergin

Recertification (Inservice) Training, MATC
Taser Recertification Training, PWPD
Range Training, PWPD, OZSO outdoor range
IS-00200 ICS for Single Resources-FEMA
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
Missing and Abducted Children Response Initiatives, Cedarburg

Officer Nye

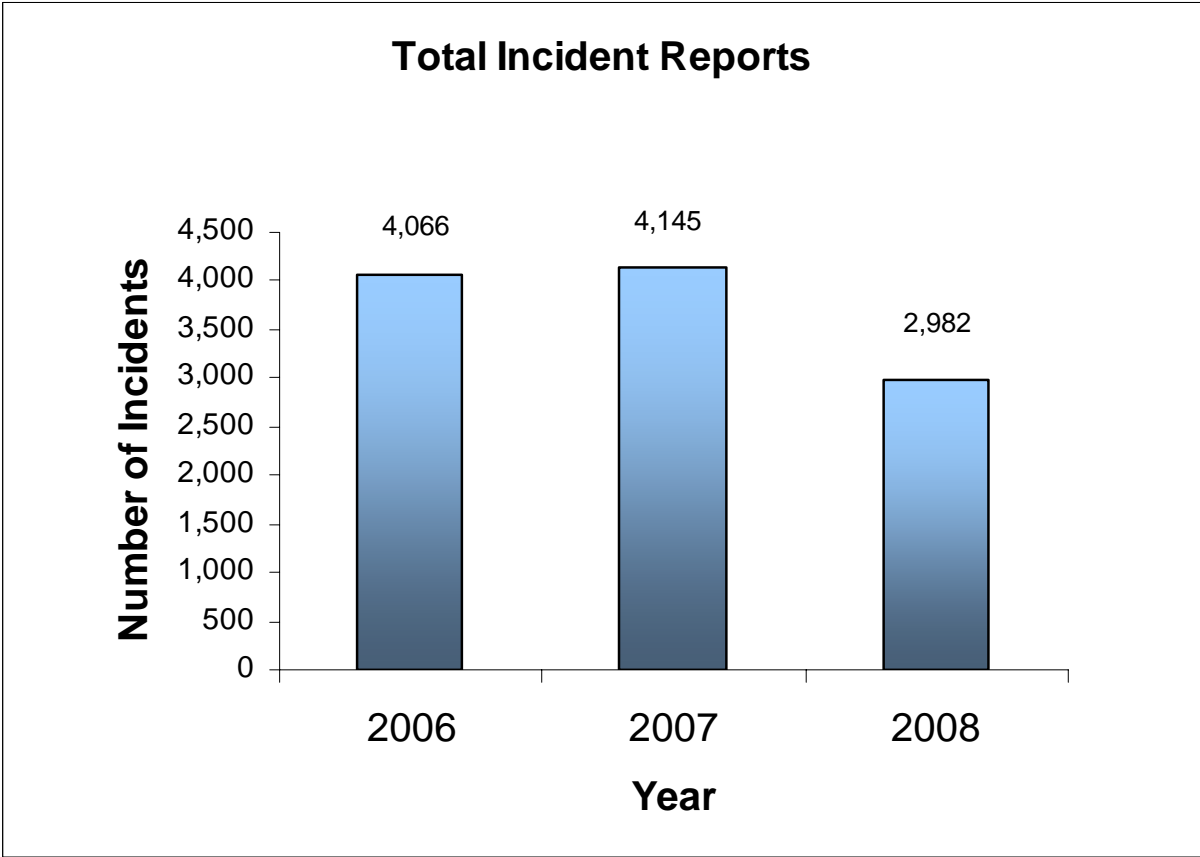
POPS Conference, LaCrosse WI
Making Compassionate Death Notifications, Germantown
Taser Recertification Training, PWPD
Range Training, PWPD, OZSO outdoor range
Recertification (Inservice) Training, MATC
Heartsaver CPR and AED-Adult/Child & CPR infant renewal
First-Line Supervisory Training
Recertification (Inservice) Training, WCTC

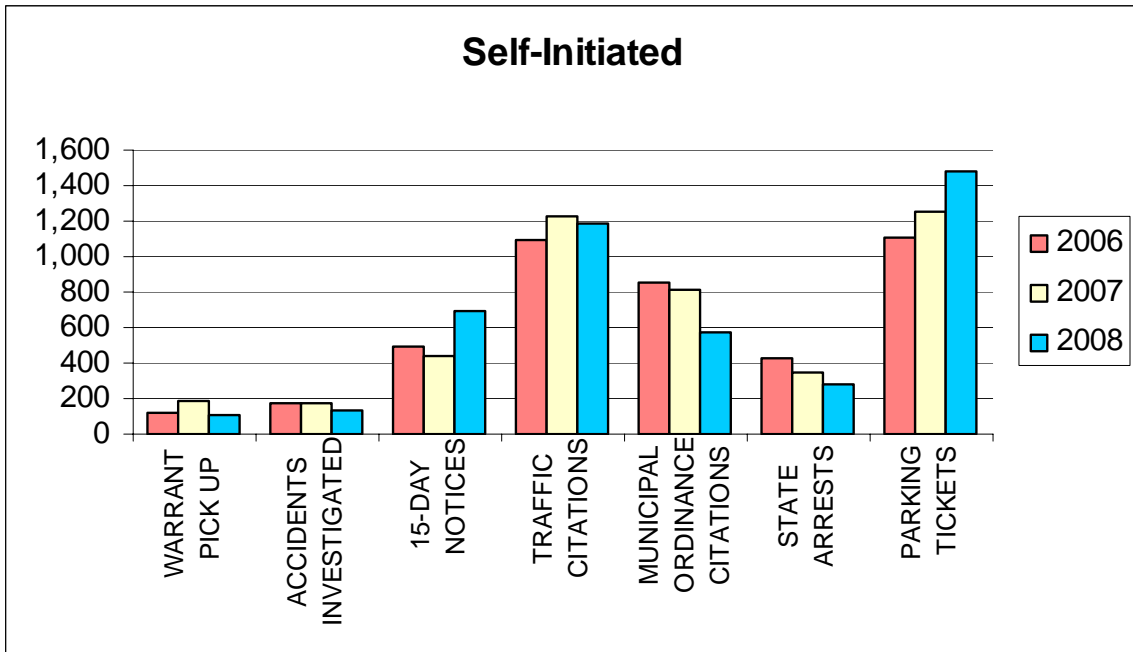
OFFICER ACTIVITY



<i>Dispo UCR - Description</i>	<i># of Calls</i>	<i>Dispo UCR - Description</i>	<i># of Calls</i>
-	*123	HOMC - Homicide	1
ABAN - Abandoned Vehicle	63	JA - Juvenile & Underage Alcohol	24
ABUS - Abuse or Neglect	15	LITT - Littering & Debris in Road	31
AC - Assist Citizen	667	MENT - Mental Subject	9
ALRM - Alarm	4	MISS - Missing or Runaway	31
ANIM - All Animal Complaints	216	MVT - Motor Vehicle Theft	4
AOA - Assist Other Agency	115	NARC - Narcotics Investigation	19
BATT - Battery	24	OD - Open Door	85
BURG - Burglary	16	OTHR - Other	178
CDTP - CDTP or Vandalism	98	PROP - Lost & Found Property	36
CVL - Civil	49	RAPE - Sexual Assault	8
DC - Disorderly Conduct	323	RESC - Rescue Call	354
DINV - Death Investigation	3	ROBB - Robbery	1
DISA - Disabled Vehicle	45	SUIC - Suicide & Attempts	21
DNR - Tag CKD or DNR Violation	12	SUSP - Suspicious Vehicle or Person	163
DOMS - Domestic Trouble	88	TA - Traffic Accident	179
F911 - 911 Hangup	153	THFT - Theft	172
FALR - False Alarm	119	TOBC - Tobacco Violation	5
FIRE - Fire or Smoke	54	TRAF - Traffic	311
FORG - Forgery	7	TRES - Trespassing	23
FWRK - Fireworks	19	TRO - TRO or Injunction	7
HARR - Harassment/TRO Violation	78	WANT - Warrant or Wanted	38
HBOA - Handled by Other Agency	5	WEAP - Weapons Violations (CCW)	9

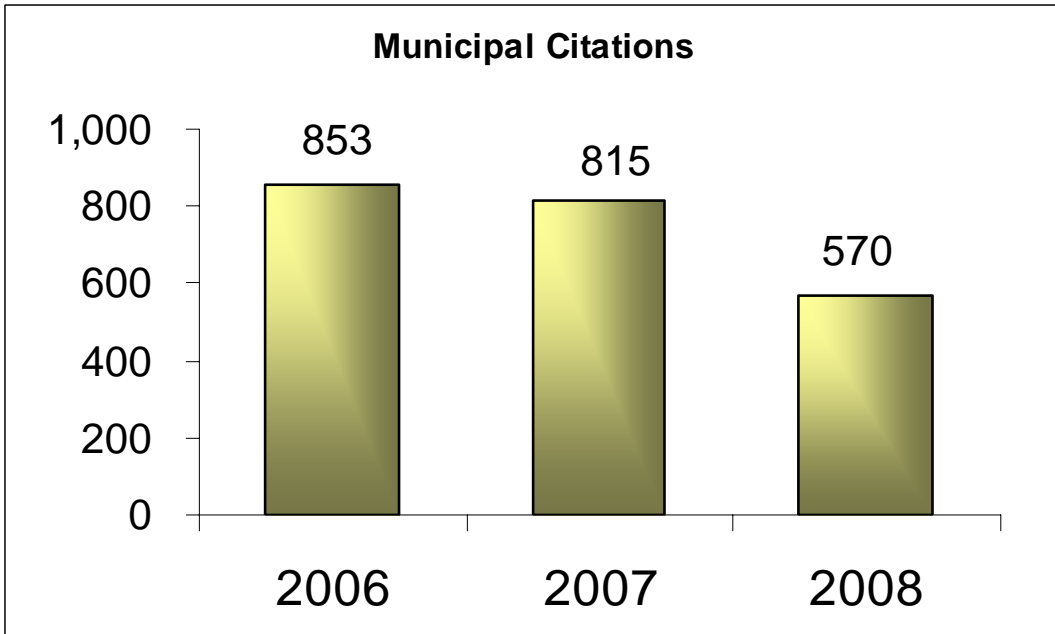
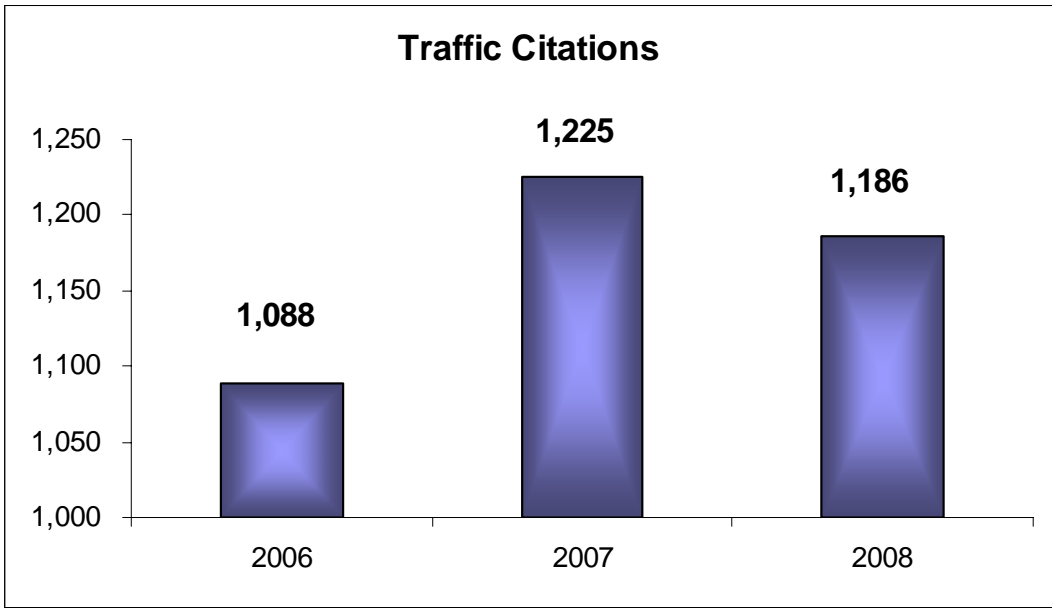
* Calls that were cancelled as they were either entered in error by dispatcher, cancelled by officer or calling party prior to officer's arrival.



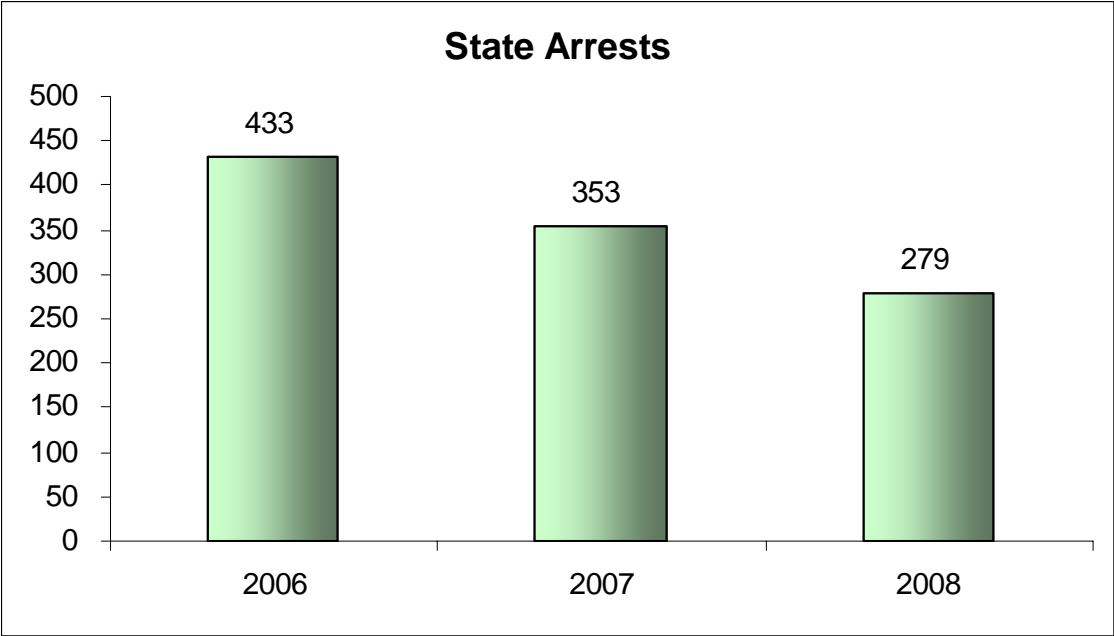


	2006	2007	2008
WARRANT PICK UP	118	185	108
ACCIDENTS INVESTIGATED	174	173	128
15-DAY NOTICES	487	446	699
TRAFFIC CITATIONS	1,088	1,225	1,118
MUNICIPAL ORDINANCE CITATIONS	853	815	570
STATE ARRESTS	433	353	279
PARKING TICKETS	1,106	1,251	1,481

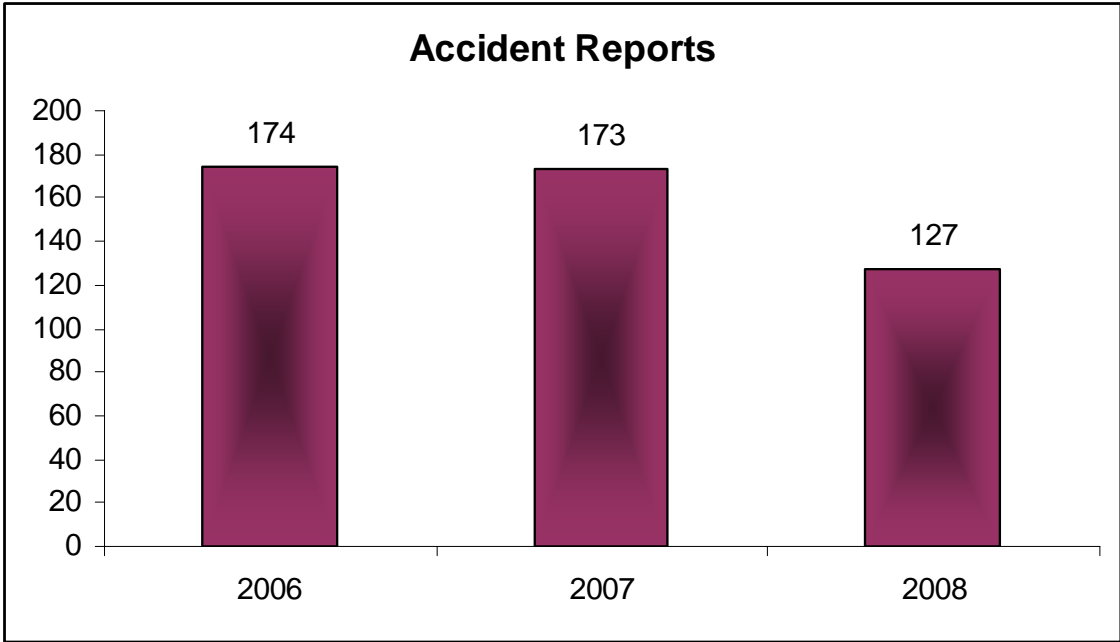
CITATIONS ISSUED



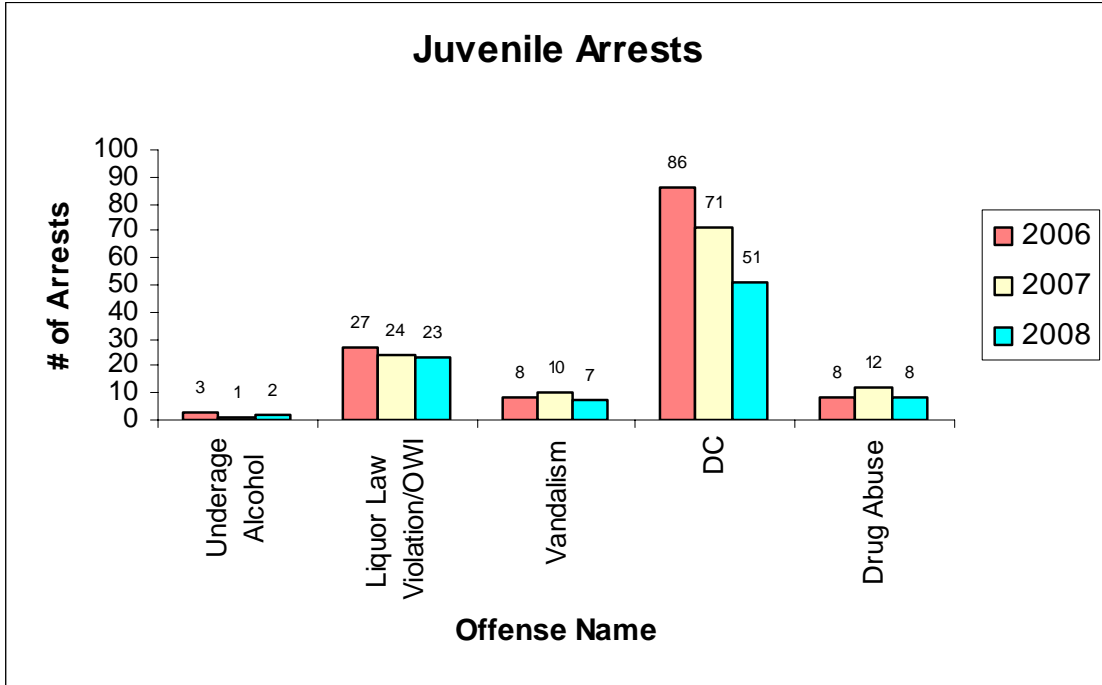
STATE ARRESTS



ACCIDENTS

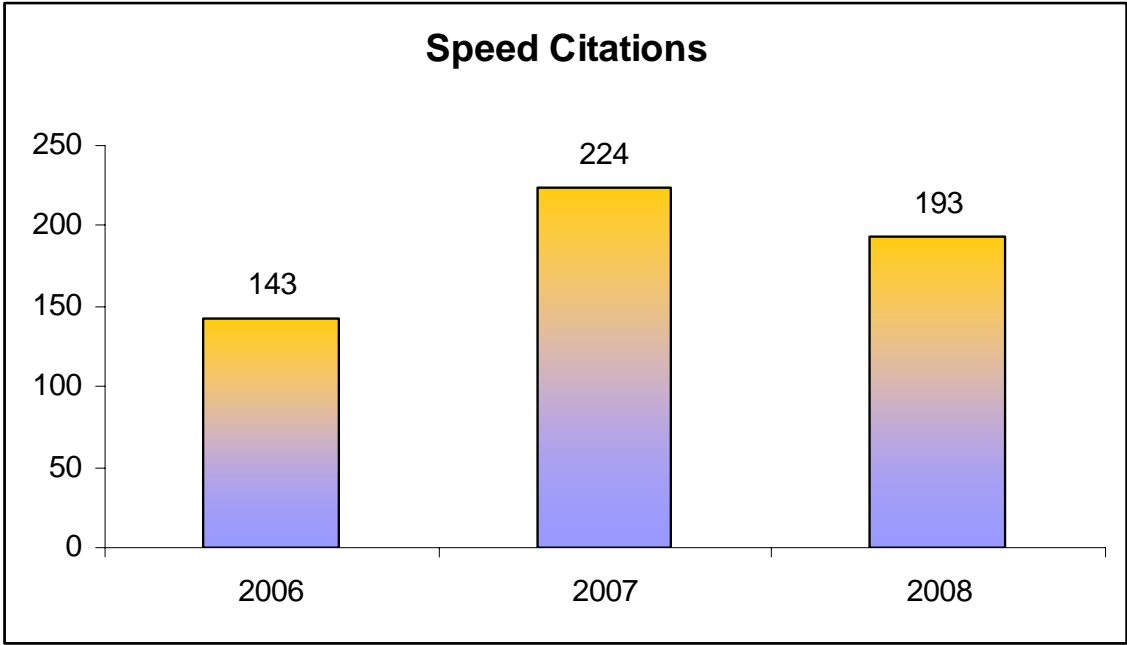


JUVENILE ARRESTS

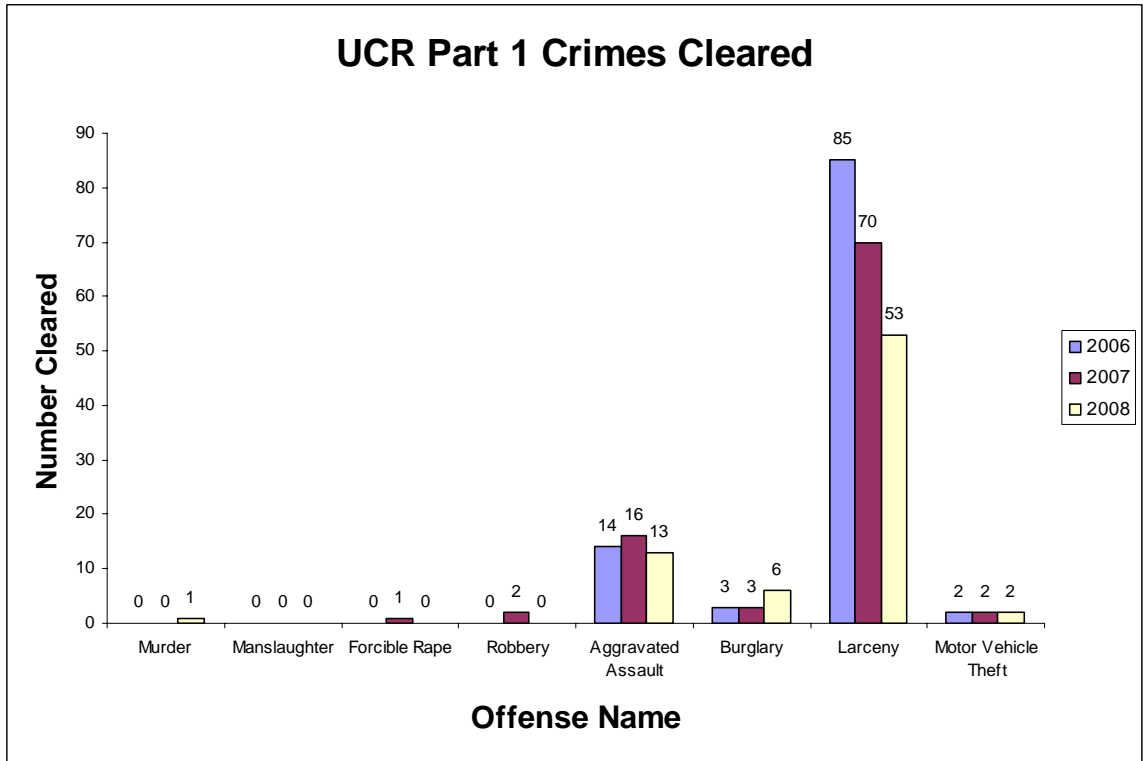
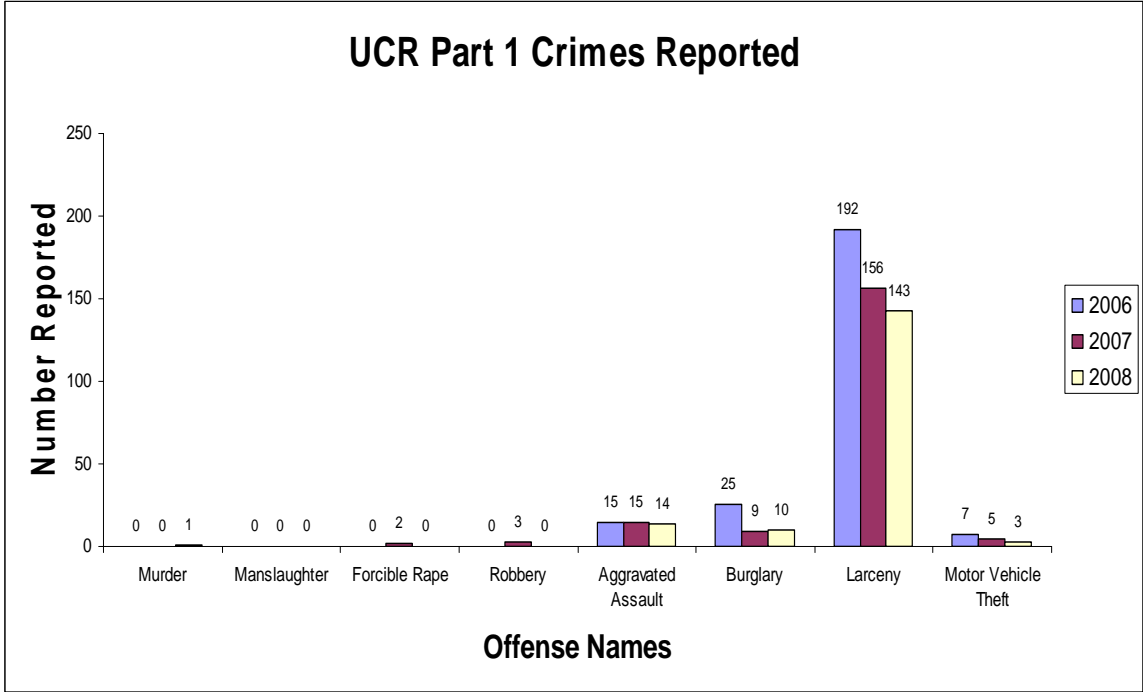


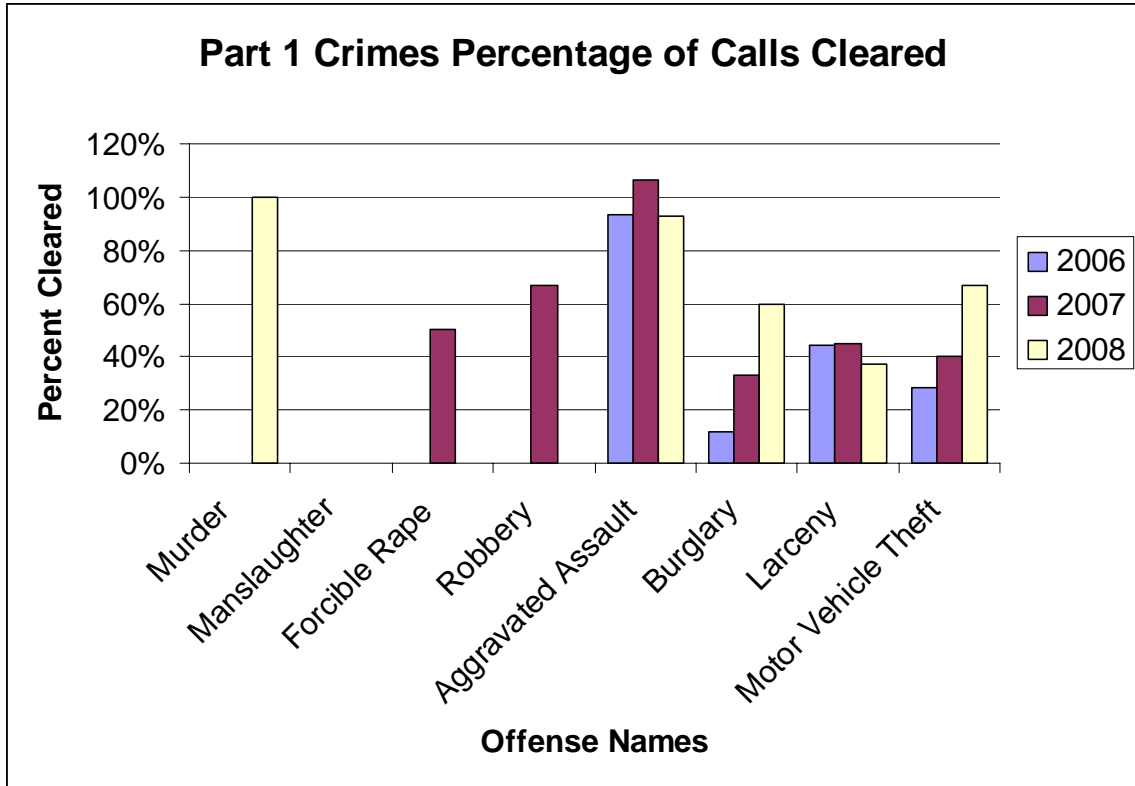
	2006	2007	2008
Underage Alcohol	3	1	2
Liquor Law Violation/OWI	27	24	23
Vandalism	8	10	7
DC	86	71	51
Drug Abuse	8	12	8

SPEED CITATIONS



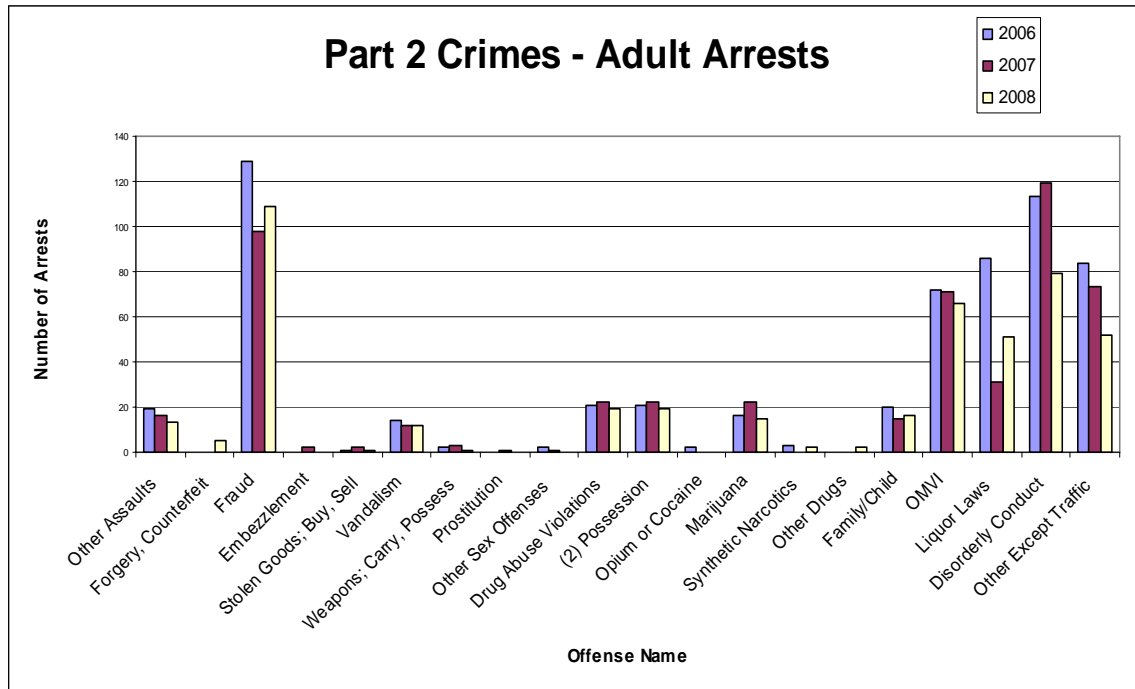
UCR PART 1 CRIMES



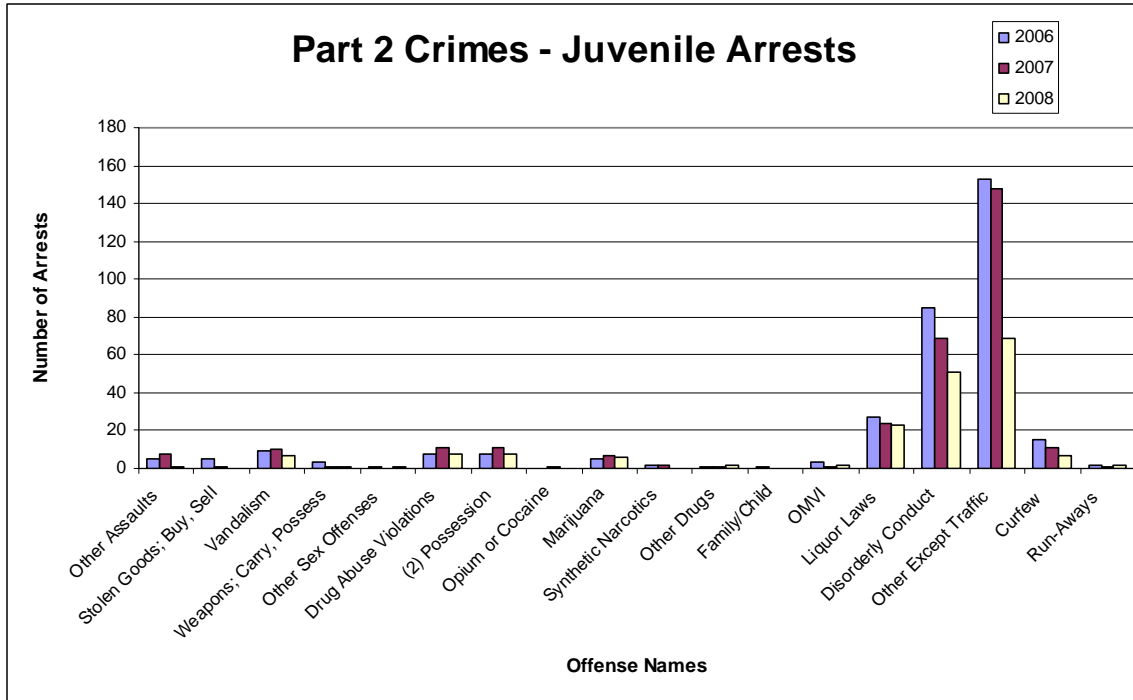


% Cleared	2006	2007	2008
Murder	0%	0%	100%
Manslaughter	0%	0%	0%
Forcible Rape	0%	50%	0%
Robbery	0%	67%	0%
Aggravated Assault	93%	107%	93%
Burglary	12%	33%	60%
Larceny	44%	45%	37%
Motor Vehicle Theft	29%	40%	67%

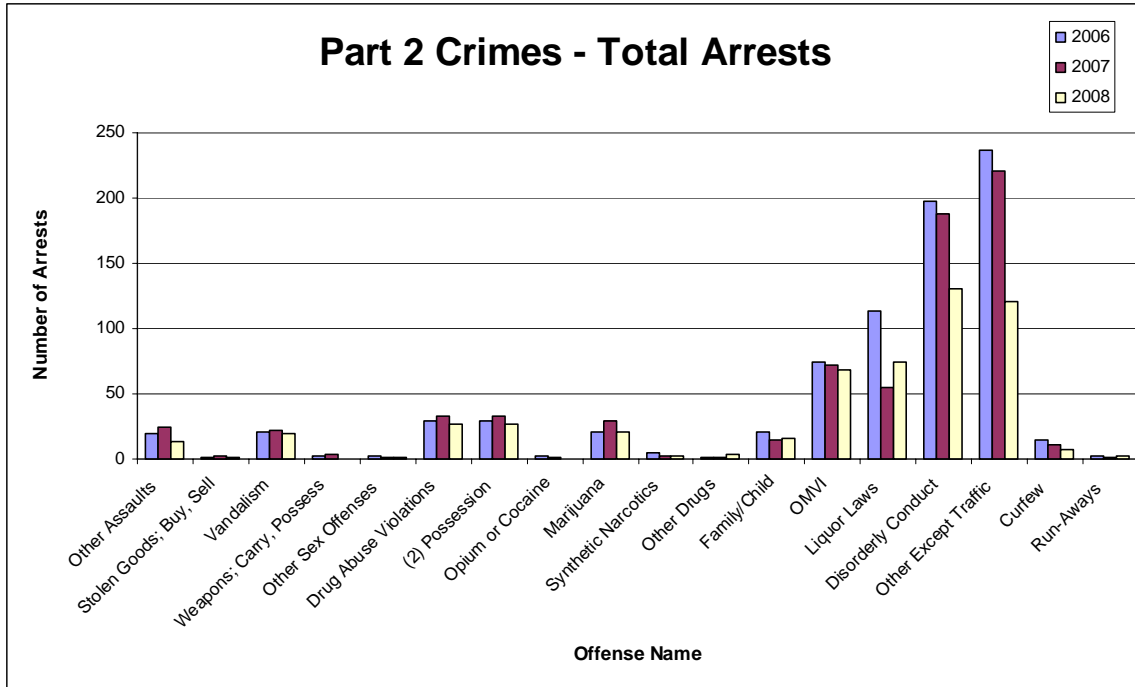
UCR PART 2 CRIMES



	2006	2007	2008		2006	2007	2008
Other Assaults	19	16	13	(2) Possession	21	22	19
Forgery, Counterfeit	0	0	5	Opium or Cocaine	2	0	0
Fraud	129	98	109	Marijuana	16	22	15
Embezzlement	0	2	0	Synthetic Narcotics	3	0	2
Stolen Goods; Buy, Sell	1	2	1	Other Drugs	0	0	2
Vandalism	14	12	12	Family/Child	20	15	16
Weapons; Carry, Poss.	2	3	1	OMVI	72	71	66
Prostitution	0	1	0	Liquor Laws	86	31	51
Other Sex Offenses	2	1	0	Disorderly Conduct	113	119	79
Drug Abuse Violations	21	22	19	Other Except Traffic	84	73	52



	2006	2007	2008		2006	2007	2008
Other Assaults	5	8	1	Synthetic Narcotics	2	2	0
Stolen Goods; Buy, Sell	5	1	0	Other Drugs	1	1	2
Vandalism	9	10	7	Family/Child	1	0	0
Weapons; Carry, Poss.	3	1	1	OMVI	3	1	2
Other Sex Offenses	1	0	1	Liquor Laws	27	24	23
Drug Abuse Violations	8	11	8	Disorderly Conduct	85	69	51
(2) Possession	8	11	8	Other Except Traffic	153	148	69
Opium or Cocaine	0	1	0	Curfew	15	11	7
Marijuana	5	7	6	Run-Aways	2	1	2



	2006	2007	2008		2006	2007	2008
Other Assaults	20	24	14	Synthetic Narcotics	5	2	2
Stolen Goods; Buy, Sell	1	3	1	Other Drugs	1	1	4
Vandalism	21	22	19	Family/Child	21	15	16
Weapons; Carry, Poss.	3	4	1	OMVI	75	72	68
Other Sex Offenses	3	1	1	Liquor Laws	113	55	74
Drug Abuse Violations	29	33	27	Disorderly Conduct	198	188	130
(2) Possession	29	33	27	Other Except Traffic	237	221	121
Opium or Cocaine	2	1	0	Curfew	15	11	7
Marijuana	21	29	21	Run-Aways	2	1	2

In 2008 the Port Washington Police Department Water Safety Patrol Boat patrolled the waters of the city harbor and marina as well as assisted the DNR and Ozaukee Rescue in the waters of Lake Michigan. The objective of the Water Safety Patrol has been and will continue to be to create a safe environment for boating in the Port Washington area.

In 2008 the Water Safety Patrol continued to do safety inspections consisting of checking boats for proper registration, flotation devices, both wearable and throwable, proper gas tank, and battery storage. The Water Safety Patrol continued to enforce the boating laws concerning "Slow-No Wake," lighting violations, and other public safety issues, taking enforcement action when necessary.

The Port Washington Marina has become a safer harbor because the Port Washington Water Safety Patrol has established a deterrent through its presence.

As always the Patrol Group stands ready to assist the U.S. Coast Guard, Ozaukee County Sheriffs Department, and any other governmental agency that may need assistance at any time.

In 2008 we offered our fifth safe boating course. Officer Kurt Knowski and Officer Jerry Nye, who are trained certified instructors, taught the class. Presenting this training to the public will further enhance the patrol's dedication to boating safety.

POP Projects

Officer	Location	Date Started	POP Project	Status
Lt. Leet Officer Nye Officer Knowski	Throughout the City	04/01/08	City limit signs have not been adjusted to include new subdivisions recently annexed into the city. These signs include parking restrictions in the city; therefore, guests and new residents cannot observe the parking regulations as they enter our jurisdiction. This can cause confusion and frustration when parking restrictions are enforced in their neighborhoods.	Response
Lt. Davel Ofcr. Schmeling Officer Wolff Officer Schleg	Throughout the City	03/03/08	Several alleys in the city are without signs prohibiting parking. We run into parking complaints involving alleys on a fairly regular basis, but without the accompanying signs, we feel it isn't fair to handle the complaint with a parking ticket or citation. All the city alleys should be clearly marked "No Parking" per ordinance.	Response
Lt. Barbuch Officer Kajtna Officer Keller Officer Bergin	Throughout the City	03/26/08	In emergency situations, our officers need to have access to the secured areas of the multi-family residential buildings throughout our community. This includes locked lobby areas, as well as individual apartments. The owners of many of these buildings have provided us with a master key for use in such situations; however, this has proven to be cumbersome for several reasons. First, it requires making a number of duplicates of each key, so that a key can be placed in each squad. Second, the number of keys kept in each squad has grown over time, and has become impractical. There is also a liability issue involved with the number of keys available and the potential for losing or misplacing them.	Complete
Lt. Hingiss Ofcr. Czarniecki Ofcr. Erickson Officer Footit	Throughout the City	02/26/08	We will be getting a list together of all places in the city that go by different names (church hill, billy goat hill) and putting addresses with them for us and Ozaukee dispatch. We will also make sure that everything or place has an address (fish cleaning stations, etc.)	Complete
Ofcr. Moerti	PWPD and PWHS	1/1/08	Sexual Assault Pamphlet Testmyteen.com	Complete

City of Port Washington Police Department
“Where Citizens are First”

2006 – 2008 Goals and Action Plans

GOALS

- **Build an Inclusive Environment**
- **Improve Communications**
- **Build Organizational Capacity and Operational Readiness**

ACTION PLAN

- **Sustain and Affirm an Ethical Climate**
- **Develop 3-year strategic plan**
- **Institutionalize Community Oriented Policing Problem Solving (COPPS)**
- **Become an accredited agency**

SPECIFIC INITIATIVES

- Adopt I A C P Oath of Honor Sign on Program
- Identify Focus Groups for employee participation
- Hold department meetings, shift meetings, leadership team meetings, community listening sessions, ride-alongs with officers, focus groups
- Develop dispersed leadership and shared responsibility
- Comprehensive professional development and training program that focuses on self development, education programs, and collateral assignments
- Identify – Vision, Mission and Values
- Promote beat responsibility and neighborhood integrity through permanent area assignments and team building
- Develop Community Neighborhood profiles
- Problem solving
- Emphasize customer service
- Develop General Orders manual consistent with an accredited agency
- Identify new technology and evaluate facility space to best meet employee and citizen needs.

SPECIFIC WORK PLAN FOR 2008

In 2008 we expect to complete the following:

- 50% - 75% of the Accreditation Standards
- A cost benefit analysis study for consolidating dispatch services with Ozaukee County Sheriff's Department
- Increase Municipal revenues by 10%
- Implement a neighborhood beat management patrol plan

STATEMENT OF FUTURE CONSIDERATIONS

STATEMENT OF FUTURE CONSIDERATIONS

With the city positioning itself for significant growth over the next five years, we will need to look at what services are the most important to provide through public funding and what services can be outsourced. We will also need to study alternative delivery systems to keep costs down. Community Oriented Policing Problem Solving will play a significant role to keep the quality of life as it exists now.

Decentralized decision making within the police department and allowing for employee involvement will be important to support the effort. In addition we need to start the process of evaluating the type and number of resources that are needed for the future i.e., police officers, community service officers, support personnel and technology.

As this region continues to grow and develop, a change in the demographics will occur. With that change we must be mindful that there will be a tendency to experience some group violence that stems from the inequities of class, race and ethnicity. Every police department is concerned about violence. Planning, preparation and partnerships will be critical to prevent, mitigate, and recover from any critical incident.

Technology has raised the potential destructiveness of criminal actions. Terrorism and organized crime are much more sophisticated than ever before. We will need to continue to build “capacity” and “operational readiness” to be effective against any potential threat. One thing is clear, to be effective there must be an organizational strategy that encompasses the following three areas of development: strategic, tactical and personnel. The department’s strategic plan will address each of these areas. We will also be aggressive in developing dispersed leadership and shared responsibility within the organization and community while at the same time preparing individuals, teams and the organization for future service to the citizens of Port Washington.