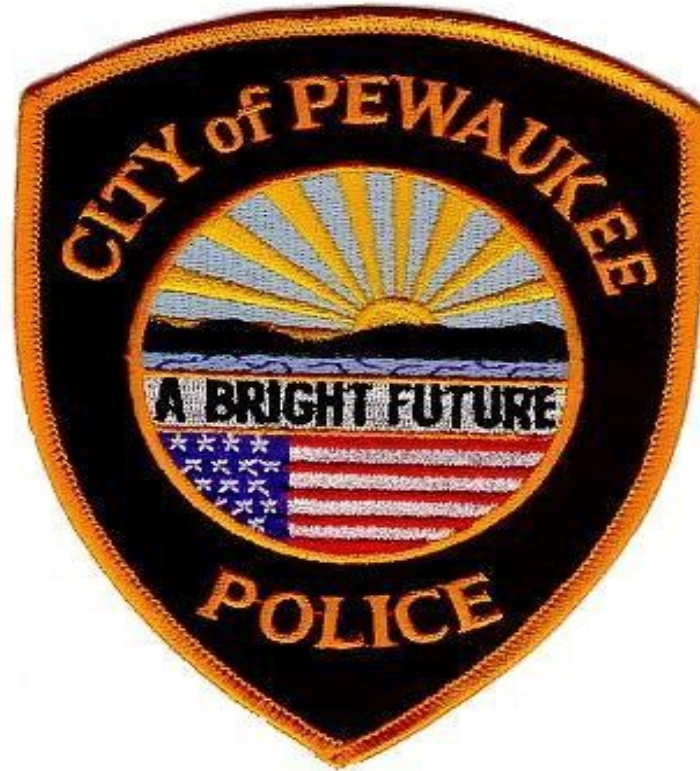


# City of Pewaukee Police Department



Mission First... People *Always!*

**POLICE CHIEF**  
(Vacant)

**CAPTAIN**  
Daniel Meister

**LIEUTENANT**  
Jack Kopatich

PATROL BUREAU

Administration  
Bureau

**Sergeant**  
Brian Ripplinger

**CLERICAL  
SUPPORT**

PEWAUKEE

**1<sup>st</sup> SHIFT**

**2<sup>nd</sup> SHIFT**

**3<sup>rd</sup> SHIFT**

**Sergeant**  
Cher Sneider

**Sergeant**  
Gene Wilbur

**Sergeant**  
Kelly Treece

**Investigations  
Bureau**

**Office Manager**  
Lisa Zielke

**Sergeant**  
Kim Miswald

Patrol Officers

Patrol Officers

Patrol Officers

Detectives

Clerical Staff

Robert Kraemer  
Scott Prouty  
Kimberly Unger  
Amy Lonzrick  
Craig Siegel  
Lenny Meyer

Ben Petersen  
Mike Pavlovich  
Dan Adrian  
Ryan Reinders  
Todd Borchardt  
Sean Lenardic

Charlene Craft  
William Becker  
Garrett Grulke  
Kristen Bast  
David Olig

Neil Evens  
James Komar  
Jacob Bernotas  
Officers  
Brian Fredericks

Linda De Priest  
Laura Laurishke  
Theresa Linneman  
Cadets  
Kari Lepine  
Erik Landzettel  
Katie Prill  
Charles Mehlberg

Lake Patrol Officers  
Dawn Duellman-Arndt  
Steven Kneeland  
Michael Pierzchala  
Mellissa Schmackle  
Susan Tang / Kim Stack  
Greg Heyrman  
Kayla Whitney / Jason Beck

In 1829, Sir Robert Peel created the Metropolitan Police when he served as Home Secretary of England. According to Peel, the real key for policing is "the police are the people and the people are the police".

Peel established several principles to his theory of policing. These principles are as relevant today as they were in the 1800's.

Community policing is based on Peel's concept of prevention. Community policing has been embraced by many law enforcement organizations across our country. Community policing is based on *its goal to prevent crime and promote better police-community partnerships.*

Community policing requires an investment in training with special attention to problem analysis and problem solving, facilitation, *community organization*; communication... (Patterson )

# Prevention

Sir Robert Peel's first principle was that the "basic mission for which the police exist is to prevent crime and disorder".

Peel established the police, also known as "Bobbies" ...

Our law enforcement agencies still have police patrolling the streets with the goal of preventing crime. James Q.

Wilson and George Kelling's wrote an article, "Broken Windows: The Police and Neighborhood Safety" and called

for a "return to the nineteenth-century style of policing *in which police maintained a presence in the*

*community* by walking beats, getting to know citizens, *and establishing the feeling of*

*public safety and trust.*" (Siegel, 4<sup>th</sup> Ed.,)

# Peel's Principles:

#1. The basic mission for which the police exist is to prevent crime and disorder.

#2. The ability of the police to perform their duties is dependent upon public approval of police actions.

**Waukesha County  
Sheriff's Department**

**Police Contract Services  
For the City of Pewaukee**

**Sheriff Daniel Trawicki**

Presented on 08/25/2009.

# City of Pewaukee Police Department

Not a police contract service,  
but a ***commitment*** to the  
community.

All the resources of your police  
department with service tailored to  
your needs.

# CPPD Mission Statement

It is the mission of the City of Pewaukee Police Department to **increase public safety and enhance the quality of life in this community**. We will achieve this mission by providing professional police services in a safe and effective manner.

Daily, we will work towards achieving our mission objectives through **a campaign of public education and quality enforcement efforts**. We will also **enhance our mission by strengthening our partnership with this community through a philosophy of proactive, community involved policing**.

Together, as a team, we will mutually respect and support each other to foster a climate of cooperation. We will strive to maintain the professional standards that we, and those before us, have worked so hard to achieve. Our actions will be legal and ethical and in line with supporting our mission objectives. **We will always remember that it is the community we protect who has entrusted us to make these decisions for them and we will not take that trust for granted.**

As law enforcement officers, we have sworn to uphold the peace and to support and defend the Constitution of the United States of America. We will also remember the law enforcement oath of honor and we will never forget our fellow officers who have made the ultimate sacrifice.

**Mission First... People ALWAYS !**

# What is Contracting?

**“Simply put, it means the Waukesha Sheriff’s Department provides a fee based police service to cities, towns and villages in Waukesha County.”**

# Fee Based???

You get what you pay for.

CPPD services don't stop when the fee is exceeded.

We don't put an exact dollar amount on your safety!

# Why contract?

**“As Waukesha County municipalities grow, taxpayers demand more service for their tax dollars. Contracting allows for quality law enforcement services at a reasonable cost to taxpayers.”**

# Why Contract? Good Question!

The taxpayers of this city are already getting personal, quality police services for one of the lowest tax rates in the State of Wisconsin.

***“Most Affordable Suburb!”***

# Financial Benefit of Contracting to the City of Pewaukee

**“With budgets becoming tighter,  
contracting for law enforcement services  
has become a great cost saving  
measure.”**

Sheriff Dan Trawicki 08/25/2009.

## *However...*

- True, the budget *has* become tighter. But, the police department *has* done it's share of staying within budget and reducing costs; without sacrificing service to the community.

# The numbers show that your existing, local police department is the Best Value.

1 - Waukesha County Contract Deputy  
\$149,275.00

1 - City of Pewaukee Police Officer  
\$104,163.52

Taxpayers are Saving \$45,111.48 Per Officer

Economics - The City of Pewaukee 2009 Budget lists total police expenses as \$2,812,415. The City currently employs 27 full time equivalent officers with that budget. Simple division shows the current cost per City of Pewaukee police officer is \$104,163.52. The Sheriff's proposal provides one Deputy for \$149,275.00. The city is currently saving \$45,111.48 per officer. To contract with the Sheriff for the City's current staffing level would cost **\$4,030,425.00.**

# Wisconsin Act 28, Sec. 79.07 Wis. §

## CORRESPONDENCE/MEMORANDUM

STATE OF WISCONSIN  
Local Government Services Section  
Department of Revenue

**DATE:** September 4, 2009  
**TO:** Whom It May Concern  
**FROM:** Stan Hook  
**SUBJECT:** Expenditures for Emergency Services

Thank you for assisting the Department of Revenue (DOR) in reviewing a draft methodology for implementing sec. 79.07, Wis. Stats.

As many of you probably know, 2009 Wisconsin Act 28 (section 1900k on page 406) established a requirement for DOR to define emergency services for the purpose of sec. 79.07, Wis. Stats., and to collect and monitor the expenditures, related to the defined services for years subsequent to the 2009 adjusted base expenditures for each county or municipality....

**If a county or municipality spends less, in a subsequent year, than the adjusted 2009 base amount, that county or municipality is subject to a penalty. Any penalty imposed will be deducted from that county's or municipality's shared revenue amount... The final phase is to calculate and impose a penalty if a county or municipality has an unapproved reduction in their expenditures for any given year, as compared to the 2009 base or adjusted base expenditures.**

# Waukesha Sheriff's Department Contracting Experience

“Contracting for police service in Waukesha County began in 1980 when the Village of Sussex contracted with the Sheriff's Department. The contract started with one eight hour shift and has expanded significantly. Dayshift now has two positions. One of the dayshift positions is a Lieutenant's position that coordinates and oversees the deputies' activities and meets with the Village administration daily. Two deputies positions are assigned to 2<sup>nd</sup> shift, and two Deputy positions are assigned to the midnight shift. The Village of Sussex is currently considering adding an additional staff position.”

Your existing police department is experienced too! We already have the personnel and resources in place to provide efficient and effective police services. The question is...

What is the right thing for the  
Citizens of Pewaukee???

# Sheriff's Department Contracts

**Village of Sussex** — Had a part-time police dept. in the 1970's???

**Town of Waukesha** - Small community. Needed a contract deputy because county units had difficulty servicing the community.

**Town of Delafield** — only contracts one day of the week.

## Town of Merton

**Town of Lisbon** - Had 4 full-time and a few part-time officers.

**Village of Merton** — only had a small, part-time PD.

Average population is 7,000 without the large business and transient traffic that we have.

Is this a realistic comparison?



- I would note that these municipalities are all towns and villages – not cities. They do not have the economics, large infrastructure and unique mixture of residential and industry that we have. We are a city for a reason. We have grown and are still growing. Cities have their own public safety departments and public services.
- Contracting would seem like a step backwards.

***Are we evolving or are we regressing?***

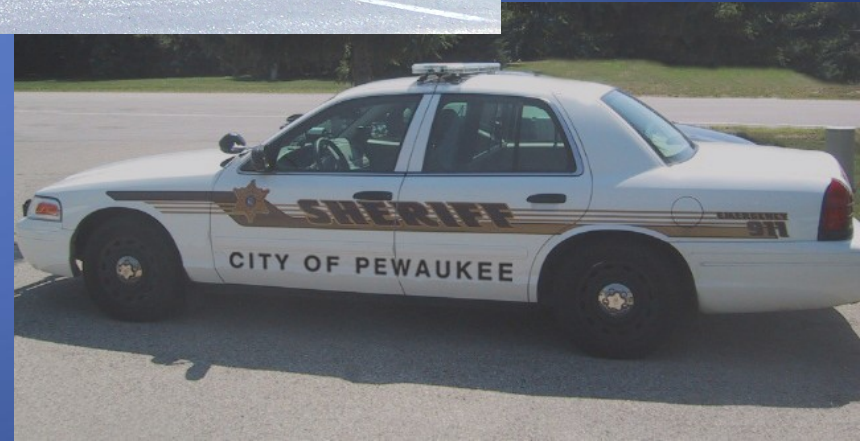
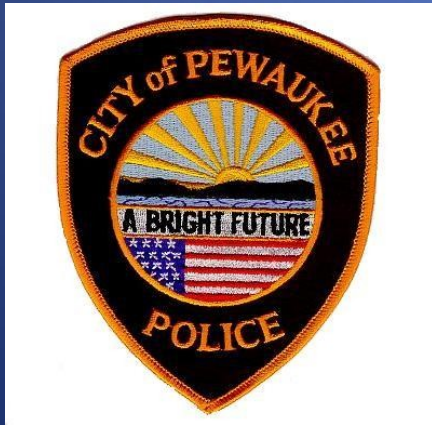
# Benefits of Contracting for the City of Pewaukee???

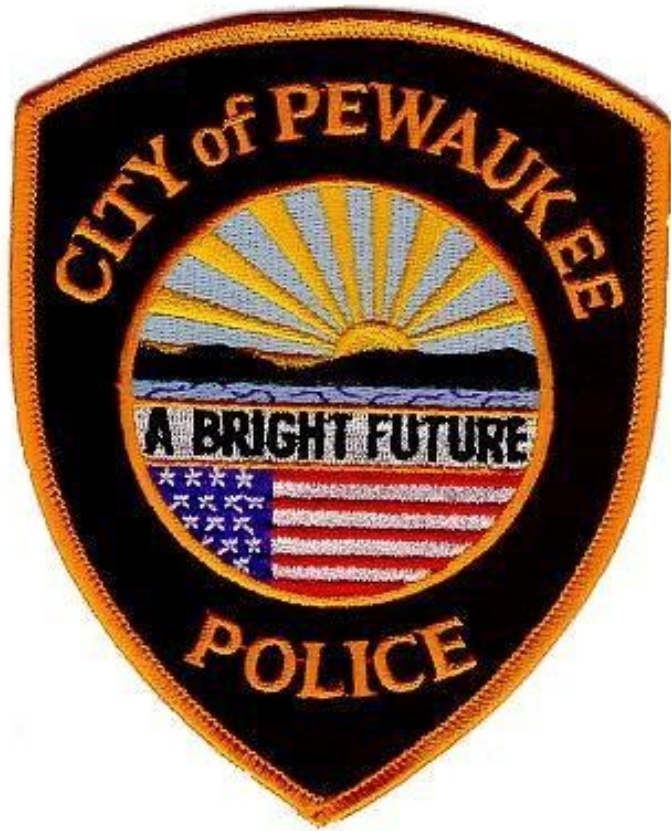
- Local Control (*under the terms of the contract*)
- Local Identity (*Not quite.*)
- 24 Hour Supervision (*no direct supervision on third shift.*)
- Liability (*City can still be sued as a party to the contract.*)
- Personnel matters are taken out of your hands (*loss of control actually.*)
- Maintain your revenue from citations (*will lose significant revenue.*)

# Local Control

You have all of this already!

# Local Identity





**A uniquely  
identifiable  
symbol of your  
community.**

# Local Identity

- People associate “Sheriff” with a county, the jail, the courts and rural, unincorporated areas.
- There is something unique about a police car that identifies it as belonging to “The City of Pewaukee”.

# Experience

- Your police department has a combined 350 years of career, law enforcement and clerical experience.
- Your officers have seen this city grow from a township and are intimately familiar with the challenges and unique issues the city is experiencing.
- Your clerical staff is here to process your requests and answer your phone calls.
- Absence days are covered by your CPPD officers who are familiar with the community – regardless of shift assignment.
- Contract deputies will more than likely be replaced by a county deputy from another area.

# Liability

**“The Waukesha Sheriff’s Department places strong emphasis on field supervision to direct deputies’ activity and ensure accountability.”**

Sheriff Dan Trawicki 08/25/2009.

# CPPD Supervision

- The department has a comprehensive policy manual which guides all members in their conduct.
- The department has 24/7/365 supervisory staff.
- All new supervisors undergo a minimum of two weeks training in a supervisory development school. Further, in-house training is conducted as well.

# Steps that have been taken to reduce liability:

- Creation of a policy review committee.
- Extensive field training program for new hires.
- Psychological evaluations for new hires and promotions.
- Extensive training in use-of-force and communications.
  - Video cameras in squads and on Tasers.
  - Anti-harassment training.
  - Supervisory development training.
  - Advanced management training.

**“Personnel matters are taken out of your hands... You don’t have those headaches.”**

Sheriff Trawicki 08/25/2009.

People make up the city’s government. They should not be viewed as problems, but rather they are undeveloped resources. It is our employees that are our most important asset. Human resources is a natural function of running a municipal government.

# Revenue from municipal citations

**“Local communities will retain their portion of revenue brought in by the enforcement of municipal citations. The current municipal court will be used for municipal citations.”**

## But wait a minute...

- The sheriff proposes that the city contract squads will patrol and handle calls for service in the subdivisions and on city streets. The regular, county deputies will patrol and handle calls for service on the county and state highways and the interstate.

# Traffic Citation Facts

- Total citations for City of Pewaukee Police Department issued on state and county roads within the City:
- 2007 – 2009 (YTD): **17,677**

- The main goals of traffic enforcement are voluntary compliance and community safety
- However, revenue is a by-product of traffic enforcement.
- Any reduction in traffic enforcement can have a negative impact on traffic safety within the City.

# Loss of Revenue

- The majority of traffic violations, crashes and enforcement (Apprx. 95%) occurs within the city on these main highways – not on the local, side streets.
- With what the Sheriff is proposing, the majority of revenue from enforcement will go to the county – not the city.

# Loss of Revenue

That equates to a loss of 95% of the total revenue from fines and forfeitures.

# Fact...

- From January 2006 to September 2009, the City has collected over **\$1,733,408** in fines and forfeitures by way of citations issued by the police department.
- **95% of \$1,733,408 is \$1,646,737.**

# Solving Law Enforcement Problems

- “Sheriff’s personnel monitor police activities throughout the county and neighboring jurisdictions, thereby recognizing trends and similarities in criminal activities which allows for proactive enforcement.
- Activities are coordinated between the patrol division, detective bureau, court services and special enforcement units.”

# Our work... Our Mission...

- We already do this, plus...
- We identify and solve *community problems* – not just law enforcement problems.
- We help the *people* of this community through our intimate knowledge of neighborhood specific issues and by interacting with the citizens of Pewaukee on a daily basis.

# Patrol Division

- Three shifts providing 24/7/365 protection and community services.
- Averages 15,000 to 20,000 calls for service each year.
- Responds to calls for service *and* proactively patrols the City to deter criminal activity.
- Each shift has a patrol supervisor assigned to it. This supervisor works directly with their officers and understands their unique challenges, personality and contribution to the department.

# Patrol Vehicles

- The “Squad Car”. The most visible icon of any police department.
- Motor Unit: Police motorcycle used for traffic enforcement, escorts, parades and other community events.
- Bicycle Patrol Unit: Patrols subdivisions and business parks. More user friendly to the public.
- ATV: Search & Rescue. Special events.

# Investigations Bureau

- The City of Pewaukee Police Department's Investigations Bureau has the ultimate responsibility for the advanced investigation of all homicides, thefts, robberies, frauds, burglaries, aggravated assaults, rapes, child abuse and assault, and other such crimes that require extensive investigation or investigation outside of the city limits.
- The Investigations Bureau also provides numerous support functions for patrol and administration.

- The Detectives are also responsible for crime scene management and processing as well as advanced photography.
- They are often first responders to emergency calls for service and work side by side with the patrol officers.
- Detectives are assigned to the day shift however routinely work random hours, as needed, to handle cases that require their expertise or must be expedited.

# CIB Statistics

2008

- 181 total cases with CIB involvement
- Total Value of Recovered Property (UCR)  
**\$22,329.00**

2009

- 220 cases to date.

# Major Case Involvement

- Johnson Bank Armed Robbery
- Fatal MVA's: 4
- Northern Petroleum Co.Embezzlement
- City Hall Bomb Threat
- Spa Clinics Sexual Assaults
- Suspicious Deaths
- North Ave Arson
- Studio Select Arson Investigation
- Elm Ave Substantial Battery/Drug Investigation

- Pettis Multi-Jurisdiction Burglary Investigation
- Forgery Investigations
- Identity Theft Investigations
- Watertown Counterfeit Currency Investigation
- CIT Interventions: 4
- ICAC Investigations: 2
- Duplainville Rd. Stabbing

# Metro Drug Unit

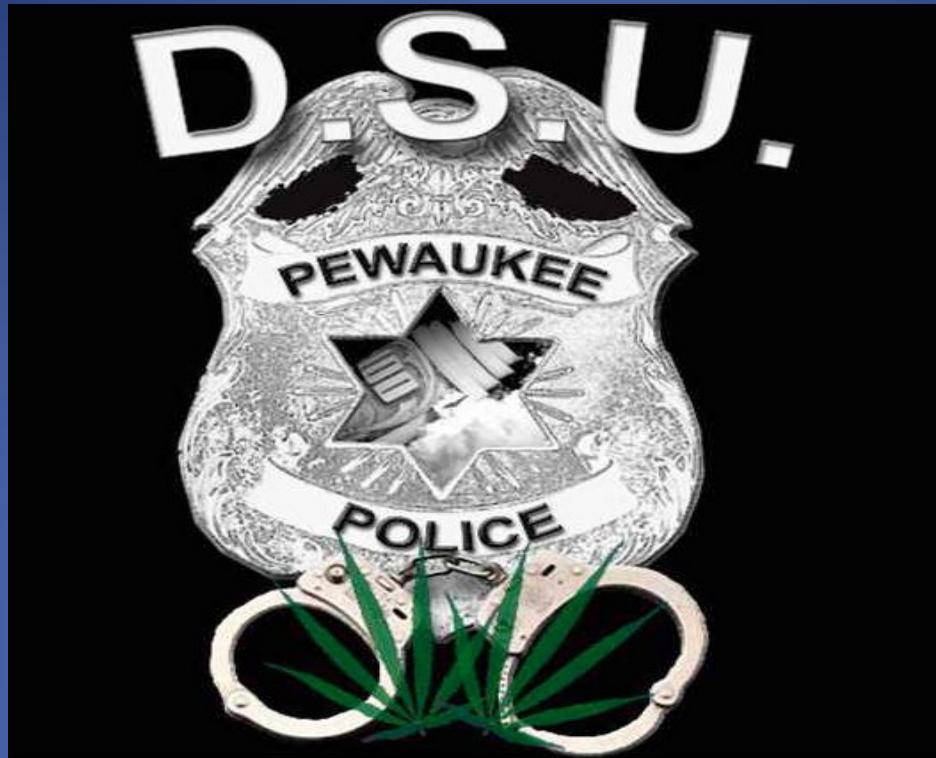
- Coordinated by the Sheriff's Department and supervised by a Sheriff's Captain and Lieutenant.
- The unit focuses on illegal drug problems within each municipality in Waukesha County.



Currently, the City of Pewaukee participates in this valuable, joint effort.

# However...

Not all problems can be addressed by the Metro Drug Unit. What about the smaller but more frequent incidents that negatively affect the quality of life in Pewaukee?



*City of Pewaukee Police Drug Suppression Unit*

Addressing **drug and vice** related problems specifically in your community.

- **DSU is a unit comprised of specially trained officers that operate within the City of Pewaukee Police Department and addresses drug and vice related crimes in the City of Pewaukee. This unit specifically addresses local drug problems. This is in addition to our involvement in the county drug unit.**
- **DSU officers provide information and support to the community and offer presentations to our citizens and parents in order to educate them about the very real threat that their children are facing today.**

- DSU has issued hundreds of citations and charges against individuals involved in illegal drug activity and trafficking within the City of Pewaukee.
- DSU works cooperatively with federal and other local agencies such as the Waukesha County DEU, HIDTA, DEA, DCI, FBI, Secret Service, US Postal Service, and the US Treasury Department. (All at NO EXTRA CHARGE)

- Since 2006 DSU has arrested over one hundred subjects on motel properties believed to be involved in sex related crimes such as prostitution, pandering, and escorting. Along with these crimes have come additional individuals being arrested for possession of illegal drugs, concealed weapons charges, warrants, and more.
- DSU recently assisted in an FBI investigation that lead to the arrest of an individual who was trafficking minor girls for sex. One of those girls was arrested in a Pewaukee Motel by DSU and was taken into protective custody.
- Contract squads would not actively deter crime in Pewaukee Motels.

- **Through Equitable Sharing, Pewaukee DSU has recovered more than \$120,000.00. This money is used to make unbudgeted police related purchases. These purchases help to offset future budgets where the items that were purchased using seized funds would have been budgeted for in the future.**
- **CPPD currently has an officer assigned to the county drug unit. Due to our involvement in that unit, we are eligible to receive a portion of seized assets that have resulted in arrests made by the county unit.**
- **Assets seized by contract squads in the City of Pewaukee will not be used to reduce or offset future contract fees and will not be eligible to be used at all by the City of Pewaukee. The portion of seized assets that we are eligible for now due to involvement in the county drug unit will also disappear.**

**Ask yourself, will a few contract deputies  
continue to do all of this?**

# County Tactical Enforcement Unit

- Combined Tactical Enforcement Unit with City of Pewaukee, Menomonee Falls and City of Oconomowoc Police Department
  - Trained and Experienced Hostage Negotiators
  - Mobile Command Post Vehicle
  - Trained and Equipped Tactical Officers
  - Public Information Officer (PIO) experienced in tactical operations



# Pewaukee Lake Patrol

- Summer Lake Patrol & Winter Ice Patrol
- Nine part-time officers
- One Sergeant
- 2 Patrol Boats and 3 ATV's
- Has an established report with lake users.
- A joint effort of the three communities that enjoy Pewaukee Lake.
- Majority is DNR reimbursable.

# CPPD Community Services Division

- Cops & Bobbers / Gutter Busters
- Badges & Bulls Eyes / Danger Stranger
- Senior Safe / Back to School Bus Stop Safety
- Mentor Program: Continuous. Average 10-15 kids at one time. 100+ hrs per year
- Fund raising for programs - 80hrs per year.
- Police Dept. Tours
- Shop with a Cop

- These programs sponsor about 67 outings and require about 450 hours of work each year.
- These City of Pewaukee Police Department Community Service programs reach out to over 500 youth each year.
- The goal is to establish positive police / youth relationships, mentor at-risk youths, and to provide positive role models within the community.

# Other customized services provided to the community:

- Respond to vehicle lockouts.
- Fingerprinting for citizens at no cost.
- Child car seat installation.
- Business security surveys / presentations.
- Home vacation checks.
- After hours business checks.
- Safety Fair (Wagner Park).
- DNR Classes (ATV & Boater Safety training).

# We have established community / police relationships...

- It's not just about what we do for you. It's also about what the community does for us.
- Hundreds of volunteers participate in programs and activities with us each year.
- Local businesses partner with us.
- Thousands of dollars donated by citizens and local businesses each year.

# Clerical / Administration Services

- Transcription Services
- Citation payments
- Accounting and Finance (payroll)
- Open records / Incident report requests (over 500 a year.)
- Records management
- Front counter service for the public

# Police Cadets

- These are non-sworn, clerical positions that assist the office staff and also participate in some patrol and police training.
- The goal is to prepare these young adults for entry level sworn positions in our department.

# City of Pewaukee

## Police Services Contract Cost Estimate

### Deputy Costs for 8, 9 and 10 Shifts, 8 hour 365 Days/year

	2010 Cost	2011 Est.	2012 Est.	2013 Est.	2014 Est.	Grand Total
8 Shifts	\$ 1,541,025	\$1,605,728	\$1,650,654	\$1,696,871	\$1,744,383	\$8,238,661
9 Shifts	\$1,727,348	\$1,799,311	\$1,849,654	\$1,901,443	\$1,954,684	\$ 9,232,440
10 Shifts	\$1,916,086	\$1,995,305	\$2,051,133	\$2,108,563	\$2,167,603	\$10,238,690
Lieutenant	\$ 95,000	\$ 97,660	\$ 100,394	\$ 103,206	\$ 106,095	\$ 502,355
Detective	\$ 122,336	\$ 125,761	\$ 129,283	\$ 132,903	\$ 136,424	\$ 646,907

(Lieutenant and detective are 5 day per week positions)

One Deputy working only 5 days per week \$149,275  
 One Deputy working 7 days per week \$192,628

2011-2014 estimates are based on an annual increase of 2.8%

2010 cost reflects a 50% incentive reduction to County-Wide indirect costs; for the remaining 4 years of the contract, this cost will be charged as actual or twice the year one amount, which ever is less.

Overtime and transcription costs are charged on actual usage. The 2010 estimates for 8 shifts are \$50,000 for O.T. and \$18,943 for transcription.

**NOTE:** Years 2011-2014 are estimates only, based on current cost projections.

# Proposed Staffing

• 8 Shifts of Patrol Deputies (3-Dayshift, 3 Second Shift, 2 Midnight Shift)	\$1,541,025
• Two Lieutenants - one Dayshift, one Second shift	\$190,000
• One Power Shift (5-2, 4-2 shift)	\$145,275
• One Detective (5 days/ week)	\$122,336
• OT	\$ 50,000
• Transcription	\$ 20,269
• Total First Year Cost	\$2,068,905
• Estimated 2010 Pewaukee budget	\$3,076,457

# Costs not factored into the contract...

## Transcription services.

- “Separate contract from police services.” (Actual cost on a per report basis.)
- \$21,091 is the City of Pewaukee average estimate annually estimate for next 5 years.
- Sheriff Trawicki 08/25/2009.

## Utilities

- Current facility will still need lights, heat, etc. even if manned part-time.
- Est. cost is \$15,000 to \$20,000 annually.
- ***This is already figured into our annual budget!***

# 2008 Department Study

- Conducted by Resource Management Associates (RMA) at the request of the Common Council.
- Cost to City: Apprx. \$16,000

# Study Results:

- “...we can say that there are other ways for dealing with the problems in the police department that do not include dismantling it altogether... despite the troubles that have fallen upon the department in recent years, it continues to serve the needs of the public in a professional manner. We do not believe that dismantling the police department, at this point in time, would be in the best interest of the City.”

- RMA, August 2008.

# Study Results...

- “The City has one of the lowest residential tax rates in the State of Wisconsin. The total number of police employees per 1,000 population in the City of Pewaukee is 2.22 compared with 2.42 for the comparison communities.”

- RMA, August 2008.

“The police budget has increased by just 20 percent since 2002, compared with an overall increase in City expenditures of 34 percent. The percent of City expenditures devoted to police services has declined by 10 percent since 2002.”

“It can be seen that per capita costs for police services in Pewaukee are slightly lower than average of the comparison communities.”

”It is apparent that the current staffing of the Pewaukee Police Department is adequate to meet current and projected demands for service. Therefore, no increase in personnel is recommended.”

**NOTE:** There was no recommendation for a decrease in personnel either.

Management is doing  
things right; leadership is  
doing the right things.

Peter F. Drucker

***A Bright Future...***



***Begins with you!***

